

2023

SUSTAINABILITY REPORT



 **panelsan**



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01 | OUR REPORT



OUR REPORT

As Panelsan A.Ş., we evaluated the performance of our processes in line with our improvement plans, our goals for our sustainability strategy and our sustainability principles in our Sustainability Report, which we published for the second time.

In our report, we aimed to present our practices regarding the United Nations Sustainable Development Goals to our stakeholders. We reported the impacts of our organization on environmental, social and governance dimensions through our Statement of Compliance with Capital Markets Board Sustainability Principles.

We have prepared our report based on the consolidated sustainability indicators of our two head offices in İstanbul and Ankara, our liaison office in İzmir and our production center in Polatlı, Ankara, covering the operating year 01.01.2023 - 31.12.2023.

This report has been prepared in Turkish and English in accordance with the Global Reporting Initiative (GRI) Standards. You can follow the contents that we have harmonized with the GRI Standard with the "GRI content index" table in the Appendix section. The data we share in this report prepared by our Sustainability Team has not been subjected to any external audit.



We are proud to publish our **2nd Sustainability Report**, which highlights our commitment to creating a greener and more sustainable world in the future

You can send us your comments and questions about our sustainability report via surdurulebilirlik@panelsan.com





MESSAGE FROM THE CHAIRMAN OF THE BOARD OF DIRECTORS



SERHAT MAŞLAK

CHAIRMAN OF THE BOARD
OF DIRECTORS

Stakeholders;

In the 100th Republic Year, in which we came together by reviving the spirit of solidarity in the face of the sorrow caused by natural disasters, we present our sustainability report, which we have prepared in line with our commitments, to the valuable opinions of our stakeholders.

Throughout the past 2023, we have taken important steps in creating an innovative and environmentally friendly product range, improving our waste management strategies, ensuring the effective use of energy resources and reducing our carbon footprint with our orientation towards sustainable materials and R&D projects. Our efforts not only increased the sustainability of our business models, but also helped us reduce the impact of our organization on stakeholders, society and the environment.

Innovations in our production processes and sustainability focused investments are tangible evidence of our commitment in this area. We contribute to the conservation of natural resources by increasing our solar energy capacity and improving our water management systems. While minimizing our environmental impact with our waste management and recycling policies, we encourage our internal and external stakeholders to sustainable supply chain management.

Pannelsan's steps towards a sustainable future support our mission to provide social and environmental benefits. Our goals for the future include raising sustainability standards in the sector with our innovative products, reducing our environmental footprint and integrating sustainability into all our activities.

We would like to extend our thanks to all our stakeholders who have accompanied us on this journey and supported us. Your contributions make the steps taken by Pannelsan in the field of sustainability even more meaningful. While celebrating our past achievements, this report also increases our determination to fulfill our responsibilities for a more sustainable future.

We will continue to work together for a sustainable world and protect our planet. We are aware of the legacy we will leave for future generations and we act with this awareness. We hope that our 2023 Sustainability Report will be an inspiring source of inspiration in the field of sustainability.

Best regards



MESSAGE FROM OUR GENERAL MANAGER



RECEP KAAAN MAŞLAK

VICE CHAIRMAN OF THE
BOARD OF DIRECTORS /
GENERAL MANAGER

Our esteemed stakeholders;

On the occasion of the presentation of our 2023 sustainability report, I am excited and happy to share the responsibilities we have assumed as Panelsan and the progress we have made on this path with our business partners, investors, valuable employees and all our stakeholders.

In the 100th year of our Republic, in which we strongly demonstrated our unity and solidarity in the face of natural disasters and economic fluctuations, we, as Panelsan, took decisive and innovative steps with the awareness of our corporate and social responsibilities.

We continue to reinforce our leadership in the sector with our energy efficient projects and innovative products. Within the scope of the sustainability policy we follow; we continue to invest in renewable energy resources, develop our social responsibility activities and strengthen our financial infrastructure. We strengthen our mission with our corporate governance principles, lean production and energy efficiency activities and we are happy to reach our sustainable targets.

Our sandwich panel and EPS insulation products, which are classified as sustainable building materials, contribute to significantly reducing the energy needs of buildings. Thanks to their high insulation properties, these products help reduce carbon emissions while maximizing energy savings. While our sandwich panels meet the aesthetic and functional needs of modern buildings, our EPS products have become indispensable solutions in the construction industry with their light weight and excellent insulation properties. Our goals for the future include expanding our product range with our environmentally friendly innovations.

I would like to thank all my colleagues who contributed to the preparation of this report and all our stakeholders who supported us. I firmly believe that together we will build a greener and more sustainable future.

I hope that our 2023 Sustainability Report - sustainability report, in which we share the investments we have made in line with our sustainability commitments, our hopes and goals for the future, will provide an enjoyable read.

Best regards

02 | ABOUT US



 **panelsan**



ABOUT US

Founded in 2004 in Ankara Polatlı Organized Industrial Zone, Panelsan manufactures sandwich panels and sandwich panel accessories, EPS insulation boards and injection products. It offers alternative solutions for the performance criteria of buildings with its product range that responds to the needs of the building and construction sectors such as heat and sound insulation, water tightness, air impermeability, hygiene, perspiration, safety, aesthetics, fire resistance.

Panelsan is the vision leader of its sector with its registered brands, total quality management approach, environmental and energy management systems, expert staff and R&D studies. Its products, which are at the forefront of performance-based testing and certification, have FM Global, Ghost R, SE, CE and ISO 9001 certificates.

In 2022, Panelsan went public in Borsa Istanbul and is the only company representing its sector on the stock exchange. Panelsan is a preferred brand in the Middle East, Turkic Republics, Africa and Europe. Since 2016, it has been included in the ISO 2nd 500 list of brands that shape the Turkish economy.

Due to the global climate crisis, increasing greenhouse gas emissions and increasing energy losses in buildings, the search for sustainable building materials has started in the world and the use of these materials in the sector has become a common goal. As Panelsan, we are aware of our responsibility at the point of efficiency optimization with the insulation products we produce and we undertake a large part of this responsibility. In this context, we increase our investments in high-tech machinery and develop environmentally friendly products with improved insulation values through our R&D studies. If the right insulation products are preferred, it is possible to achieve approximately 70% energy savings in buildings. These developments provide us with the opportunity to build greener and more sustainable buildings while ensuring the growth of our sector. We are a close follower of these developments and we endeavor to increase the necessary integrations and applications in our systems day by day in parallel with these developments.



ABOUT US

Our activity points are in 4 different locations. To have more detailed information about us, please click here.



— Head Office

Maidan İş ve Yaşam Merkezi
Mustafa Kemal Mahallesi 2118.
Cadde No:4 A Blok 3.Kat Daire: 18
Çankaya / Ankara
Tel: +90 312 342 03 82
Fax: +90 312 342 03 80



— İstanbul Office

Mesa Koz Sahrayıcedit Mahallesi
Atatürk Cad. No: 69 / 283
Kadıköy / İstanbul
Tel: +90 216 683 93 63



— Factory

Polatlı Organize Sanayi Bölgesi
202. CaddeNo:20 - 22 Polatlı / Ankara
Tel: +90 312 626 50 50
Fax: +90 312 626 50 45



— İzmir

We have a liaison office.



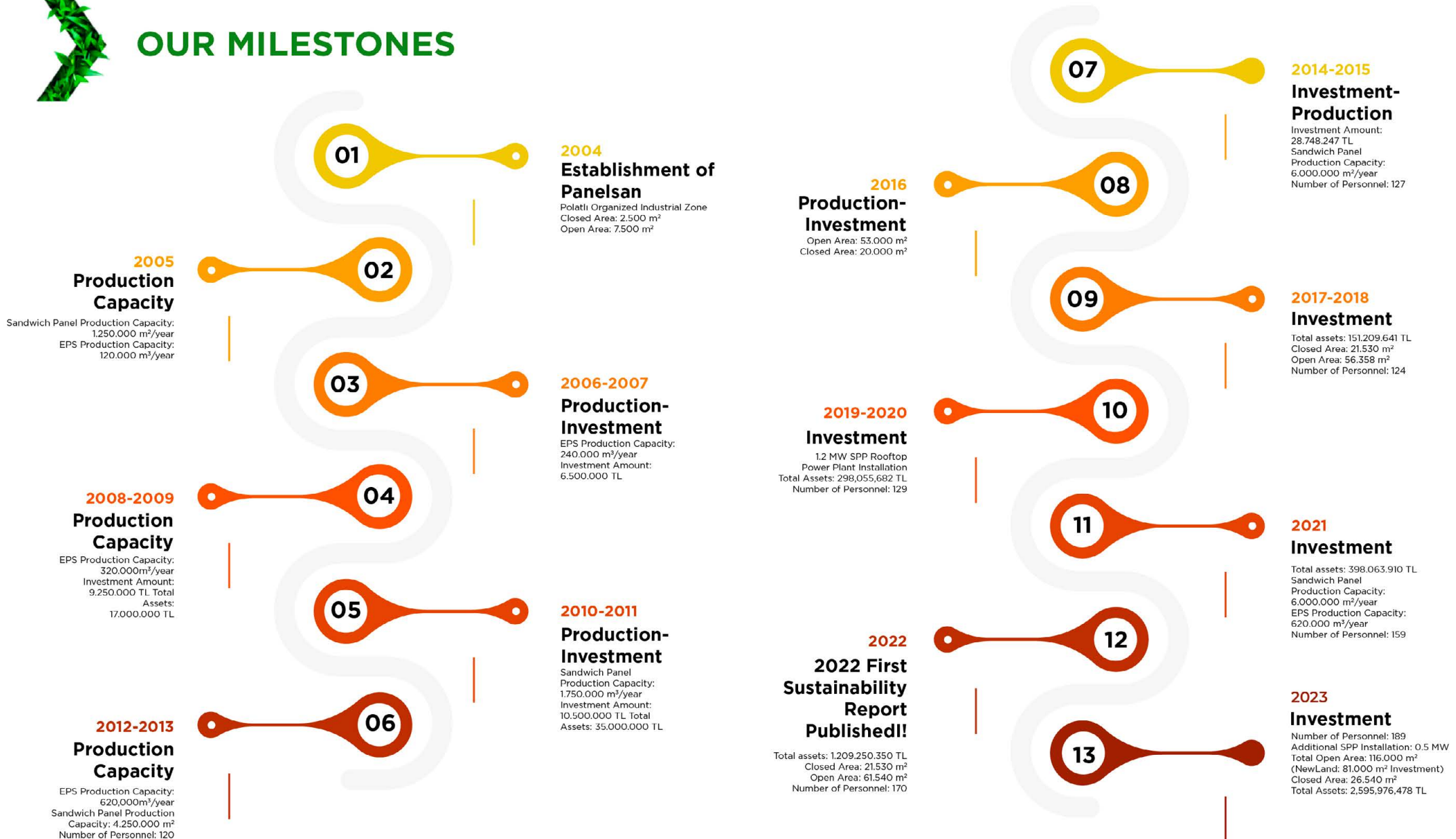
116.000 m²
Total Outdoor Area



26.540 m²
Total Indoor Area



OUR MILESTONES





VISION, MISSION AND CORPORATE VALUES

OUR VISION

Pannelsan, which constantly updates its corporate structure with advanced technology, has adopted the vision of being a company that aims to provide fast, high quality, perfect service to the needs of the sector, sensitive to the needs, innovative and pioneering.

OUR MISSION

Leading the way through investments in Türkiye, Pannelsan is chosen for providing correct solutions and for satisfaction-based service approach, and continues to operate with the excitement on the first day without compromising the awareness of social responsibility and losing the acquired values.

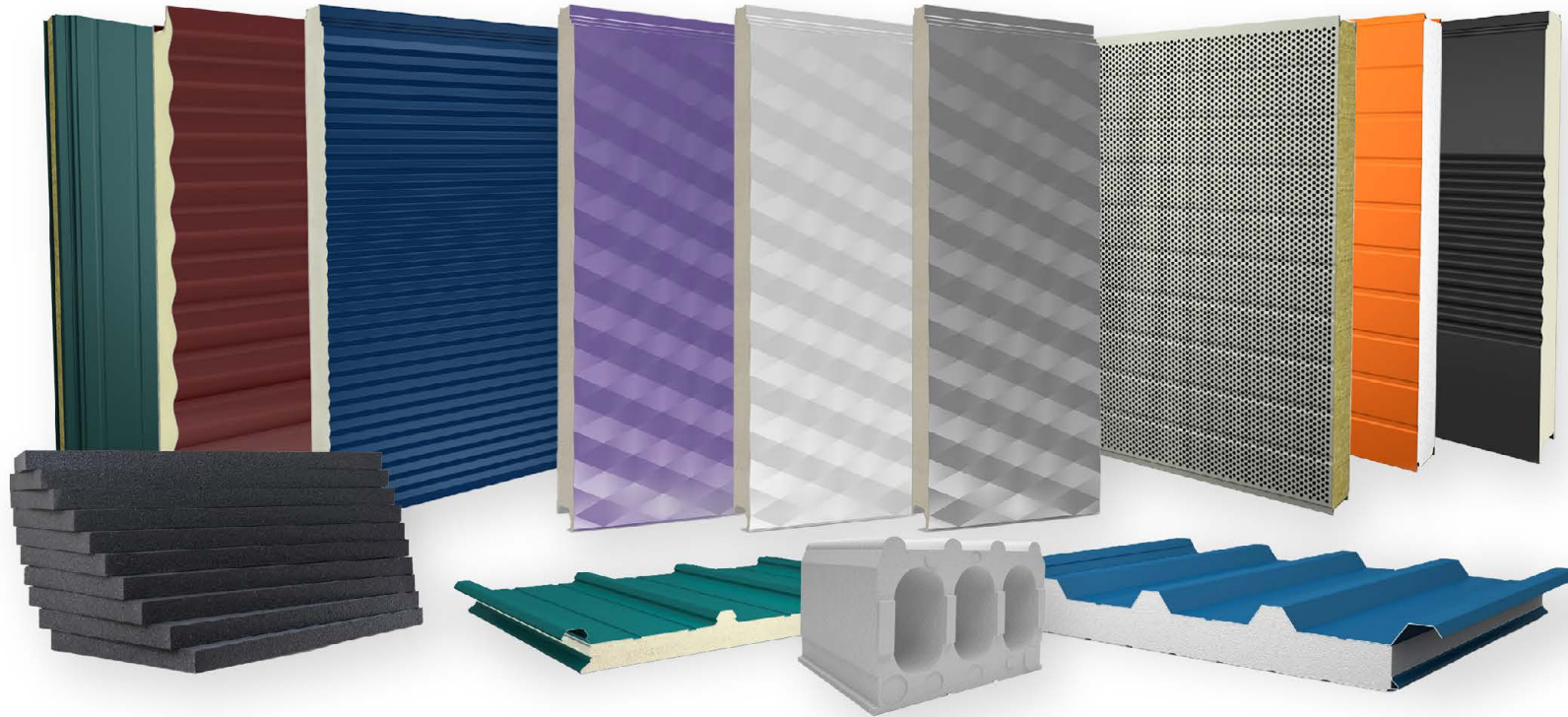
CORPORATE VALUES

In corporate governance, environmental, social and economic dimensions, we continue our journey of growth by embracing and holding on to our values at every step with our responsible, customer satisfaction-oriented, team-oriented, reliable, innovative and sharing approach that develops innovative solutions. In this journey, we move forward by learning and developing from every experience without losing our internal principles and social values.





OUR BRANDS



çatıpan

cephepan

mantopan

panboard

panbox

deco pa

ventpan

çatıpor

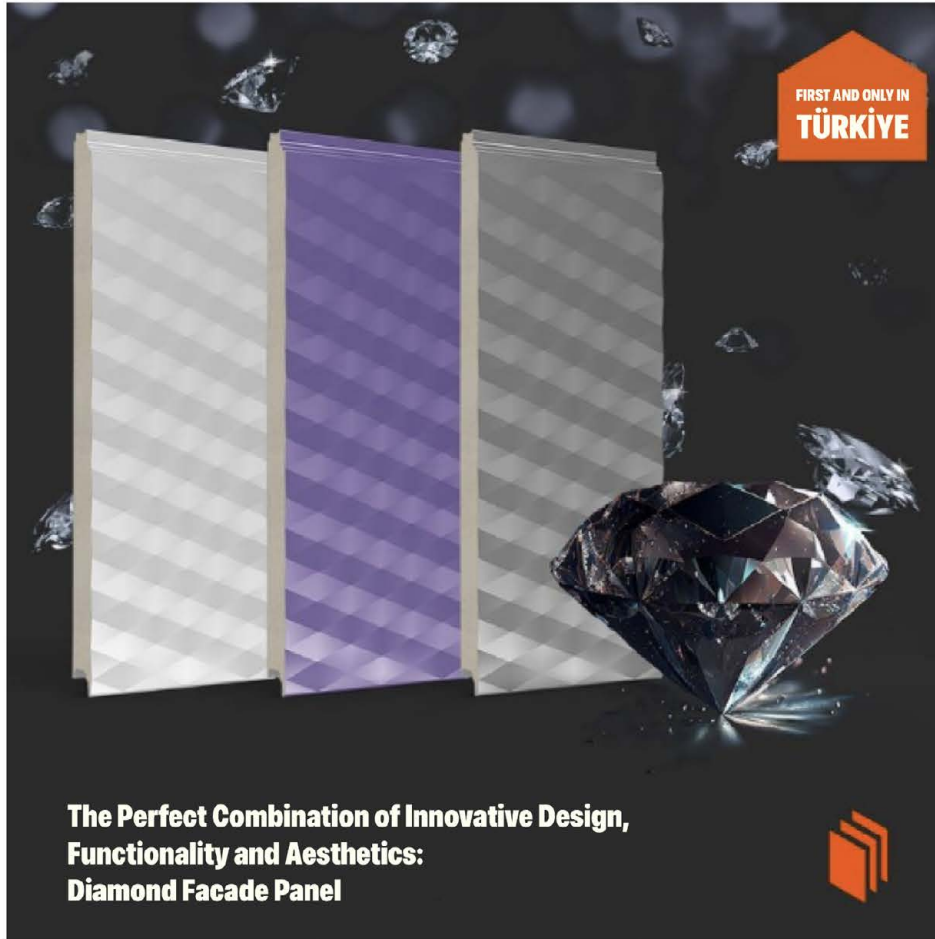
panpor

geopan

tekpan



OUR BRANDS



With our passion for sustainability, we proudly presented our Diamond Panel model, which brings a breath of fresh air to the sector!



In 2023, Panelsan started the production of Diamond panel series, the first and only one in Turkey. Diamond panel, which attracts attention by offering aesthetic appearance and 3D effect together with its unique and sophisticated surface design, makes you feel special and unique with its specially designed color options.



The product provides a high level of insulation by increasing energy efficiency with its superior insulation and aerodynamic features. It combines safety with aesthetics with superior performance in fire reaction. This new product is an indicator of our understanding of innovation and quality and has contributed to further strengthen our leading position in the sector.



OUR BRANDS

As an innovative and pioneering company in Türkiye, we have developed a solution compatible with solar energy systems by taking an important step in energy saving and sustainability; Hidden Screw Roof Panels. Our hidden screw roof panels are designed to increase energy efficiency and encourage an environmentally conscious approach. With their innovative technology and superior performance, the panels revolutionise the installation of solar energy systems.

With this product, which is a first in Türkiye we received the **"Roofing Material of the Year"** award in recent years.

These roof panels, which offer an ideal infrastructure for the installation of solar energy systems, offer an aesthetic solution due to their design in the joint details, while also providing the advantage of fast installation on the roof. By eliminating the problems frequently encountered in the installation of our roof panels, we provide sealing and minimise heat losses by reducing costs. In this way, we minimise the energy and resource needs of users. With these features, we stand out in the sector and offer high efficiency to our users.

Fully compatible with solar energy systems, our concealed screw roof panels offer both an environmentally friendly and economical energy solution.

These panels, which also exhibit superior load-bearing performance thanks to their special rolled form, are resistant to all weather conditions.

If you are looking for solutions for the future, meet Panelsan's hidden screw roof panels and discover the advantages of using energy efficiently!





OUR PRODUCTS

SANDWICH PANELS

ROOF
PANELS



MINERAL WOOL
INSULATED ROOF / WALL PANELS



EPS INSULATED
ROOF / WALL PANELS



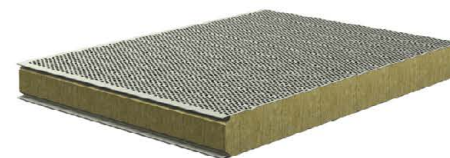
WALL
PANELS



COLD ROOM
PANEL



ACOUSTIC
PANEL





OUR PRODUCTS

TRAPEZOIDAL

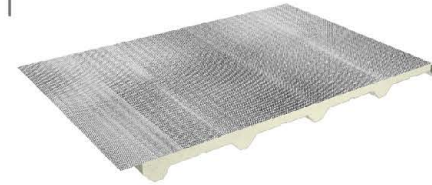
SINUS
TRAPEZOIDAL



TRAPEZOIDAL



TEKPAN PLUS



Please click here to access all our products.

EPS PRODUCTS

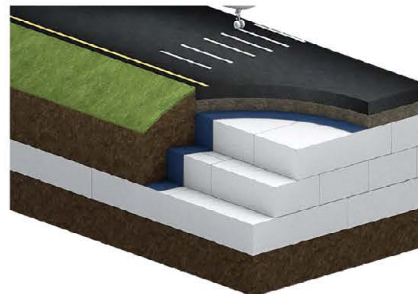
EPS
PLATES



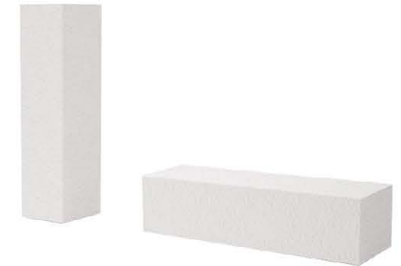
INJECTION
PRODUCTS



GEOPAN



EPS BLOCK
PRODUCTS





OUR FIELDS OF ACTIVITY

As Panelsan, we are a pioneering company operating in the industrial building sector with many years of experience. We have taken our place in the sector with the innovative technologies and unique solutions we have developed for roof and facade systems. With our customer-oriented approach and continuous research and development activities, we offer products suitable for the needs of industrial buildings. Each of our products is designed and manufactured in accordance with quality standards, thus providing our customers with reliable and durable solutions. Three different production lines of our company support our wide range of products in the sector. We successfully produce Sandwich Panel, EPS Insulation Board and Injection products.

This diversity allows us to offer our customers a wider range of options, enabling us to develop solutions suitable for the various needs of industrial structures. Each production line operates in accordance with high quality standards, helping us to consolidate our leadership in the industry.





OUR FIELDS OF ACTIVITY



Our products are typically designed specifically for industrial buildings, including factories, logistics centers, warehouses, hangars and prefabricated structures. However, we offer solutions not only for the industrial sector, but also to meet the needs of other sectors such as automotive, packaging and others. This diversity allows us to meet the changing demands of our customers in different sectors and serve a broad market segment. We offer a wide range of products from heat and sound insulation, air impermeability, hygiene, safety and aesthetics to fire resistance.

As Panelsan,

We based on customer satisfaction and our continuous efforts for improvement, we are in a leading position in the industrial building sector.



PANELSAN AT THE GLANCE



Prepare for Tomorrow's Needs Today:

WE ARE GROWING WITH OUR NEW FACTORY!

We are restructuring our factory in Ankara Polatlı for capacity increase. With this important development, we are incorporating innovative machines that we will use in sandwich panel production. In doing so, we aim to manage our labor and energy costs efficiently. In this way, we aim to increase our production efficiency and provide faster and more effective service to our customers.

Our investments in innovation and technology encourage necessary innovation, increasing the competitiveness of our business and strengthening our leading position in the sector. In addition, these investments provide us with opportunities to develop more efficient and sustainable production methods, thus both improving our business processes and reducing our environmental impact.

By increasing factory capacity, we contribute to economic growth by bringing the opportunity to increase employment. In this way, we support the increase in employment both locally and nationally, and make a significant contribution to increasing social welfare by triggering economic growth.

This growth decision, which helps the business fulfill its social responsibilities, reflects not only economic gains but also our commitment to society. This decision allows us to further benefit society by increasing the impact of the business in areas such as sustainability, environmental protection and social assistance. **In this way, as part of our growth strategy, we are strengthening the long-term success of our business while fulfilling our social responsibility.**

Our main goal and fundamental principle is to increase customer satisfaction. Having higher production capacity will allow us to offer customers faster delivery and a wider choice of products. A successful capacity expansion strategy will help our business achieve its long-term goals of customer satisfaction, growth and success.



PANELSAN AT THE GLANCE



Green Steps to the Future:

LEED GREEN BUILDING CERTIFICATION STUDIES FOR OUR NEW FACTORY BUILDING ARE IN FULL SWING!

We are taking our place among sustainable buildings with our new factory building in Polatlı, Ankara, which is being constructed in line with the principles of environmental responsibility. We continue to work with innovative design and construction techniques to minimize our impact on the environment and improve employee health and quality of life. Our new Ankara factory is being built using sustainable building materials and will be an environmentally friendly structure. We will also award our building with the **LEED Green Building Certificate** to raise awareness on social responsibility and environmental sustainability. Along with these efforts, we have created our corporate culture in line with sustainability standards thanks to responsive teams that consume energy and water consciously, manage waste and prioritize green products in purchasing activities.

In our new factory building, we are focusing on systems aimed at optimizing environmental efficiency: we have created waste areas to prevent pollution from construction and we manage our waste in an environmentally sound manner. We have projects ready for renewable energy sources such as biofuels and solar energy systems. In our procurement activities, we continue to select materials that meet our suppliers' green criteria and encourage the use of recycled, renewable and environmentally friendly materials.

We provide thermal comfort, clean water and improved indoor air quality so that our employees can operate in a comfortable environment. We use fixtures that reduce water consumption and ensure water reuse by creating rainwater collection areas. We support biodiversity with our edible plant areas. We create areas for social activities such as outdoor recreational facilities and bicycle trails. Thanks to the 512 kWp solar panels to be installed on the roof of our factory, we will be able to provide our own energy from renewable energy sources.



PANELSAN AT THE GLANCE



We are here to discover Kazakhstan:

**WE RISE WITH PANELSAN
QUALITY**



Joining Forces for Green Energy:

**WE COMPLETED OUR INVESTMENT
FOR INSTALLATION ADDITIONAL
0.55 MW SPP!**

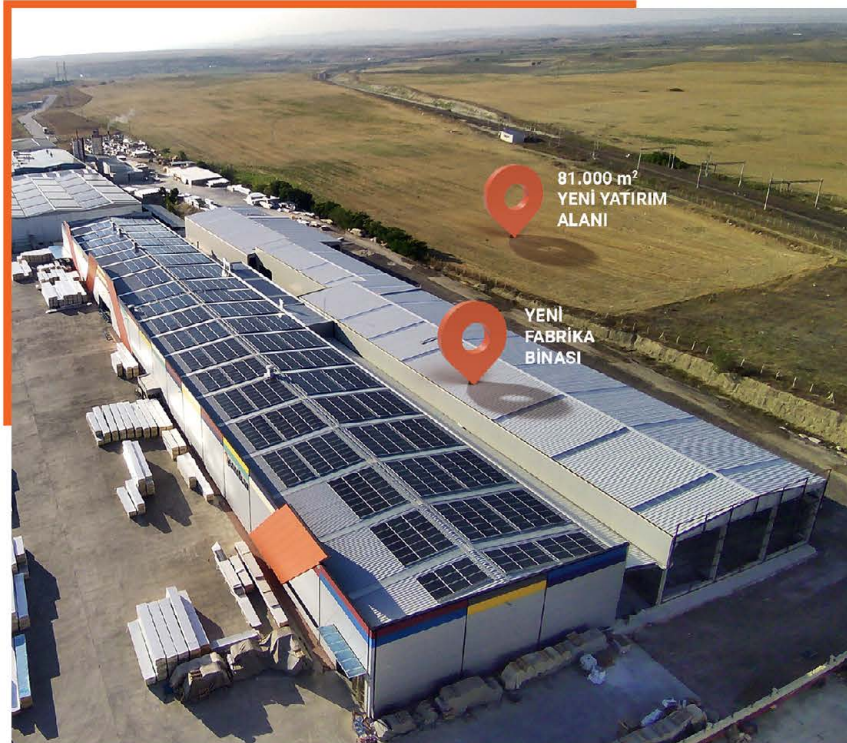




PANELSAN AT THE GLANCE



**A NEW STORY BEGINS IN
ANKARA POLATLI!**



One More Step on the Journey to a Green Future:
**WE ALSO TOOK PART IN THE
ENVIRONMENTALLY FRIENDLY
COMPANIES PROGRAMME!**





PANELSAN AT THE GLANCE



215 tons of Rain Water:

**TRACES OF TRANSFORMATION
TO NATURE!**



Our First Sustainability Report is Published:

**SUSTAINABLE STEPS TO THE
FUTURE!**





PANELSAN AT THE GLANCE



Innovation at Panelsan :

**DIAMOND PANEL FOR THE
FIRST TIME IN TURKEY!**



The Journey to Success:

**WE ARE IN THE BLUE RIBBON
PROGRAM OF EBRD!**





PANELSAN AT THE GLANCE



Worldwide Financial Transparency:

**INTERNATIONAL
STANDARDS!**



Meet Innovation and Convenience:

**START YOUR JOURNEY WITH
OUR WEBSITE THAT RESHAPES
THE DIGITAL EXPERIENCE!**



Consistent Success:

**WE TOOK OUR PLACE IN THE
194TH RANK, PROGRESSING
WITH CONFIDENT STEPS!**





OUR REPORT

ABOUT PANELSAN

OUR APPROACH
TO SUSTAINABILITY

CORPORATE PROFILE

GOOD FOR THE
ENVIRONMENT

OUR VALUES

IMPROVEMENTS IN
OUR VALUE CHAIN

APPENDIX

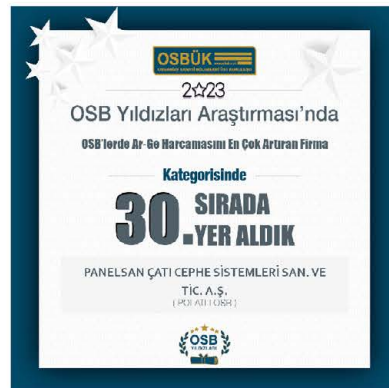
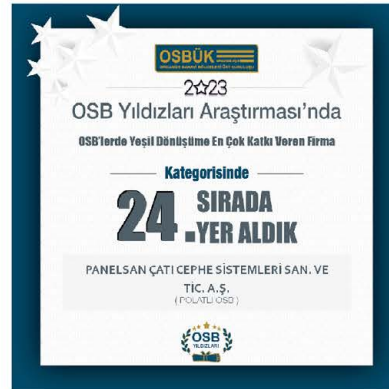


PANELSAN AT THE GLANCE



Shining Stars of 2023:

**Awards from OSBÜK and
TEPAV!**



Your Trust, Our Standard:

**Fire Resistant Integrity and
Excellent Insulation with PIR
Filled 100 mm Roof Panel!**





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PANELSAN AT THE GLANCE

Broad Perspective on Quality Standards:

**WE CONTINUE ON OUR WAY
BY STRENGTHENING OUR
SCOPE IN OUR TS EN 14509
CERTIFICATE!**



BELGE NUMARASI
REFERENCE NUMBER OF LICENSE: 007576-TSE-01404

BELGENİN İLK VERİŞİ TARİHİ
DATE OF FIRST ISSUE OF LICENSE: 27.05.2011

BELGENİN SON GÜÇLÜLÜK TARİHİ
LICENSE VALID UNTIL: 27.05.2024

BELGE SAHİBİ KURULUŞUN ADI
NAME OF THE LICENSE HOLDER: PANELSAN ÇATI CEPHE SİSTEMLERİ SAN. VE TİC. A.Ş.

BELGE SAHİBİ KURULUŞUN ADRESİ
ADDRESS OF THE LICENSE HOLDER: MUSTAFA KEMAL MAHALİ / SN. 2118 CAD. / A BLOK APARTMAN NO: 4 / A-8 ÇANKAYA ANKARA/TÜRKİYE

ÜRETİM YERİ ADI
NAME OF THE MANUFACTURING PLACE: PANELSAN ÇATI CEPHE SİSTEMLERİ SAN. VE TİC. A.Ş.

ÜRETİM YERİ ADRESİ
ADDRESS OF THE MANUFACTURING PLACE: POLATLI ORGANİZE SANAYİ BÖLGESİ 3. CADDE NO: 3 POLATLI ANKARA / TÜRKİYE

İPTAL EDİLEN BELGE NUMARASI (Varırsa)
INFORMATION OF SUPERSEDED LICENSE (if any): 007576-TSE-01103

TESLİLLİ TİCARİ MARKASI
REGISTERED TRADE MARK: panelsan

İLÜLİ TÜRK STANDARDI
RELATED TURKISH STANDARD: TS EN 14509 / 02.04.2014

BELGE KAPSAMI
SCOPE OF LICENSE:

KENDİNE TABİ SANAYİ QİFT YÜZYEİLİ METAL KAPLAMA YALITIM PANKELLERİ,
1-1 AL DUVANIM VE İPİS MALZİMEYERİ ÇATI KAPLAMA PANKELİ
KULLANIK: max. 43 mm, min. 150 mm
Alüminyum Yalıtımcı:
-Kavaklı Tabakası: TS EN 485 - 43
-Nemli - Akışın Dışarıya: max. 140 N/mm2
Çevresel Mühürleme: Osmolent, RPS (Bisphenol Polikarbonat)
-181 Isı Yalıtımı: (A) max. 0,108 W/mK
-Yükseklik: (A) max. 1,64
Çevresel Mühürleme Kayma Mühürleme (Poy. min. 0,05 MPa
Çevresel Mühürleme Kayma Mühürleme (Poy. min. 1,75 MPa

23.11.2023
Değerlendirme Meevesi Dapkana Ağına
SİMA AKKAYA
YAPI MALZEMELERİ SEKTÖRÜ MÜDÜRÜ

"Bu belge, belge ve belgenin kullanıldığı alanlarda geçerli bir belge olarak kabul edilir. Belgenin geçerliliği, belge sahibinin, belgeyi kullanma şartlarına uygun olarak kullanmasıyla sağlanır. Belgenin geçerliliği, belge sahibinin, belgeyi kullanma şartlarına uygun olarak kullanmasıyla sağlanır. Belgenin geçerliliği, belge sahibinin, belgeyi kullanma şartlarına uygun olarak kullanmasıyla sağlanır."

"This document is valid and applicable in the areas where it is used. The validity of the document is ensured by the user's use of the document in accordance with the conditions of use. The validity of the document is ensured by the user's use of the document in accordance with the conditions of use. The validity of the document is ensured by the user's use of the document in accordance with the conditions of use."

"Este documento es válido y aplicable en las áreas donde se utiliza. La validez del documento se garantiza mediante el uso del documento de acuerdo con las condiciones de uso. La validez del documento se garantiza mediante el uso del documento de acuerdo con las condiciones de uso. La validez del documento se garantiza mediante el uso del documento de acuerdo con las condiciones de uso."



Success in ISO Audits:

**THE CROWNING MOMENT OF
QUALITY!**



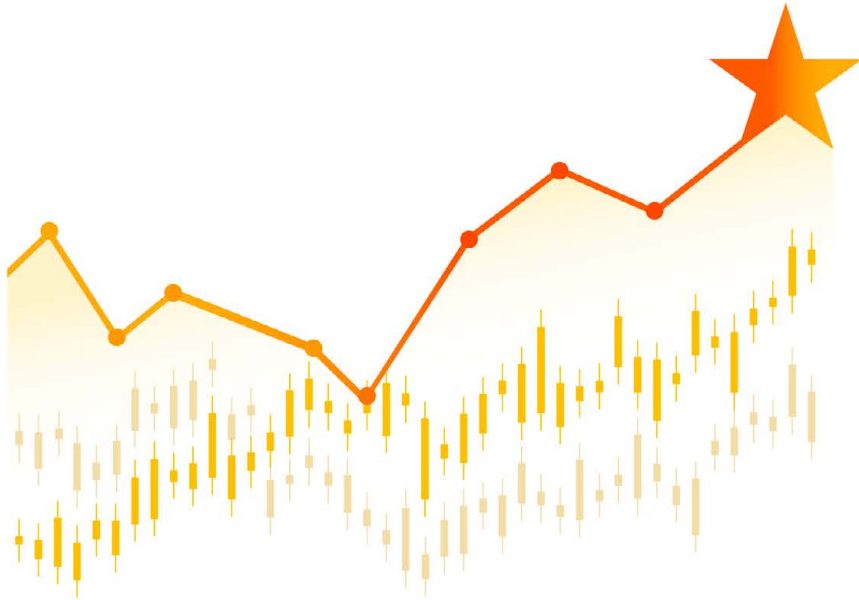


PANELSAN AT THE GLANCE



Rising Value:

**WE ARE IN THE STAR
MARKET IN BORSA İSTANBUL!**



Step by Step to Solve the Ecosystem Crisis :

**OUR CLIMATE CRISIS HANDBOOK,
THE GORDION KNOT OF 2023,
HAS BEEN PUBLISHED!**






OUR MEMBERSHIPS AND INITIATIVES

As the world's leading manufacturer of sandwich panels, EPS and injection molding products, we are proud to be a member of the leading associations and organizations in the sector as well as having a wide range of activities in the sectors. We actively participate in the activities of these associations and organizations and share our experiences and opinions in the sector.

In order to fulfill our environmental, social, economic and governance responsibilities, our memberships with associations and organizations create a strong collaboration platform. This platform enables us to communicate effectively with various stakeholders, share best practices, offer solutions to sectoral problems and contribute to the development of the sector and society.

We work with our stakeholders to take concrete steps in sustainability and effectively fulfill our social responsibilities. In this context, we set goals such as reducing environmental impacts, providing social benefits and contributing to economic development. In addition, we closely follow current developments and innovations in the sector and play an important role in this process to shape the progress in the sector. By developing appropriate strategies in collaboration with organizations, we aim to continuously improve our operations and create solutions for a more sustainable future. This approach plays an important role for the long-term prosperity of both our business and society.

 Please click here to access the associations and organizations we are a member of..





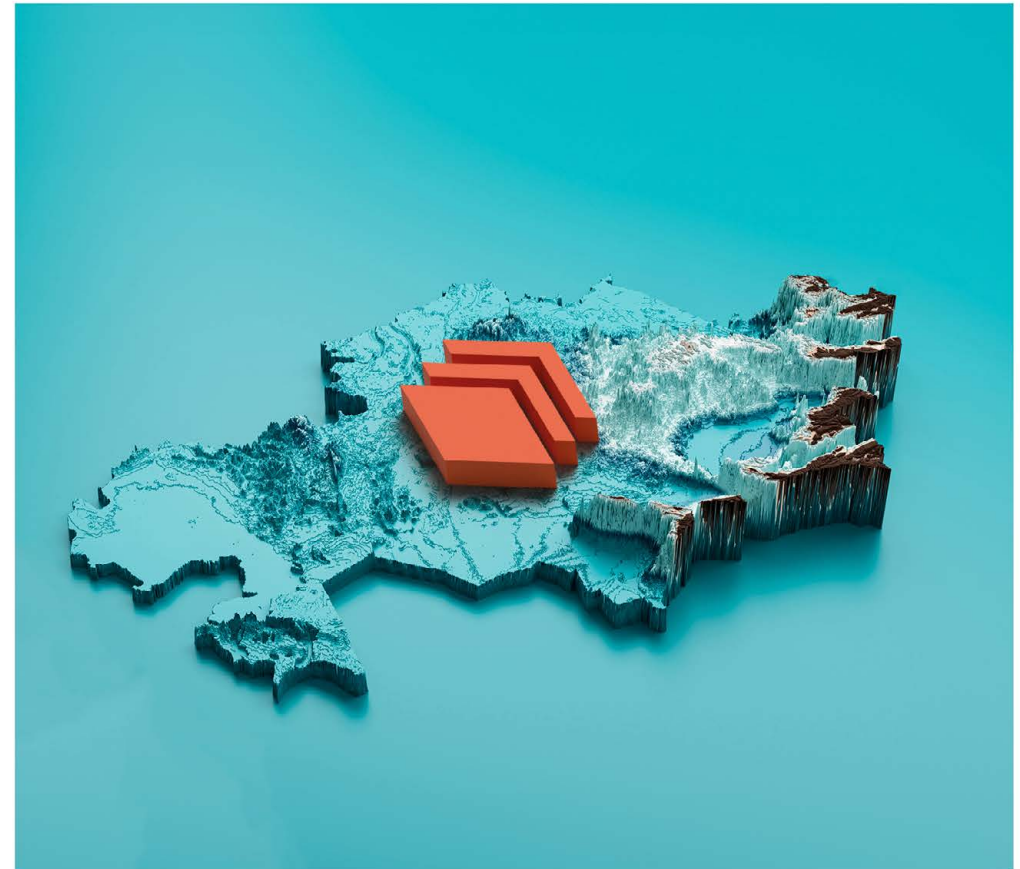
PANELSAN IN KAZAKHSTAN

To the Ancestral Homeland with Experience in the Motherland!

We are taking decisive steps towards our goal of becoming an innovative building materials solution partner in Kazakhstan's construction sector.

In the production facility to be built in Kazakhstan, investment plans are being made for advanced technology machines.

We will develop similar high-performance solutions in Kazakhstan as we have achieved with our successful production processes in Türkiye. These investments will enable our customers in Kazakhstan to reach their sustainability targets faster, minimize environmental impacts and contribute to the spread of environmentally friendly implementations.



03 | OUR APPROACH TO SUSTAINABILITY





OUR APPROACH TO SUSTAINABILITY

We are committed to basing our business strategies, operations and stakeholder relations on sustainability principles by committing to be an active part of sustainable value creation processes in our organization. With this commitment, we focus on our long-term value creation goals by integrating environmental, social and governance factors into our business model. When we adopt strategies and practices based on sustainability principles, we have the ability to better assess the impact of our business processes and increase our efforts to create a livable world for future generations. This approach allows us to consider not only our current performance, but also our long-term impacts. In this way, we fulfill our responsibilities to society, the environment and our stakeholders, while securing our long-term success.

As a first step, we started our journey by establishing our Integrated Management System. We prepared our Sustainability Policy, which reflects the core values of our organisation, and implemented our sustainable processes in line with the policy. We manage our business processes with a perspective that takes into account risks and opportunities by using tools that comply with international standards in our corporate governance. Within this framework, we are maturing our sustainability priorities every day. With this endeavour, we manage our business activities effectively and take firm steps forward in the field of sustainability.

We are working with great dedication to advance our company's sustainability efforts. We are progressing with intensive efforts in areas such as creating our sustainability roadmap, developing strategies, setting performance targets, managing certification and audit processes. In addition, by reviewing our organisational structure with our Board of Directors and establishing our Sustainability Team, we ensure that our company progresses towards its sustainability goals in a more systematic and effective manner.

Our organisation believes that our services and products are an important source of value for our customers through innovative practices. Customer satisfaction, the welfare of our employees and the expectations of society form the basis of our business processes. For this reason, we are committed to producing innovative and environmentally sensitive solutions by taking into account the expectations of our customers, employees and society. With this approach, we continue to take steps for a sustainable future.





OUR APPROACH TO SUSTAINABILITY

Awareness Raising Activities and Performance Targets

In order to expand the scope of our sustainability efforts, share our enthusiasm and strengthen our corporate culture, we have created a comprehensive sustainability dashboard describing the developments in our business models. We believe that this dashboard will be an important tool in communicating our sustainability goals to all our employees and stakeholders and increasing their participation by encouraging transparency and sharing.

We regularly monitor our efforts to achieve our long-term strategic goals in environmental, social, governance and economic areas in monthly, quarterly, semi-annual and annual periods through process performance target breakdowns that we set at the beginning of each year. In this way, we closely monitor the process of achieving our goals and update our strategies when necessary, thus adopting an always ready and flexible approach on the road to success.

Each work and target covering various areas such as energy efficiency, waste management, water saving, greenhouse gas emission reduction, social responsibility projects, digitalisation, R&D and financial sustainability is supported by measurable and traceable metrics, allowing us to regularly evaluate our progress. In this way, by clearly observing the impact of each activity, we are able to progress more effectively towards our sustainability goals.

We set and implement savings and conservation targets such as energy monitoring, reducing energy consumption and increasing the capacity of renewable energy sources. We are also working on projects to minimise waste and increase recycling rates. We aim to achieve our water saving targets by taking concrete steps for the protection and efficient use of water resources. We also focus on low-carbon alternatives in our production processes and logistics activities to reduce our carbon footprint.

In the field of social sustainability, we have ongoing processes and targets such as improving the welfare of our employees, co-operating with local communities and actively participating in social responsibility projects. As we move forward with determination in line with our goals, we bear the responsibility of leaving a more livable world to future generations and we continue our efforts to this end.

We focus on ensuring long-term financial stability, offering innovative products and services, and building strong relationships with our stakeholders. In line with these objectives, we publish sustainability reports every year, inform our stakeholders about our progress and maintain transparent communication. Our company plays a pioneering role in the sector and strengthens our relations with our stakeholders by constantly updating its sustainability strategies and harmonising them with developing technologies. We continue to share the steps we have taken in shaping our activities in line with sustainability principles and to move forward with determination in this process.



OUR SUSTAINABILITY COMMITTEE

As Panelsan, we shape our business principles and strategies by taking into account the international standards and targets determined in the field of sustainability. In this context, the Sustainability Committee, established in 2023, carries out effective work in the fields of environmental, social, economic and corporate governance in accordance with the Paris Agreement and the UN Sustainable Development Goals. Our Committee is responsible for increasing sustainability awareness within the company, determining priority issues and monitoring sustainability performance. In this context, we work in cooperation with various stakeholders to ensure the implementation and development of sustainability policies. In addition, we aim to create a successful and effective management approach by assuming the responsibility of developing and implementing appropriate methods to measure and report sustainability performance. In the meetings we organize at regular intervals, we examine our current roadmap in detail and meticulously evaluate the realization of our goals. In these meetings, we also comprehensively review our investment plans and make important decisions to determine our strategic steps.



The Sustainability Committee's working principles focus on transparency, participation and continuous improvement. Committee members play an active role in finding innovative solutions in the field of sustainability by sharing their experiences and continuously improve their sustainability efforts. In this process, various training and awareness programs are organized to spread the sustainability culture within the company and raise awareness among employees. At the same time, we take care to be in constant communication and cooperation with stakeholders to ensure that sustainability policies are effectively implemented. This approach is an important step on the path to long-term success by strengthening our corporate culture in the field of sustainability.



RISKS AND OPPORTUNITIES

As Panelsan, we utilize up-to-date management systems to assess our sustainability goals and potentials. In this context, identifying risks and opportunities is an indispensable part of all our operations. Our company systematically implements the sustainability principle and identifies interrelated risks and opportunities. We handle all risks and opportunities in an integrated manner and relate them to each other with a multi-disciplinary approach. In this way, a wide supply chain covering all stages from the beginning of the production process to the end user in the timeline is of great importance to us.

Our company contributes to a livable world by producing solutions to the risks we have identified and by transforming these risks into opportunities, both within our own organization and together with all our business partners. In this context, we continue our goal of being a company that contributes to a social order that respects fundamental rights and freedoms, continuously develops economically and is beneficial. As Panelsan, we analyze each risk and opportunity in detail and manage these risks with appropriate activities in order to achieve our sustainable development goals.

The risk and opportunity table summarizes the challenges, opportunities and activities our company has encountered within the framework of sustainability strategies. This table is considered as an indicator of the steps our company has taken and the results it has achieved in its sustainability journey. Panelsan, acting together with all its stakeholders on the way to achieving its sustainability goals, continues to resolutely pursue the goal of leaving a safer and more livable world for the future. In line with this vision, we continue to work to achieve better at every step.



RISKS AND OPPORTUNITIES

RISKS AND OPPORTUNITY			
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> • LOW-INCOME WORKERS • UNEDUCATED WORKERS • DECREASE IN LABOR PRODUCTIVITY • ECONOMIC LOSSES DUE TO NATURAL DISASTERS 	<ul style="list-style-type: none"> • FAIR CONDITIONS, PEACEFUL WORKING ENVIRONMENT • EDUCATION PROGRAMS • TALENT DEVELOPMENT PROGRAMS • HIGH PERFORMANCE 	<ul style="list-style-type: none"> • FAIR CONDITIONS, PEACEFUL WORKING ENVIRONMENT • EDUCATION PROGRAMS • TALENT DEVELOPMENT PROGRAMS • HIGH PERFORMANCE 	
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> • FOOD WASTE • DECREASING SUSTAINABLE WATER RESOURCES • RESOURCE CONSTRAINTS • FOOD INSECURITY 	<ul style="list-style-type: none"> • OPTIMIZE THE FOOD PRODUCTION AND DISTRIBUTION CHAIN • SUPPORT LOCAL PRODUCTION • INCREASE FOOD ACCESS • WATER EFFICIENCY 	<ul style="list-style-type: none"> • RAINWATER COLLECTION PROJECT • SUSTAINABLE AGRICULTURAL PRACTICES • HEALTHY MENU PLANNING • EDIBLE LANDSCAPE 	
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	POTANSİYEL ETKİ ALANI
<ul style="list-style-type: none"> • WORK ACCIDENTS • OCCUPATIONAL ACCIDENTS • INFECTIOUS DISEASES • ENVIRONMENTAL POLLUTION • HEALTH INEQUALITY AND ACCESS BARRIERS • FINANCIAL DIFFICULTIES AND LACK OF RESOURCES IN HEALTHCARE 	<ul style="list-style-type: none"> • A CLEANER WORKING ENVIRONMENT • EMPLOYEE COMMITMENT • WORKFORCE PRODUCTIVITY • SOCIAL WELFARE 	<ul style="list-style-type: none"> • OHS AND ENVIRONMENTAL MANAGEMENT SYSTEMS • USE OF PPE • PRIVATE HEALTH INSURANCE • OHS EXPERT • ENVIRONMENT EXPERT • DGSA EXPERT • ON-WORK PHYSICIAN • MENU PLANNING WITH CALORIE TABLE • EPIDEMIC PREVENTION AND CONTROL MEASURES • ERGONOMIC WORKING CONDITIONS 	



RISKS AND OPPORTUNITIES

RISKS AND OPPORTUNITY			
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> INABILITY TO ADAPT TO DEVELOPING TECHNOLOGY DISTANCE FROM INNOVATION ACTIVITIES INEQUALITY IN EDUCATION 	<ul style="list-style-type: none"> PRODUCTIVITY DEVELOPMENT OF CORPORATE CULTURE SHARING OF INFORMATION QUALIFIED EMPLOYEE EMPLOYEE COMMITMENT SUSTAINABLE DEVELOPMENT DEVELOPMENT OF EDUCATIONAL INFRASTRUCTURE 	<ul style="list-style-type: none"> ANNUAL TRAINING PLAN PANELSAN ACADEMY LEADERSHIP AND TEAMS SUCCESS TRAINING INCENTIVE AND REWARDING OHS, ENVIRONMENT, QUALITY, ENERGY, HUMAN RESOURCES AND SUSTAINABILITY TRAINING 	
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> UNJUST WORKING ENVIRONMENT LOSS OF MOTIVATION SOCIAL PROBLEMS BETWEEN WOMEN AND MEN GENDER-BASED DISCRIMINATION 	<ul style="list-style-type: none"> EMPLOYEE COMMITMENT OPPORTUNITIES FOR EVERY INDIVIDUAL TO SHOW THEIR ABILITIES EQUAL RIGHTS 	<ul style="list-style-type: none"> ETHICAL CONDUCT CODE GUIDE HUMAN RESOURCES AND PRINCIPLES POLICY EMPLOYMENT OF FEMALE EMPLOYEE GENDER EQUALITY TRAINING DIVERSITY AND INCLUSION PRACTICES 	
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> INFECTIOUS DISEASES WATER POLLUTION IN THE FACILITY WATER SHORTAGE IN THE FACILITY WORKER HEALTH DECREASE IN MARINE BIODIVERSITY 	<ul style="list-style-type: none"> EASE OF ACCESS TO DRINKING WATER WATER RECOVERY PROJECT INCENTIVES HYGIENIC WORKING ENVIRONMENT REDUCING WATER FOOTPRINT IN PRODUCTION 	<ul style="list-style-type: none"> OHS AND ENVIRONMENTAL MANAGEMENT WATER MEASUREMENTS WATER MANAGEMENT ROADMAP WATER FOOTPRINT TRAINING AND CALCULATION STUDIES WATER FIXTURES TECHNOLOGY WATER TREATMENT SYSTEMS RAINWATER COLLECTION PROJECT PERIODIC MAINTENANCE 	 







RISKS AND OPPORTUNITIES

RISKS AND OPPORTUNITY			
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> INABILITY TO ACCESS ENERGY CLIMATE CRISIS HIGH COST FOSSIL FUEL DEPENDENCE INSTITUTION AWAY FROM RENEWABLE ENERGY TECHNOLOGIES 	<ul style="list-style-type: none"> ENERGY EFFICIENCY FINANCIAL GAIN PROJECT INCENTIVES EMPLOYEES WHO CONSUME CONSCIOUSLY EASE OF ACCESS TO ENERGY CLEAN ENERGY 	<ul style="list-style-type: none"> ISO 50001 ENERGY MANAGEMENT SYSTEM ENERGY POLICY USE OF GES ENERGY AUDIT STUDIES ENERGY EFFICIENCY PROJECTS USE OF BIOFUEL USE OF ELECTRIC VEHICLES USE OF STEAM RECOVERY TECHNOLOGIES 	
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> ECONOMIC CRISIS LOW EXPORTS DIFFICULTY IN ACCESSING RAW MATERIALS AND SUPPLY WEAK FINANCIAL RELATIONS INCOME INEQUALITY LACK OF YOUTH EMPLOYMENT STRATEGY LOSS OF EMPLOYEE DUE TO WAGE POLICY LOSS OF WORKER HEALTH AND SAFETY 	<ul style="list-style-type: none"> INCREASE IN COMPANY PERFORMANCE INCENTIVE SYSTEMS CATCHING ENTREPRENEURSHIP OPPORTUNITIES PRODUCTIVE EMPLOYMENT PROVIDING 	<ul style="list-style-type: none"> STAKEHOLDER (SUPPLIER, CUSTOMER, EMPLOYEE) RELATIONSHIP MANAGEMENT INCREASING FINANCIAL INITIATIVES WAGE POLICY OHS AND ENVIRONMENT MANAGEMENT OHS AND ENVIRONMENT POLICY EDUCATION INCENTIVE BONUS SYSTEM COMBATING CLIMATE CRISIS AUTOMATION SYSTEMS 	
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> BEING AWAY FROM R&D STUDIES LACK OF INVESTMENT POWER WEAK TECHNOLOGY USE WEAK INTERNET ACCESS ENVIRONMENTAL AND SOCIAL THREATS 	<ul style="list-style-type: none"> INDUSTRIAL DEVELOPMENT SUPPORT SUSTAINABLE AND DURABLE INFRASTRUCTURES BENEFITING FROM ENVIRONMENTAL TECHNOLOGIES GDP INCREASE INNOVATION 	<ul style="list-style-type: none"> R&D STUDIES CONTINUITY IN INVESTMENT ACTIVITIES EQUIPMENT AND MACHINERY INVESTMENTS DIGITAL TRANSFORMATION STUDIES INFORMATION SECURITY MANAGEMENT PLAN CO₂ EMISSION REDUCTION STUDIES PER UNIT VALUE ADDED 	



RISKS AND OPPORTUNITIES

RISKS AND OPPORTUNITY			
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> INEQUALITY FAILURE TO PROTECT HUMAN RIGHTS LOSS OF SKILLED LABOUR MISMANAGED MIGRATION POLICY DISTRUST OF THE ORGANISATION UNFAIR WORKING ENVIRONMENT VIOLENCE AND CONFLICT CORRUPTION AND BRIBERY 	<ul style="list-style-type: none"> EQUALITY OF INCOME AND OPPORTUNITY EMPLOYEE COMMITMENT EASE IN CUSTOMS PROCEDURES INVESTMENT INCENTIVES DEVELOPMENT AID COMMITMENT TO JUSTICE AND EQUALITY ADOPTION OF THE RULE OF LAW 	<ul style="list-style-type: none"> HUMAN RESOURCES AND HUMAN RESOURCES POLICY CODE OF ETHICAL BEHAVIOUR GUIDE COMMITMENT TO THE PRINCIPLES OF JUSTICE AND EQUALITY WAGE POLICY EQUAL EDUCATION OPPORTUNITIES GENDER EQUALITY TRAINING AND PROGRAMMES WOMEN EMPLOYMENT SUSTAINABILITY POLICY AND ACTION PLAN 	 
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> LACK OF A SUSTAINABLE SETTLEMENT PLAN SHORTAGE OF SAFE AND ACCESSIBLE HOUSING INADEQUACY OF TRANSPORT SYSTEMS RISKS RELATED TO CLIMATE CHANGE NATURAL DISASTERS DISTURBANCE OF ECOLOGICAL BALANCE 	<ul style="list-style-type: none"> URBAN TRANSFORMATION REGIONAL DEVELOPMENT CONSCIOUSLY ESTABLISHED STRUCTURES AND EMPLOYEES CREATION OF SAFE AREAS REDUCTION OF NEGATIVE ENVIRONMENTAL IMPACTS USE OF SUSTAINABLE BUILDING MATERIALS 	<ul style="list-style-type: none"> MANAGEMENT SYSTEMS CULTURAL AND SOCIAL RESPONSIBILITY PROJECTS ENVIRONMENTAL ACTIVITIES SUSTAINABLE TRANSPORTATION SYSTEMS WASTE MANAGEMENT ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEM SUSTAINABLE GREEN FACTORY BUILDING (LEED) STUDIES 	
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> BEING AWAY FROM R&D ACTIVITIES NOT DEVELOPING A FAIR TRADE SYSTEM DECREASE IN FINANCIAL RESOURCES LACK OF COOPERATION BEING IN DEBT LACK OF TECHNOLOGICAL INFORMATION SHARING 	<ul style="list-style-type: none"> SUPPORTING CAPACITY BUILDING INTERNATIONALLY SUPPORTING TRADE SYSTEMS SUPPORTING EXPORTS DEVELOPING EFFECTIVE PARTNERS INVESTMENT INCENTIVE PRACTICES STRUCTURING OPPORTUNITIES DEVELOPMENT OF SCIENCE, TECHNOLOGY AND INNOVATION SYSTEMS 	<ul style="list-style-type: none"> EXPORT ACTIVITIES JOINT VENTURE AND COLLABORATION PROJECTS INCREASING INVESTMENTS RELIABLE STAKEHOLDER RELATIONS SUSTAINABLE ECONOMIC DEVELOPMENT USE OF INFORMATION TECHNOLOGIES INFORMATION SHARING AND COLLABORATION FOR ACCESS TO SCIENCE AND TECHNOLOGY 	

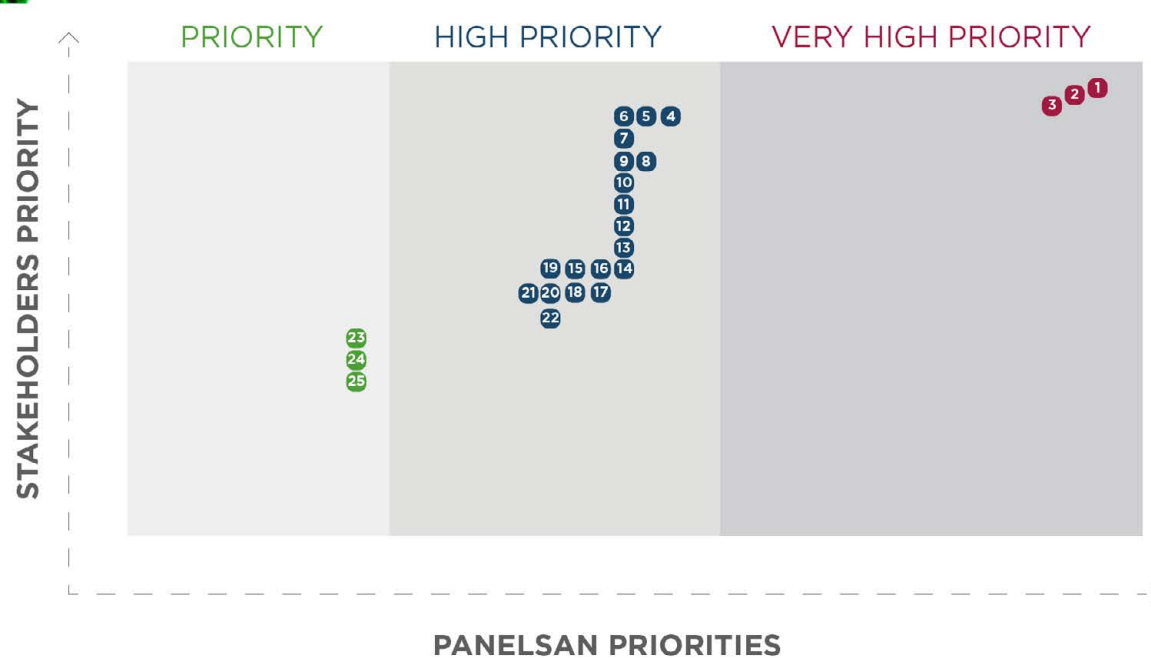


RISKS AND OPPORTUNITIES

RISKS AND OPPORTUNITY			
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> HIGH AWARENESS ORGANIZATIONS LOWER COST SUSTAINABILITY INCENTIVE SYSTEMS SUSTAINABLE RAW MATERIAL USE CLEAN ENERGY FOR FUTURE GENERATIONS CARBON PRICING APPLICATION 	<ul style="list-style-type: none"> UNSUSTAINABLE PRODUCTION AND CONSUMPTION UNCONSCIOUS USE OF RESOURCES HAZARDOUS CHEMICALS AND OTHER WASTES FOOD WASTE RAW MATERIAL SUPPLY RISKS 	<ul style="list-style-type: none"> SUSTAINABILITY POLICY AND ACTION PLAN ISO 50001 ENERGY MANAGEMENT SYSTEM RECYCLING APPLICATIONS USE OF SUSTAINABLE AND RECYCLABLE RAW MATERIAL USE OF STEAM RECOVERY TECHNOLOGIES REPORTING OF SUSTAINABILITY APPLICATIONS SUSTAINABLE SUPPLY CHAIN ASSESSMENT HAZARDOUS AND NON-HAZARDOUS WASTE DISPOILT CARBON FOOTPRINT STUDIES AND REPORTING PRODUCT-MACHINE STEAM CONSUMPTION STUDIES AND REPORTING PRODUCT-MACHINE ELECTRICITY CONSUMPTION STUDIES AND REPORTING ENERGY AND SUSTAINABILITY POLICY 	
POTENTIAL RISKS	POTENTIAL OPPORTUNITY	RISK REDUCING SYSTEMS	AREA OF POTENTIAL IMPACT
<ul style="list-style-type: none"> NOT PREPARING FOR CLIMATE CHANGE HIGH GREENHOUSE GAS EMISSIONS UNCONSCIOUS USE OF RESOURCES RISING SEA LEVEL NATURAL DISASTERS HAZARDOUS CHEMICALS AND OTHER WASTES 	<ul style="list-style-type: none"> ADAPTATION AND MITIGATION TO CLIMATE CHANGE REPORTING ECOLOGICAL FOOTPRINT REDUCTION ACTIONS WITH HIGH AWARENESS THROUGH INSTITUTIONAL INVESTORS RENEWABLE ENERGY USE DISASTER RISK REDUCTION PROJECTS FOOD WASTE MINIMISATION 	<ul style="list-style-type: none"> INTEGRATION OF CLIMATE CHANGE INTO MANAGEMENT SYSTEMS CLIMATE CHANGE POLICIES SUSTAINABILITY POLICY AND ACTION PLAN GREENHOUSE GAS ACTION PLAN AND MONITORING CO2 EMISSION REDUCTION TARGETS ENERGY ACTION PLAN AND MONITORING DEVELOPING INSTITUTIONAL CAPACITY WITH PROJECTS AND INVESTMENT AWARENESS TRAINING PLAN RENEWABLE ENERGY USE CARBON FOOTPRINT MONITORING AND REPORTING WATER FOOTPRINT TRAINING AND CALCULATION PLAN 	



CORPORATE SUSTAINABILITY PRIORITIES



- 1 Product Quality
- 2 Increasing Market Share and Customers
- 3 Compliance With The Law
- 4 Raw Material Management
- 5 Occupational Health and Safety
- 6 Human Rights and Fair Working Environment
- 7 Energy Efficiency
- 8 Interactive Communication
- 9 Our Financial Goals
- 10 Corporate Governance
- 11 Business Ethics and Transparency
- 12 Personal Data Protection Authority
- 13 Education
- 14 Corporate Risk Management
- 15 Supply Chain Management
- 16 Digitalization
- 17 Water Management
- 18 Internal Audit Management
- 19 Carbon Emission Reduction
- 20 Research and Development (R&D)
- 21 Green Investment
- 22 Waste Management
- 23 Investor Relations
- 24 Inclusion and Diversity
- 25 Social Responsibility Projects



OUR PROGRESS REGARDING UN DEVELOPMENT GOALS

TARGETS	APPLICATIONS	UN SKA
Reducing Work Accidents to Zero and Preventing Possible Occupational Diseases	<ul style="list-style-type: none"> OHS Policy ISO 45001 OHS Management System activities Appropriate working environment and PPE usage for our employees in the field of OHS OHS TRAININGS Doctor checks Creating safe storage areas for hazardous materials Disposal of dirty resources Risk analysis 	1-3-8
Reducing Work Accidents to Zero and Preventing Possible Occupational Diseases	<ul style="list-style-type: none"> Our energy and sustainability policies Investments in renewable energy sources ISO 50001 Energy Management System activities Energy Audit New generation solar connection apparatus Solar panel compatible roof panel Energy measurement and calculation systems Vapor recovery system Energy efficiency projects Risk analysis 	7-9-12-13
Implementing Energy Efficiency Projects and Investments	<ul style="list-style-type: none"> We have achieved our 2028 target with 2023 carbon emissions. Use of investment incentive applications Greenhouse Gas Emission calculation, reporting and verification in accordance with ISO 14064 Standard CO2 emission reduction targets Use of biogenic fuels Sustainable management of natural resources 	9-12-13





OUR CONTRIBUTION TO THE UN DEVELOPMENT GOALS

TARGETS	APPLICATIONS	UN SKA
Ensuring Waste Management	<ul style="list-style-type: none"> Temporary storage area Waste separation and classification boxes Zero waste and chemical waste management Transportation, storage, collection and disposal of hazardous and non-hazardous waste 	11-12
Comply with Laws and Regulations	<ul style="list-style-type: none"> Corporate governance activities Transparent relations with banks and institutions Effective, accountable and transparent corporate culture Policy against all kinds of corruption and bribery Compliance with laws and regulations 	16-17
Presenting Studies on Product Quality and Diversity	<ul style="list-style-type: none"> ISO 9001 Quality Management System Supporting the construction of sustainable and durable buildings with domestic products Providing products and services according to customer needs and expectations TSE, CE, Brand and Patent 	11-12
Ensuring Material and Raw Material Management	<ul style="list-style-type: none"> Use of materials instead of chemical and waste management Use of materials with recycled content Responsible production with efficient use of resources 	12
Increasing Market Share and Number of Customers	<ul style="list-style-type: none"> Considering customer needs and expectations Openness to changes in the market Growth with Ankara new line investment and Kazakhstan line investment Participation in international fairs Use of new technologies in R&D 	8-9





OUR CONTRIBUTION TO THE UN DEVELOPMENT GOALS

TARGETS	APPLICATIONS	UN SKA
Ensuring Collaboration in the Supply Chain	<ul style="list-style-type: none"> Transparent and reliable relations with stakeholders Supply chain procedures Supplier performance evaluation Logistics performance Purchasing, Planning, Shipping and Warehouse procedures 	8-9-12
Ensuring Employee Competencies and Appropriate Employment	<ul style="list-style-type: none"> Our Human Resources policy and principles PanelSAN Academy Gender Equality Employment of the Disabled Vocational technical education OHS and management systems training Corporate sustainability training Leadership and team success training Mastery compensation training Practical apprenticeship training program Participation in high school and university science societies 	1-4-8-10
Ensuring the Use of Recycled Content Products	<ul style="list-style-type: none"> ISO 14001 Environmental management system Providing recycled content Product reuse 	12





OUR CONTRIBUTION TO THE UN DEVELOPMENT GOALS

TARGETS	APPLICATIONS	UN SKA
Reducing Water Usage Through Water Management	<ul style="list-style-type: none"> 215 ton capacity rainwater collection system Water management roadmap Water measurements Water purification systems Water saving fixture technology Planning water footprint education and management 	2-6-12
Customer Satisfaction	<ul style="list-style-type: none"> Customer satisfaction management system A sustainable future for customers with insulation products Voice of the customer analysis Financial reporting and presentation of financial statements Reducing financial risks 	10



04 | CORPORATE PROFILE



BOARD OF DIRECTORS



SERHAT MAŞLAK

CHAIRMAN OF THE BOARD
OF DIRECTORS



RECEP KAAAN MAŞLAK

VICE CHAIRMAN OF THE BOARD
OF DIRECTORS / GENERAL MANAGER



**MUSTAFA COŞKUN
KARADENİZ**

BOARD MEMBER



**PROF. DR.
VOLKAN PARLAKTAŞ**

INDEPENDENT BOARD
MEMBER



**DR. FİGEN GÜNEŞ
DOĞAN**

INDEPENDENT BOARD
MEMBER

40%

Independent
Member

20%

Female
Member





GOVERNANCE MODEL

CORPORATE GOVERNANCE

We integrate our sustainability strategies, which are an important part of our management, into our business models by strengthening our corporate governance structure. In this process, we aim to create longterm value by taking into account our environmental and social responsibilities and adopt a more transparent, accountable and ethical management approach by protecting the interests of all our stakeholders.

In order to achieve sustainable success, we adopt a strong corporate governance approach and manage the relationships between our shareholders, managers, employees, board members and other stakeholders in a healthy and efficient manner. We also continuously improve and strengthen our business processes with innovative and sustainable practices. We meticulously evaluate different perspectives and experiences with the professional approach of our board of directors in order to make important decisions against future risks, thus protecting the interests of our organization.

We regularly hold General Assembly Meetings, where our organization's strategic goals are presented, annual activities are evaluated and independent audit processes are discussed, within the specified time period immediately after the end of each activity period as specified in the Corporate Governance Communiqué. In these meetings, we transparently provide information about our company's future plans and performance, and we receive the opinions and suggestions of our shareholders and other stakeholders and include them in our decision-making processes. In addition, through these meetings, we aim to maintain accountability and transparency at the highest level in line with our governance principles.

STRUCTURE OF OUR BOARD OF DIRECTORS

Our professional and experienced Board Members, who represent the shareholders of the company and increase their values, play a leading role in taking visionary steps for the future. Our Board of Directors, which consists of five members, two of whom are independent, and who also take part in the committees of our organization, assumes responsibility for the execution and supervision of our processes in accordance with legal regulation and the effective management of risks; and also has great importance in the development of our sustainability strategies.





GOVERNANCE MODEL COMMITTEES

All of our processes are carefully reviewed through committees established within the Board of Directors and play a critical role in the success of our organization. Each committee assumes responsibilities determined in line with their areas of expertise and makes strategic recommendations. These recommendations help make important decisions for the sustainability and success of our company.

Corporate Governance Committee

The Corporate Governance Committee assumes a wide range of responsibilities, from strategic management to financial risk management, from internal control systems to corporate communication and social responsibility activities. It also oversees the functioning of the board of directors, monitors company performance and manages shareholder relations.

Early Detection Of Risk Committee

A special committee has been assigned to our organization for early risk detection and taking necessary precautions, conducting detailed risk analyses and protecting the company's growth from potential dangers. Our committee follows an effective risk management process in order to minimize potential damages and losses.

Audit Committee

The primary duties of our Audit Committee include assessing financial risks and reviewing internal control systems to ensure the accuracy and transparency of our organization's financial processes. Our committee cooperates with independent auditors to ensure effective governance and reliable reporting.

Sustainability Committee

This special committee is responsible for developing and implementing strategies focused on our organization's environmental, social and economic sustainability goals. In addition, it regularly monitors and evaluates sustainability performance, manages the company's sustainability reporting, evaluates environmental and social impacts and effectively integrates the determined sustainability strategies into company policies.





GOVERNANCE MODEL

Management Review Meetings:

THE PLATFORM WHERE STRATEGIC DECISIONS ARE MADE AND COOPERATION IS STRENGTHENED

In order to ensure that our organization achieves its strategic goals and continuously improve its performance; we strengthen governance and communication by organizing our Management Review Meetings four times a year, where company performance is evaluated, our activity plans are reviewed, and employee-manager feedback and our internal-external stakeholder satisfaction management systems are effectively addressed.

These meetings, held with the participation of our managers, provide an important platform for evaluating the responsibilities of our organization in various areas and taking strategic steps for the future. The meeting was enriched with sessions where many critical issues affecting the success of our organization were addressed and discussed.

In these meetings, we objectively evaluate the organization's performance and revise our strategic directions. We also take concrete steps to improve our business processes and increase stakeholder satisfaction. With this approach, we aim to support cooperation and effective communication within the organization.

We evaluate our risk management processes in detail in order to identify potential risks that our organization may face early and take the necessary precautions against these risks. The effectiveness and efficiency of our supply chain has a great impact on the overall performance of our company. In these meetings, we analyze our supply chain processes, identify areas for improvement, and make decisions to increase operational efficiency.

To support the financial health and financial growth of our company, we closely monitor financial developments and make strategic management decisions in line with these developments. These decisions are critical to optimizing our company's financial performance and evaluating future growth opportunities.

The satisfaction and safety of our employees are vital to the success of our organization. In meetings, we review our human resources policies, take the necessary steps to improve the performance of our employees and actively discuss occupational health and safety issues. We evaluate our sustainability performance to achieve our sustainability goals and build strong relationships with our stakeholders.

One of the main purposes of our meetings is to increase organizational efficiency by ensuring that decisions made through the collaboration of management teams are implemented effectively. In this context, open communication and coordination between managers allow for the rapid and effective implementation of decisions. Our meetings aim to create synergy between different departments and accelerate the process of achieving common goals.

These meetings not only improve current performance, but also provide a solid foundation for securing future success.



OUR RELATIONSHIP WITH INVESTORS

Strategic Communication Creating Value with Trust and Reputation

Our Investor Relations officers, who organize and manage communication with investors in our organization, play a critical role in maintaining investor confidence. Our Investor Relations develops strategies to meet the expectations of investors and increase the value of our company by establishing continuous and transparent communication with investors.

One of our primary duties is to establish regular and open communication with investors and ensure that they have accurate and up-to-date information about the company.

We increase transparency and reliability by providing detailed reports to investors on financial results, strategic goals, important management decisions and operational developments. We communicate directly with our investors through events such as investor presentations and annual general assemblies. To this end, we inform our investors and ensure transparent communication by regularly sharing on the Public Disclosure Platform (KAP) and our web pages.

We constantly monitor and analyze market trends and investor feedback. This information plays an important role in developing our company strategies and meeting investor expectations.

As a publicly traded company, the opinions and suggestions of all our stakeholders are of great importance to us.

We answer all questions of our investors and shareholders and evaluate their feedback via yatirimciiliskileri@panelsan.com





SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

A.GENERAL PRICIPLES		COMPLIANCE STATUS				-	-
A1. STRATEGY, POLICY AND GOALS	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)	
A1.1. Material environmental, social and corporate governance (ESG) issues, risks and opportunities have been identified by the Company's board of directors.	✓				Within the scope of our sustainability efforts, policies and material issues have been established by the Board of Directors. Risks and opportunities have been identified within the scope of our environmental, social and corporate governance.	"Panelsan Sustainability Report - Our Sustainability Approach" (Page 26-27-28-29-30)	
A1.1. ESG policies (e.g. Environmental Policy, Energy Policy, Human Rights and Employee Policy, etc.) have been established and disclosed to the public by the board of directors.	✓				Our policies, which are the guidelines that determine our roadmap for our activities, are accessible on the corporate web page.	Human Resources Policy and Our Principles https://www.panelsan.com/insan-kaynaklari-politikasi https://www.panelsan.com/degerlerimiz Energy policy https://www.panelsan.com/enerji-politikasi OHS-Environmental Policy https://www.panelsan.com/is-sagligi-ve-cevre-politikasi Quality Policy https://www.panelsan.com/kalite-politikamiz Corporate Management Policy https://www.panelsan.com/kurumsal-yonetim-politikasi Sustainability Policy https://www.panelsan.com/surdurulebilirlik-politikasi	
A1.2. Short and long term targets set within the scope of ESG policies have been disclosed to the public.		✓			Our goals have been determined and some of them have been shared with the public, while some of them are in the project approval phase. Our new goals will be included in our 2023 Sustainability Report.	"Panelsan Sustainability Report 2022 - Our Sustainability Approach" (Page 26-27) "Good Future for the Environment" (Page 83)	



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

A.GENERAL PRICIPLES	COMPLIANCE STATUS				-	-
A2. IMPLEMENTATION MONITORING	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
A2.1. Committees and/or units responsible for the execution of EG policies and the highest level responsible persons in the partnership related to EG issues and their duties have been identified and disclosed to the public.		✓			Corporate Governance Committee, Early Detection of Risk, Audit Committees and Sustainability Committee and Team have been established. Sustainability policy and duties are canied out under Integrated System Responsibility.	https://www.panelsan.com/genel-kurul-bilgileri-1 Sustainability Committe https://www.kap.org.tr/Bildirim/1244659
A2.1. The activities carried out by the responsible committee and/or unit within the scope of the policies have been reported to the board of directors at least once a year.	✓				Activities are reported to the Board of Directors within the scope of the policy and presented at the Management Review meeting at least once a year.	
A2.2. Implementation and action plans have been established and diadosed to the public in line with BSG objectives.		✓			Some of our plans that are still in the project phase have not been dislosed to the public.	2022 Panelsan Sustainability Report - Our Sustainability Approach (Page 26-27) Good for the Environment (Page 83)
A2.3. Implementation and action plans have been established and disclosed to the public in line with ESG objectives.	✓				ESG Key Performance Indicators have been determined and are monitored on an annual basis. Our current indicators will be shared in our 2023 Sustainability Report.	2022 Panelsan Sustainability Report - Sustainability Performance Indicators (Page 116)
A2.4 The activities improve the sustainability performance of business processes pr product an services have been disclosed to the public.		✓			Panelsan is conducting R&D studies. Our targets have been determined and some have been shared with the public, while some are in the project approval phase. Our current activities will be included in our 2023 Sustainability report..	2022 Panelsan Sustainability Report - Our Sustainability Approach (Page 26-27) Good for the Environment (Page 83)



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

A.GENERAL PRICIPLES	COMPLIANCE STATUS				-	-
A3. REPORTING	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
A3.1. Information on the partnership's sustainability performance, goals and actions are provided in an understandable, accurate and sufficient manner in activity reports.	✓				Corporate Governance Committee, Early Detection of Risk, Audit Committees and Sustainability Committee and Team have been established. Sustainability policy and duties are carried out under Integrated System Responsibility.	2022 Panelsan Sustainability Report
A3.2. The Partnership has publicly disclosed information on which of the United Nations (UN) 2030 Sustainable Development Goals its activities are related to.	✓				In its 2022 Sustainability Report, Panelsan has linked its activities with the United Nations (UN) 2030 Sustainable Development Goals. Our current activities will be included in our 2023 Sustainability report.	2022 Panelsan Sustainability Report - Our Sustainability Approach (Page 26-27)
A3.3. Lawsuits filed and/or conducted against EMS issues, which are important in terms of EMS policies and/or will significantly affect activities, have been disclosed to the public.		✓			There are no lawsuits filed on behalf of Panelsan in the fields of environmental, social and corporate management that will significantly affect its activities.	2022 Panelsan Sustainability Report - Our Corporate Profile (Page 35)
A4. VERIFICATION						
A4.1. The Partnership's CMS Key Performance Measures have been verified by the independent auditor and disclosed to the public.			✓		Our activities have not been verified by independent third parties.	



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

COMPLIANCE STATUS						
B. ENVIROMENTAL PRINCIPLES	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B1. The partnership has publicly disclosed its policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs in the field of environmental management.	✓				Corporate Governance Committee, Early Detection of Risk, Audit Committees and Sustainability Committee and Team have been established. Sustainability policy and duties are carried out under Integrated System Responsibility.	2022 Panelsan Sustainability Report - Good Future for the Environment (Page 83) Environmental Policy https://www.panelsan.com/is-sagligi-ve-cevre-politikasi ISO 14001 Environmental Management System certificate https://www.panelsan.com/iso-belgeleri
B2. The scope of the report, reporting period, reporting date and reporting conditions regarding the environmental reports prepared for providing information on environmental management have been disclosed to the public.		✓			In its 2022 Sustainability Report, Panelsan has linked its activities with the United Nations (UN) 2030 Sustainable Development Goals. Our current activities will be included in our 2023 Sustainability Report.	2022 Panelsan Sustainability Report - Our Report (Page 4)
B4. Environmental targets included in the reward criteria within the scope of performance incentive systems based on stakeholders (such as board members, managers and employees) have been disclosed to the public.	✓				There are no lawsuits filed on behalf of Panelsan in the fields of environmental, social and corporate management that will significantly affect its activities.	2022 Panelsan Sustainability Report - Our Corporate Profile (Page 35)
B5. How environmental issues identified as priorities are integrated into business goals and strategies has been disclosed to the public.	✓				Corporate Governance Committee, Early Detection of Risk, Audit Committees and Sustainability Committee and Team have been established. Sustainability policy and duties are carried out under Integrated System Responsibility.	2022 Panelsan Sustainability Report-Good Future for the Environment (Page 83)
B7. It has been publicly disclosed how environmental issues are managed and integrated into business goals and strategies, including suppliers and customers throughout the partnership value chain, including the operation process.	✓				In its 2022 Sustainability Report, Panelsan has linked its activities with the United Nations (UN) 2030 Sustainable Development Goals. Our current activities will be included in our 2023 Sustainability Report.	2022 Panelsan Sustainability Report - Our Corporate Profile (Page 35) Supplier Performance Form https://www.panelsan.com/tedarikci-anketi
B8. Whether the relevant institutions and non-governmental organizations on the environment are included in the policy-making processes and the collaborations with these institutions and organizations are disclosed to the public.			✓		There are no lawsuits filed on behalf of Panelsan in the fields of environmental, social and corporate management that will significantly affect its activities.	



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

COMPLIANCE STATUS						
B. ENVIROMENTAL PRINCIPLES	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B9. Information on environmental impacts in light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)) has been disclosed to the public in a periodically comparable manner.		✓			Carbon footprint greenhouse gas emissions of data for 2023 are calculated periodically. ISO 14064 Verification Declaration has been disclosed to the public for the calculation for 2021. Periodic comparison analyzes regarding energy, water and waste management are carried out within Panelsan. We have zero waste certificate, OHS and Environmental certificates.	2022 Panelsan Sustainability Report- Good Future for the Environment (Page 83) 2021 Carbon Footprint Verification Document https://www.panelsan.com/karbon-ayakizi-iso-14064-1 Zero Waste Certificate https://www.panelsan.com/sifir-atik-belgesi
B10. Details of the standard, protocol, methodology and base year used to collect and calculate data are publicly available.	✓				The tracking of 202 consumption data was done within the scope of ISO 14064. It is presented in the 2022 Panelsan Sustainability Report as Scope-1, Scope-2, Scope-3. 2023 consumption data is ready. It will be included in the 2023 Sustainability Report.	2022 Panelsan Sustainability Report - Good for the Environment (Page 83)
B11. The increase or decrease in environmental indicators for the reporting year compared to previous years has been publicly announced.	✓				In the 2022 Panelsan Sustainability Report, some of the comparative data on the increase or decrease of environmental indicators are presented as Scope-1, Scope-2 and Scope-3.	2022 Panelsan Sustainability Report - Sustainability Performance Indicators (Page 116)
B12. Short-term and long-term targets have been determined to reduce environmental impacts, and progress against these targets and targets set in previous years has been announced to the public.		✓			Our targets have been determined, some of them have been shared with the public, some of them are in the project phase. Some of the comparative data has been presented.	2022 Panelsan Sustainability Report- Good Future for the Environment (Page 83) Sustainability Performance Indicators (Page 116)
B13. A strategy to combat the climate crisis has been created and planned actions have been announced to the public.		✓			As part of the fight against the climate crisis, 2050 carbon net zero targets have been determined on an annual basis. Work on planned actions is ongoing.	2022 Panelsan Sustainability Report- Our Sustainability Approach (Page 26-27) Good for the Environment (Page 83)
B14. Programs or procedures have been established and publicly disclosed to prevent or minimize potential negative environmental impacts of products and/or services.	✓				Renewable energy use, ISO14064 Verification Certificate, ISO 14001 Certificate, Zero Waste Certificate, Energy Policy, Sustainability Policy, Sustainability Committee	2022 Panelsan Sustainability Report - Our Sustainability Approach (Page 26-27) Good Future for the Environment (Page 83) 2021 Carbon Footprint Verification Document https://www.panelsan.com/karbon-ayakizi-iso-14064-1 ISO 14001 Environmental Management System certificate https://www.panelsan.com/iso-belgeleri Zero Waste Certificate https://www.panelsan.com/sifir-atik-belgesi Energy policy https://www.panelsan.com/enerji-politikasi Sustainability policy https://www.panelsan.com/surdurulebilirlik-politikasi



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

COMPLIANCE STATUS						
B. ENVIROMENTAL PRINCIPLES	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B14. Actions have been taken to reduce greenhouse gas emissions of third parties (e.g. suppliers, subcontractors, dealers, etc.) and these actions have been announced to the public.			✓		Third party greenhouse gas emission calculations are made. It is included as Scope-3 in the calculations.	2022 Panelsan Sustainability Report-Good Future for the Environment (Page 83) Sustainability Performance Indicators (Page 116)
B15. Environmental benefits/gains and cost savings provided by initiatives and projects aimed at reducing environmental impacts have been disclosed to the public	✓				The benefits and costs of preventing solar power plants and greenhouse gas emissions are explained.	2022 Panelsan Sustainability Report-Good Future for the Environment (Page 83) Sustainability Performance Indicators (Page 116)
B16. Energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) data are disclosed to the public as Scope-1 and Scope-2.	✓				Energy consumption for 2023 as Scope-1, Scope-2 and Scope-3 will be disclosed to the public in the Sustainability Report.	2022 Panelsan Sustainability Report-Good Future for the Environment (Page 83) Sustainability Performance Indicators (Page 116)
B17. Public disclosure was made regarding the electricity,		✓			Direct and indirect calculations are made in energy production and consumption and energy usage is reported. Shared in Panelsan 2023 Q4 Investor presentation	2022 Panelsan Sürdürülebilirlik Raporu-Çevreye İyi Gelecek (Sayfa 83) Sürdürülebilirlik Performans Göstergeleri (Sayfa 116) Panelsan Yatırımcı sunumu 2023 Q4 https://www.panelsan.com/yatirimci-sunumlari
B18. Studies on increasing the use of renewable energy and transitioning to zero or low-carbon electricity have been conducted and announced to the public.		✓			The use of renewable energy sources is provided. The existing GES capacity has been increased within the scope of the GES project under development. Studies on developments in this area are ongoing. Shared in Panelsan 2023 Q4 Investor Presentation.	2022 Panelsan Sustainability Report-Good Future for the Environment (Page 83) Sustainability Performance Indicators (Page 116) PanelsanInvestor Presentation 2023 Q4 https://www.panelsan.com/yatirimci-sunumlari
B19. Renewable energy production and usage data are publicly disclosed.	✓				Renewable energy production and use are publicly disclosed in the Sustainability Report Performance Indicators. Shared in Panelsan 2023 Q4 Investor Presentation.	2022 Panelsan Sustainability Report - Sustainability Performance Indicators (Page 116) Panelsan Investor presentation 2023 Q4 https://www.panelsan.com/yatirimci-sunumlari



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

COMPLIANCE STATUS						
B. ENVIROMENTAL PRINCIPLES	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
B20. Energy efficiency projects were carried out and the amount of energy consumption and emission reduction achieved through energy efficiency projects was publicly disclosed.		✓			Within the scope of energy efficiency, GES and biogenic fuel are used. Our ISO 50001 Energy Management System studies and efficiencyenhancing project applications continue. Shared in Panelsan 2023 Q4 Investor presentation. Our LEED studies continue.	2022 Panelsan Sustainability Report - Good For The Environment (Page 83) Panelsan Investor presentation 2023 Q4 https://www.panelsan.com/yatirimci-sunumlari
B21. Water consumption, quantities, sources and procedures for underground or surface water withdrawal, recycling and discharge, if any, are publicly disclosed.		✓			Total water consumption amounts are calculated. Resources are monitored separately. Water storage capacity has been increased. Water Management studies are ongoing. Shared in Panelsan 2023 Q4 Investor presentation.	2022 Panelsan Sustainability Report - Sustainability Performance Indicators (Page 116) Panelsan Investor presentation 2023 Q4 https://www.panelsan.com/yatirimci-sunumlari
B22. Publicly disclosed whether its operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax)			✓		It is not included in any carbon pricing.	
B23. Information on carbon credits accumulated or purchased during the reporting period is disclosed to the public.			✓		Direct and indirect calculations are made in energy production and consumption and energy usage is reported. Shared in Panelsan 2023 Q4 Investor presentation	
B24. If carbon pricing is applied within the company, the details are disclosed to the public.			✓		The use of renewable energy sources is provided. The existing GES capacity has been increased within the scope of the GES project under development. Studies on developments in this area are ongoing. Shared in Panelsan 2023 Q4 Investor Presentation.	
B25. The platforms where the Company discloses its environmental information are publicly disclosed.				✓	Renewable energy production and usage have been publicly disclosed in the Sustainability Report Performance Indicators. It was shared in the Panelsan 2023 Q4 Investor presentation.	



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

SOCIAL PRINCIPLES	COMPLIANCE STATUS				-	-
C1. HUMAN RIGHT AND LABOR	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
C1.1. The Corporate Human Rights and Employee Rights Policy has been created to cover the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation, those responsible for the implementation of the policy have been determined and the policy and those responsible have been announced to the public.	✓				Pannelsan has a Human Rights and Human Resources Policy. The implementation of these policies is monitored by Human Resources.	2022 Pannelsan Sustainability Report- Corporate Our Profile (Page 35) Our Human Resources Policy and Principles https://www.pannelsan.com/insan-kaynaklari-politikasi https://www.pannelsan.com/degerlerimiz Pannelsan Ethical Code of Conduct Guide https://www.pannelsan.com/etik-kurallari Pannelsan Supplier Code of Conduct Guide https://www.pannelsan.com/etik-kurallari
C1.2. Considering the supply and value chain effects, fair labor force, improvement of working standards, women's employment and inclusiveness issues (such as non-discrimination on gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political views, disability, social and cultural differences, etc.) are included in the policy on employee rights.	✓				Pannelsan has a Human Rights and Human Resources Policy. The implementation of these policies is monitored by Human Resources.	2022 Pannelsan Sustainability Report- Corporate Our Profile (Page 35) Our Human Resources Policy and Principles https://www.pannelsan.com/insan-kaynaklari-politikasi https://www.pannelsan.com/degerlerimiz Pannelsan Ethical Code of Conduct Guide https://www.pannelsan.com/etik-kurallari Pannelsan Supplier Code of Conduct Guide https://www.pannelsan.com/etik-kurallari
C1.3. Measures taken throughout the value chain to protect the rights/ equal opportunities of groups that are sensitive to certain economic, environmental and social factors (low-income groups, women, etc.) or minorities have been publicly disclosed.	✓				Pannelsan has a Human Rights and Human Resources Policy. The implementation of these policies is under the supervision of Human Resources.	2022 Pannelsan Sustainability Report- Corporate Our Profile (Page 35) Our Human Resources Policy and Principles https://www.pannelsan.com/insan-kaynaklari-politikasi https://www.pannelsan.com/degerlerimiz Pannelsan Ethical Code of Conduct Guide https://www.pannelsan.com/etik-kurallari Pannelsan Supplier Code of Conduct Guide https://www.pannelsan.com/etik-kurallari
C1.4. Developments regarding practices to prevent and correct discrimination, inequality, human rights violations, forced labor and child labor have been announced to the public.	✓				Pannelsan has a Human Rights and Human Resources Policy. The implementation of these policies is based on Human Resources monitoring.	2022 Pannelsan Sustainability Report- Corporate Our Profile (Page 35) Our Human Resources Policy and Principles https://www.pannelsan.com/insan-kaynaklari-politikasi https://www.pannelsan.com/degerlerimiz Pannelsan Ethical Code of Conduct Guide Pannelsan Supplier Code of Conduct Guide



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

C.SOCIAL PRINCIPLES	COMPLIANCE STATUS				-	-
HUMAN RIGHTS AND LABOR	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
C1.5. Investment in employees (training, development policies), compensation, fringe benefits, right to unionise, work/life balance solutions and talent management issues are included in the policy on employee rights.	✓				Pannelsan has a Human Rights and Human Resources Policy. The implementation of these policies is monitored by Human Resources.	2022 Pannelsan Sustainability Report- Corporate Our Profile (Page 35) Our Human Resources Policy and Principles https://www.pannelsan.com/insan-kaynaklari-politikasi https://www.pannelsan.com/degerlerimiz Pannelsan Ethical Code of Conduct Guide https://www.pannelsan.com/etik-kurallari Pannelsan Supplier Code of Conduct Guide https://www.pannelsan.com/etik-kurallari
C1.5. Mechanisms for resolving employee complaints and disputes have been established and dispute resolution processes have been determined.	✓				Pannelsan ensures that employees can easily express their discomfort by keeping our complaint and suggestion system confidential. It carries out solution processes for complaints.	2022 Pannelsan Sustainability Report- Corporate Our Profile (Page 35) Our Human Resources Policy and Principles https://www.pannelsan.com/insan-kaynaklari-politikasi https://www.pannelsan.com/degerlerimiz Pannelsan Ethical Code of Conduct Guide https://www.pannelsan.com/etik-kurallari Pannelsan Supplier Code of Conduct Guide https://www.pannelsan.com/etik-kurallari
C1.5. Activities carried out during the reporting period to ensure employee satisfaction were disclosed to the public.	✓				Employee satisfaction surveys and analysis meetings are conducted and reports are prepared. The fringe benefits offered are increasing day by day.	2022 Pannelsan Sustainability Report- Corporate Our Profile (Page 35) Our Human Resources Policy and Principles https://www.pannelsan.com/insan-kaynaklari-politikasi https://www.pannelsan.com/degerlerimiz Pannelsan Ethical Code of Conduct Guide https://www.pannelsan.com/etik-kurallari Pannelsan Supplier Code of Conduct Guide https://www.pannelsan.com/etik-kurallari
C6. Occupational health and safety policies are established and disclosed to the public.	✓				OHS Policy is available.	OHS-O Policy https://www.pannelsan.com/is-sagligi-ve-cevre-politikasi
C1.6. Measures taken to prevent occupational accidents and protect health and accident statistics are publicly disclosed.	✓				Zero occupational accidents are targeted in activity processes. Accident statistics are kept under record.	2022 Pannelsan Sustainability Report - Our Values (Page 94) Sustainability Performance Indicators (Page 116)



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

C.SOCIAL PRINCIPLES	COMPLIANCE STATUS				-	-
C1. HUMAN RIGHT AND LABOR	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
C1.7. Personal data protection and data security policies have been established and made public.	✓				Panelsan has a Human Rights and Human Resources Policy. The implementation of these policies is monitored by Human Resources.	Personal Data Processing and Protection Policy https://www.panelsan.com/kvkk Personal Data Storage and Destruction Policy https://www.panelsan.com/kvkk
C1.8. Ethics policy has been created and announced to the public.	✓					Panelsan Ethical Code of Conduct Guide https://www.panelsan.com/etik-kurallari
C.9. Studies within the scope of social investment, social responsibility, financial inclusion and access to finance have been explained.	✓					Panelsan Annual Report https://www.panelsan.com/faaliyet-raporlari Panelsan Sustainability Report https://www.panelsan.com/surdurulebilirlik-raporu
C1.10. Information meetings and training programs have been organized for employees on ESG policies and practices.	✓				Trainings and meetings are regularly organized within the scope of ESG policies.	2022 Panelsan Sustainability Report - Our Values (Page 94) Sustainability Performance Indicators (Page 116)
C2. STAKEHOLDERS, INTERNATIONAL STANDARDS AND INITIATIVES						
C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and announced to the public.	✓					Quality Policy https://www.panelsan.com/kalite-politikamiz 2022 Panelsan Sustainability Report- Corporate Our Profile (Page 35)
C2.2. Information about communication with stakeholders (which stakeholders, subject and frequency) has been disclosed to the public.	✓					2022 Panelsan Sustainability Report- Corporate Our Profile (Page 35)
C2.3. International reporting standards adopted in the reports are explained.	✓					2022 Panelsan Sustainability Report - Our Report (Page 4)



SUSTAINABILITY PRINCIPLES COMPLIANCE FRAMEWORK

C2. STAKEHOLDERS, INTERNATIONAL STANDARDS AND INITIATIVE	YES	PARTLY	NO	NOT APPLICABLE	EXPLANATION	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
C2.4 Principles adopted in relation to sustainability, international organizations, committees and principles of which the Company is a signatory or member have been disclosed to the public.			✓		We continue to participate in global movements such as the Global Compact.	Quality Policy https://www.panelsan.com/kalite-politikamiz 2022 Panelsan Sustainability Report - Our Corporate Profile (Page 35)
C2.5. Developments have been made and studies have been carried out to be included in the sustainability indices of Borsa Istanbul and/or international index providers.			✓		Efforts are underway to be included in the BIST Sustainability Index.	2022 Panelsan Sustainability Report - Our Corporate Profile" (Page 35)
D.CORPORATE GOVERNANCE PRINCIPLES						
D1 Measures and strategies in the area of sustainability stakeholders' opinions have been consulted in the determination of the Company's capital expenditures.	✓					2022 Panelsan Sustainability Report - Our Sustainability Approach (Page 26-27)
D2. Social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	✓				In order to support the economic and social development of our country and to support organizations that will carry our humanity forward such as science, art and sports, studies have been carried out, trainings have been planned and carried out.	2022 Panelsan Sustainability Report - Our Values (Page 94) https://www.panelsan.com/blog



CORPOATE GOVERNANCE COMPLIANCE REPORT

CORPOATE GOVERNANCE COMPLIANCE REPORT	COMPLIANCE STATUS					EXPLANATION
	YES	PARTLY	NO	EXEMPT	NOT APPLICABLE	
1.1. FACILITATING THE EXERCISE OF SHAREHOLDER RIGHTS						
1.1.2 - Up-to-date information and explanations that may affect the exercise of shareholders' rights are made available to investors on the corporate website.	✓					
1.2. RIGHT TO INFORMATION AND INSPECTION						
1.2.1- The Company's management has refrained from taking 0 actions that would make it difficult to conduct a special audit.	✓					
1.3. GENERAL ASSEMBLY						
1.3.2 - The Company has ensured that the agenda of the General Assembly is clearly stated and that each proposal is given under a separate heading.	✓					
1.3.7 - Persons with privileged access to partnership information have informed the board of directors to be added to the agenda in order to ensure that the general shareholder's meeting is informed about the transactions carried out on their behalf within the scope of the partnership's field of activity.			✓			There was no such agenda item at the general assembly
1.3.8 - The members of the board of directors, other related persons, authorized persons who are responsible for preparing the financial statements and auditors were present at the general shareholders' meeting.	✓					
1.3.10- The amounts of all donations and grants and the beneficiaries of such donations and grants are included in a separate item on the agenda of the general shareholders' meeting.	✓					
1..3.11 - The General Assembly meeting was open to the public, including stakeholders and the media, without the right to speak	✓					



CORPORATE GOVERNANCE COMPLIANCE REPORT

CORPORATE GOVERNANCE COMPLIANCE REPORT	COMPLIANCE STATUS					EXPLANATION
	YES	PARTLY	NO	EXEMPTED	NOT APPLICABLE	
1.4. RIGHT TO VOTE						
1.4.1 - There are no restrictions and practices that make it difficult for shareholders to exercise their voting rights.	✓					
1.4.2- The Company has no shares with privileged voting rights.			✓			Each of 10,000,000 type A shares has 5 (five) voting rights.
1.4.3 - The Company has not exercised its voting rights in the General Assembly of any company with which it has a cross-shareholding relationship, which brings with it a relationship of dominance.	✓					
1.5. MINORITY RIGHTS						
1.5.1- The Company has paid utmost attention to the exercise of minority rights.	✓					
1.5.2- Minority rights are also recognized for shareholders holding less than onetwentieth of the share capital and the scope of minority rights is expanded by the articles of association.			✓			There is no provision in the articles of association on this issue.
1.6. RIGHT TO DIVIDEND						
1.6.1 - The dividend distribution policy approved by the general assembly has been publicly disclosed on the partnership's corporate website.	✓					
1.6.2 - The dividend distribution policy includes the minimum information that will enable shareholders to foresee the procedures and principles of the distribution of profits that the partnership will earn in future periods.	✓					
1.6.3 - The reasons for not distributing profits and the manner in which the undistributed profits will be used have been specified in the relevant agenda item.			✓			Dividend has been distributed.
1.6.4 - The board of directors has reviewed whether the dividend distribution policy balances the interests of the shareholders with those of the partnership.	✓					



CORPORATE GOVERNANCE COMPLIANCE REPORT

CORPORATE GOVERNANCE COMPLIANCE REPORT	COMPLIANCE STATUS					
	YES	PARTLY	NO	EXEMPTED	NOT APPLICABLE	EXPLANATION
1.7. TRANSFER OF SHARES						
1.7.1 - There are no restrictions that make it difficult to transfer shares.	✓					
2.1. CORPORATE WEBSITE						
2.1.1 - The Company's corporate website contains all the elements listed in the corporate governance principle numbered 2.1.1.	✓					
2.1.2- The shareholding structure (names, privileges, number and ratio of shares held by real person shareholders holding less than 5% of the issued capital) is updated on the corporate website at least every 6 months.	✓					
2.1.4 - The information on the Company's corporate website has been prepared in foreign languages selected according to need, with the exact same content as Turkish.	✓					
2.2. ACTIVITY REPORT						
2.2.1 - The board of directors ensures that the annual report fully and accurately reflects the company's activities.	✓					
2.2.2 - The annual report includes all elements of principle 2.2.2.	✓					
3.1. COMPANY POLICY ON STAKEHOLDERS						
3.1.1- Stakeholders' rights are protected within the framework of relevant regulations, contracts and good faith rules.	✓					
3.1.3 - Policies and procedures regarding the rights of stakeholders are published on the corporate website.	✓					
3.1.4 - Necessary mechanisms have been established for stakeholders to report transactions that are contrary to the legislation and unethical.	✓					
3.1.5 - The Company handles conflicts of interest between stakeholders in a balanced manner.	✓					



CORPORATE GOVERNANCE COMPLIANCE REPORT

CORPORATE GOVERNANCE COMPLIANCE REPORT	COMPLIANCE STATUS					EXPLANATION
	YES	PARTLY	NO	EXEMPTED	NOT APPLICABLE	
3.2. SUPPORTING STAKEHOLDERS' PARTICIPATION IN COMPANY MANAGEMENT						
3.2.1 - Employee participation in management is regulated by the articles of association or internal regulations.			✓			No arrangements have been made
3.2.2 - Methods such as surveys/consultations have been applied to obtain the opinions of stakeholders on important decisions that have consequences for stakeholders.			✓			Survey and consultation are not applied
3.3. COMPANY'S HUMAN RESOURCES POLICY						
3.3.1 - The Company has adopted an equal opportunity employment policy and succession planning for all key management positions.		✓				There is no succession planning
3.3.2 - Criteria for staff recruitment have been set in writing.	✓					
3.3.3 - The Company has a Human Resources Development Policy and organizes trainings for employees within this scope.	✓					
3.3.4 - Meetings have been organized to inform employees about the Company's financial status, remuneration, career planning, training and health issues.	✓					
3.3.5 - Decisions that may affect employees have been communicated to them and employee representatives. The opinions of the relevant trade unions have also been taken on these issues.			✓			Employees are not unionized
3.3.6 - Job descriptions and performance criteria have been prepared in detail for all employees, announced to employees and used in remuneration decisions.	✓					
3.3.7 - Measures such as procedures, trainings, awareness raising, targets, monitoring, complaint mechanisms have been taken to prevent discrimination among employees and to protect employees against physical, mental and emotional mistreatment within the company.	✓					



CORPORATE GOVERNANCE COMPLIANCE REPORT

CORPORATE GOVERNANCE COMPLIANCE REPORT	COMPLIANCE STATUS					
	YES	PARTLY	NO	EXEMPTED	NOT APPLICABLE	EXPLANATION
3.3.8 - The Company supports freedom of association and the effective recognition of the right to collective bargaining.	✓					
3.3.9 - A safe working environment is provided for employees.	✓					
3.4. RELATIONS WITH CUSTOMERS AND SUPPLIERS						
3.4.1- The Company measured customer satisfaction and operated with the understanding of unconditional customer satisfaction.	✓					
3.4.2 - Customers are notified when there is a delay in the processing of customer requests for goods and services purchased.	✓					
3.4.3 - The company is committed to quality standards for goods and services.	✓					
3.4.4 - The Company has controls in place to protect the confidentiality of sensitive trade secret information of customers and suppliers.	✓					
3.5. ETHICS AND SOCIAL RESPONSIBILITY						
3.5.1 - The board of directors has determined the Code of Ethical Conduct and published it on the corporate website.	✓					
3.5.2- The Company is sensitive to social responsibility. It has taken measures to prevent corruption and bribery.	✓					
4.1. FUNCTION OF THE BOARD OF DIRECTORS						
4.1.1- The board ensures that strategies and risks do not threaten the long-term interests of the company and that effective risk management is in place.	✓					
4.1.2- Meeting agendas and minutes reveal that the board of directors discusses and approves the company's strategic goals, determines the resources needed and monitors the performance of management.	✓					



CORPORATE GOVERNANCE COMPLIANCE REPORT

CORPORATE GOVERNANCE COMPLIANCE REPORT	COMPLIANCE STATUS					
	YES	PARTLY	NO	EXEMPTED	NOT APPLICABLE	EXPLANATION
4.2. OPERATING PRINCIPLES OF THE BOARD OF DIRECTORS						
4.2.1- The board of directors has documented its activities and submitted them to the shareholders' information.	✓					
4.2.2- Duties and authorities of the board members have been disclosed in the annual report.	✓					
4.2.3 - The board has established a system of internal control appropriate to the scale of the company and the complexity of its operations.	✓					
4.2.4- Information on the functioning and effectiveness of the internal control system has been provided in the annual report.	✓					
4.2.5 - The roles of chairman of the board of directors and chief executive officer (general manager) are separated and defined.	✓					
4.2.7- The board of directors ensures that the investor relations department and the corporate governance committee function effectively and has worked in close cooperation with the investor relations department and the corporate governance committee in resolving disputes between the company and shareholders and in communicating with shareholders	✓					
4.2.8 - The Company has taken out an executive liability insurance policy with an amount exceeding 25% of the share capital in respect of damages that may be caused by the negligence of the members of the board of directors during the execution of their duties.		✓				This insurance will be taken out.
4.3. STRUCTURE OF THE BOARD OF DIRECTORS						
4.3.9- The Company has set a minimum target of 25% for the ratio of female members on the board of directors and established a policy to achieve this goal. The composition of the board of directors is reviewed annually and the nomination process is carried out in accordance with this policy.		✓				The rate of female members is 20%.
4.3.10 - At least one member of the audit committee has 5 years of experience in audit/accounting and finance.	✓					



CORPORATE GOVERNANCE COMPLIANCE REPORT

CORPORATE GOVERNANCE COMPLIANCE REPORT	COMPLIANCE STATUS					
	YES	PARTLY	NO	EXEMPTED	NOT APPLICABLE	EXPLANATION
4.4. FORM OF BOARD OF DIRECTORS MEETINGS						
4.4.1 - All board members have physical or electronic attendance at the majority of board meetings.	✓					
4.4.2 - The board of directors has set a minimum time limit for the information and documents related to the items on the agenda to be sent to all members prior to the meeting.	✓					
4.4.3 - The opinions of the members who could not attend the meeting but submitted their opinions in writing to the board of directors were submitted for the information of the other members.	✓					
4.4.4 - Each member has one vote in the board of directors.	✓					
4.4.5 - The conduct of the board meetings is documented in writing in the Company's internal regulations.	✓					
4.4.6 - The minutes of the board meeting show that all items on the agenda have been discussed and the minutes are prepared in a way to include dissenting opinions.	✓					
4.4.7 - Board members are restricted from assuming other duties outside the company. Management At the general shareholders' meeting, shareholders were informed about the external duties of the board members.			✓			There are no limitations
4.5. COMMITTEES ESTABLISHED UNDER THE BOARD OF DIRECTORS						
4.5.5 - Each board member serves on only one committee.			✓			Independent members serve on more than one committee
4.5.6- The Committees invited the persons they deemed necessary to attend the meetings and received their views.			✓			Such a situation has not occurred.



CORPORATE GOVERNANCE COMPLIANCE REPORT

CORPORATE GOVERNANCE COMPLIANCE REPORT	COMPLIANCE STATUS					EXPLANATION
	YES	PARTLY	NO	EXEMPTED	NOT APPLICABLE	
4.5.7 - Information on the independence of the person/organization that the Committee receives consultancy services from is included in the annual report.			✓			There is no person or organization consulted
4.5.8 - A report on the results of the committee meetings was prepared and submitted to the members of the board of directors.	✓					
4.6. FINANCIAL BENEFITS PROVIDED TO BOARD MEMBERS AND EXECUTIVES WITH ADMINISTRATIVE RESPONSIBILITIES						
4.6.1 - The board of directors has conducted a board performance evaluation to assess whether it has fulfilled its responsibilities effectively.			✓			No performance evaluation has been conducted
4.6.4 -The Company has not extended any loans or credits to any of its board members or executives with administrative responsibilities, or extended the term of any such loans or credits, or improved the terms and conditions of any such loans or credits under the title of personal loan through third parties, or provided any guarantees such as surety in favor of them.	✓					
4.6.5 - Remuneration of board members and executives with administrative responsibilities is disclosed on individual basis in the annual report.			✓			Explained as a total figure, not on a person basis.



COPRPORATE GOVERNANCE INFORMATION FORM

1. STAKEHOLDERS

1.1. Facilitating the Exercise of Shareholder Rights	
The number of investor conferences and meetings organized by the company during the year	5
1.2. The Right to Receive Information and to Examine	
Number of special auditor requests	0
The number of special auditor requests accepted at the general assembly meeting	0
1.3. General Assembly	
Link to PDP announcement disclosing the information requested under Principle 1.3.1 (a-d)	https://www.kap.org.tr/tr/Bildirim/1121798
English Turkish version of the documents related to the general assembly meeting, whether they are presented simultaneously with Turkish or not in English	Not presented.
Within the scope of Principle 1.3.9, the links of PDP announcements related to transactions that do not have the approval of the majority of independent members or the unanimity of participants	N/A
Links to the PDP announcements regarding common and continuous transactions with the scope of Article 9 of the Communiqué on Corporate Governance (II-17.1)	N/A
Links to the PDP announcements regarding common and continuous transactions within the scope of Article 10 of the Communiqué on Corporate Governance (II-17.1)	N/A
The name of the section on the company's corporate website containing the policy on donations and benefits	Investor Relations / Corporate Governance / Policies / Donations and Assistance
Links to the PDP announcements containing the minutes of the general assembly meeting where the policy on donations and grants was approved	https://www.kap.org.tr/tr/Bildirim/1129744
Article number in the articles of association regulating the participation of stakeholders in the general assembly	12
Information about the stakeholders participating in the general assembly	The 2021 General Assembly meeting was not attended by anyone other than shareholders. However, there are no restrictions on the participation of stakeholders in the General Assembly..
1.4. Voting Rights	
Whether there is a concession about the vote	Yes
If there is a concession in the vote, the privileged shareholders and the voting ratios	Group A shares have 5 voting rights
The partnership ratio of the largest shareholder	45,53%



COPRPORATE GOVERNANCE INFORMATION FORM

1. STAKEHOLDERS

1.5. Minority Rights	
Whether the minority rights are extended in the company's articles of association (in terms of content or ratio) or not	No
If the minority rights have been extended in terms of content and proportion, please specify the number of the relevant articles of association.	-
1.6. Dividend Right	
The name of the section where the profit distribution policy is located on the corporate website	Investor Relations / Corporate Governance / Policies / Profit Distribution
If the board of directors proposes not to distribute the profit to the general assembly, the reasons for this and the text of the minutes related to the agenda item of the general assembly indicating the manner of use of the profit that has not been distributed	Profit distribution has been made.
If the board of directors proposes to the general assembly not to distribute the profit, the text of the minutes of agenda item of the general assembly stating the reasons for this and the use of the undistributed profit	-

Date of the General Assembly	The Number of Additional Disclosure Requests Submitted to the Company regarding the Agenda of the October General Assembly	Participation Rate of Shareholders to the General Assembly	The Proportion of Shares Directly Represented	The Proportion of Shares Represented by Proxy	The Name of the Section Containing the Minutes of the General Assembly Meeting, which Also Shows the Positive and Negative Votes Related to Each Agenda Item on the Company's Corporate Website, is	The name of the Section on the corporate Website containing all the Questions Asked at the General Assembly meeting and the answers Provided to them	The number of people who have the opportunity to access the partnership information in a privileged way who have notified the board of directors (Insider information the list)	Item or paragraph number of the minutes of the general assembly meeting related to related parties	Link to the general assembly notification published on KAP
30/03/2023	0	% 72,37	% 69,39	% 2,98	https://www.panelsan.com/tr/page/25/genel-kurul-bilgileri	https://www.panelsan.com/tr/page/25/genel-kurul-bilgileri	-	17	https://www.kap.org.tr/tr/Bildirim/1129781



COPRPORATE GOVERNANCE INFORMATION FORM

2. PUBLIC DISCLOSURE AND TRANSPARENCY

2.1. Corporate Website

On the corporate website 2.1.1. the names of the departments in which the information requested in the numbered corporate governance policy is included

Investor Relations

Of the real person shareholders who own more than 5% of the shares directly or indirectly on the corporate website the section where the list is located

Investor Relations

Languages in which the corporate website is prepared

Turkish English Russian Arabic

2.2. Annual Report

2.2.2. page numbers or section names in which the information specified in the numbered corporate governance principle is included in the annual report

a) Page numbers or section names of the sections containing the duties of membes of the board of directors and executives outside the company and declarations of independence of members

13

b) Page number or section name of the information related to the committees established within the body of the Board of Directors

13-14

c) The page number or section name of the information about the number of meetings of the board of directors during the year and the participation status of the members in the meetings

12

ç) Page number or section name of information about legislative changes that may significantly affect the company's activities

N/A

d) Page number or section name of information about important lawsuits filed against the company and their possible consequences

18

e) Page number or section name of the information about the measures taken for

N/A

f) Page number or section name of information about mutual subsidiaries where the direct participation rate in the capital exceeds 5%

15

f) Page number or section name of information about mutual subsidiaries where the direct participation rate in the capital exceeds 5%

17

3. STAKEHOLDERS

3.1. Company Policy regarding Stakeholders

The name of the section on the corporate website where the compensation policy is located

N/A

The number of judicial decisions finalized against the company due to violation of employee rights

N/A

Title of the official related to the notification mechanism

N/A

Information on access to the company's notification mechanism

-



COPRPORATE GOVERNANCE INFORMATION FORM

3. STAKEHOLDERS

3.2. Supporting the Participation of Stakeholders in the Management of the Company	
The name of the section on the corporate website containing the internal regulations related to the participation of employees in management bodies	N/A
Administrative bodies in which employees are represented	N/A
3.3. The Company's Human Resources Policy	
The role of the board of directors in the development of a succession plan for key executive positions	-
The name of the section where the human resources policy containing equal opportunity and personnel recruitment criteria is located on the corporate website, or a summary of the relevant articles of the policy	Corporate/Career
Whether there is a share acquisition plan or not	There isn't an employee stock ownership programme
The name of the section where the human resources policy, which includes measures to prevent discrimination and ill-treatment, is located on the corporate website, or a summary of the relevant articles of the policy	Corporate/Career
The number of judicial decisions finalized against the company due to liability related to occupational accidents	N/A
3.5. Ethical Rules and Social Responsibility	
The name of the section on the corporate website where the code of ethics policy is located	-
The name of the section where the corporate social responsibility report is located on the corporate website. If there is no corporate social responsibility report, the measures taken on environmental, social and corporate governance issues	All the processes required by the Corporate Governance Communiqué are carried out
Measures taken to combat all forms of corruption, including retaliation and bribery	-

4. BOARD OF DIRECTORS-II

4.2. Principles of Activity of the Board of Directors	
Date of the latest board of directors performance evaluation	N/A
Whether independent experts are used in the performance evaluation of the board of directors	No
Whether all members of the board of directors have been released	Yes
The names of the members of the board of directors whose authority has been transferred to him by the distribution of duties and the content of these powers	There has been no transfer of authority.
The number of reports submitted by the internal control unit to the supervisory board or other relevant committees	The Committee of Early Detection of Risk as the internal control unit. Number of reports 2



COPRPORATE GOVERNANCE INFORMATION FORM

4. BOARD OF DIRECTORS -I

The name or page number of the section where the evaluation of the effectiveness of the internal control system is included in the annual report	18
Name of the chairman of the board of directors	Serhat MAŞLAK
Name of the executive chairman / general manager	Recep Kaan MAŞLAK
Link to the CONTAINER announcement stating the reason for the chairman of the board of directors and the executive chairman/general manager being the same person	-
The connection of the CAP announcement that the defects of the members of the board of directors during their duties and the damage they will cause in the company are insured at a price exceeding 25% of the company's capital	No insurance was taken out.
The name of the section on the corporate website where information is provided about the diversity policy aimed at increasing the proportion of female board members	-
Number and proportion of female members	1,20%

Names of the Board Committees	Executive Or Not	Independent Director Or Not	Date of First Election to the Board of Directors	Link to the PDP Announcement Featuring the Declaration of Independence	Whether the Independent Member has been Evaluated by the Nomination Committee	Whether there are any Members Who Lost their Independence	At Least 5 Years of Experience in Audit, Accounting and/or Finance
Serhat MAŞLAK	Executive	Not independent director	18/03/2004	-	Not applicable	Yes	Yes
Recep Kaan MAŞLAK	Executive	Not independent director	18/03/2004	-	Not applicable	Yes	Yes
Mustafa Coşkun KARADENİZ	Executive	Not independent director	04/11/2021	-	Not applicable	Yes	Yes
Volkan PARLAKTAŞ	Non-executive	Independent director	04/11/2021	https://www.kap.org.tr/tr/Bildirim/1020021	Not considered	No	No
Figen GÜNEŞ DOĞAN	Non-executive	Independent director	04/11/2021	https://www.kap.org.tr/tr/Bildirim/1020021	Not considered	No	Yes



COPRPORATE GOVERNANCE INFORMATION FORM

4. BOARD OF DIRECTORS-II

4.4. The Form of the Board of Directors Meetings	
The number of board of directors meetings held during the reporting period by convening physically or electronically	19
Average attendance rate at board of directors meetings	94,8%
Whether an electronic portal is used to facilitate the work of the board of directors	No
In accordance with the working principles of the board of directors, how many days before the meeting information and documents are presented to the members	-
The name of the section on the corporate website containing information about the internal regulations in which it is determined how the board of directors meetings will be held	-
The upper limit set in the policy that limits members from taking other duties outside the company	-
4.4. The Form of the Board of Directors Meetings	
The page number or the name of the relevant section containing information about the committees of the board of directors in the annual report	13,14
Link to the PDP announcement in which the working principles of the Committee were announced	https://www.kap.org.tr/tr/Bildirim/1030434

Names of Board Committees	Name of the Committee Indicated as "Other" In the First Column	Name-Surname of the Committee Members	Comittee Chairman or Not	Board Mamber or Not
Audit Committee	-	Figen GÜNEŞ DOĞAN	Yes	Board member
Audit Committee	-	Volkan PARLAKTAŞ	No	Board member
Committee of Early Detection of Risk	-	Volkan PARLAKTAŞ	Yes	Board member
Committee of Early Detection of Risk	-	Figen GÜNEŞ DOĞAN	No	Board member
Committee of Early Detection of Risk	-	Mustafa Coşkun KARADENİZ	No	Board member



CORPORATE GOVERNANCE INFORMATION FORM

Names of Board Committees	Name of the committee Indicated as "Other" in the First Column	Name-Surname of the Committee Members	Comittee Chairman or Not	Board Mamber or Not
Corporate Governance Committee	-	Volkan PARLAKTAŞ	Yes	Board member
Corporate Governance Committee	-	Figen GÜNEŞ DOĞAN	No	Board member
Corporate Governance Committee	-	Servet BİLGE	No	Not board member

4. BOARD OF DIRECTOR

4.5. The Committees Established under the Authority of the Board of Directors are

Specify the section of the annual report or corporate website where information is provided about the activities of the audit committee (page number or name of the section)

-

Specify the section of the annual report or the corporate website where information is provided about the activities of the corporate governance committee (page number or name of the section)

-

Specify the section of the annual report or the corporate website where information is provided about the activities of the nomination committee (page number or name of the section)

-

Specify the section of the annual report or corporate website where information is provided about the activities of the early detection of risk committee (page number or name of the section)

-

Specify the section of the annual report or corporate website where information is provided about the activities of the remuneration committee (page number or name of the section)

-

4.6. Financial Rights Provided to Members of the Board of Directors and Managers with Administrative Responsibilities

Page number or section name of the annual report, where information is provided about operational and financial performance goals and whether they have been achieved

Page 21

The name of the section of the corporate website containing the remuneration policy for executive and non-executive members

Investor Relations / Corporate Governance /Policies

The page number or section name of the annual report, in which the fees given to the members of the board of directors and managers with administrative responsibility, as well as all other benefits provided, are indicated

14



COPRPORATE GOVERNANCE INFORMATION FORM

Names of Board Committees	The Name of the Specified Committee Indicated as "Other" in the First Column	Proportion of Non-Executive Directors	Ratio of Independent Directors in the Committee	Number of Physical Meetings Held by the Committee	Board Member or Not
Audit Committee	-	100%	100%	4	4
Corporate Governance Committee	-	100%	66%	1	1
Committee of Early Detection of Risk	-	66%	66%	2	2



DIVIDEND RIGHTS AND TRANSFER

Pannelsan is committed to the Profit Distribution Policy prepared in accordance with the guidelines set by the Capital Markets Board (CMB) and the provisions of the Articles of Association. This policy has been submitted to the approval of the shareholders and is actively implemented after being accepted. The Company takes into account national and global economic conditions, legislative changes, market expectations and long-term strategies in profit distribution. The Profit Distribution Policy established by the Board of Directors aims to establish a healthy balance between the interests of the shareholders and the company. Decisions regarding profit distribution are determined by the decisions taken by the General Assembly upon the proposal of the Board of Directors. In order to present the Profit Distribution Policy to the approval of the shareholders, it is handled as a separate agenda item at the General Assembly meeting and a transparent process is followed.

The company's current Profit Distribution Policy ensures that the profit obtained is distributed to the shareholders in a fair and balanced manner. Within the framework of this policy, the profit distribution is carried out at the rates determined at the general assembly meeting every year. The sustainability committee, which will be announced at the General Assembly planned to be held in 2024, will play a critical role in the company achieving its sustainability goals and increasing investor value.

Pannelsan is a company specialized in the production of high-performance insulation materials and its prominent products are sandwich panels and EPS (Expanded Polystyrene) products. The company aims to increase energy efficiency and contribute to environmental sustainability by offering insulation solutions. As a publicly traded company, Pannelsan aims to offer its investors a solid and sustainable return. The company's product portfolio maintains its strong position in the sector with its approach focused on innovation and quality.

Pannelsan aims to keep investor confidence and satisfaction high by regularly distributing dividends to its shareholders. Dividend rights represent the share that shareholders receive from the company's profit. Dividend transfer means that shareholders transfer their dividend rights to another person. Dividend transfer can be easily carried out thanks to the free purchase and sale of Pannelsan's shares. In addition, the automatic dividend transfer that occurs with the share transfer ensures that the new shareholder has all dividend rights with the transfer of the shares.

Pannelsan aims to meet investors' expectations and protect the company's financial sustainability by adopting a transparent and open Dividend Distribution Policy. This policy aims to distribute the company's profits fairly among shareholders by implementing it meticulously. In addition, the sustainability committee planned to be established at Pannelsan will play an important role in achieving the company's sustainability goals and increasing the value of its shares. Pannelsan makes strategic decisions on dividend distribution by taking into account both its current financial situation and future growth plans. This approach aims to protect shareholders' rights and reinforce the company's determination in line with its long-term value creation strategy.





HUMAN RESOURCES POLICY

With our Human Rights Policy, we provide our employees with an equal and safe working environment and develop strategies that are suitable for the specific needs and goals of our organization.

- We conduct regular surveys to increase employee satisfaction and encourage them to work efficiently at work. We also receive employee feedback and adopt flexible working policies to ensure work-time balance. We hold regular meetings to produce solutions based on employee feedback.
- We create training, mentoring programs and rotation opportunities to provide continuous learning and development opportunities for our employees. In this way, we provide our employees with different work experiences and enable them to look at the work they do from a broader perspective.
- We develop strategies to create a diversified talent pool to determine the talents our organization needs and attract suitable candidates. In this way, we aim to place the right people in the right positions.
- As an organization that cares and values our employees, we have compensation and motivation-based practices in place to meet employee needs at work and motivate them. We aim for our employees to remain happy, productive and committed at work. In this way, we make the success of both our employees and our organization sustainable.
- As the Panelsan family, we respect the cultural differences of our employees and accept this diversity as a wealth. With this approach, we encourage creative thinking and innovation, contribute to better decisionmaking processes, and create a positive atmosphere in our workplace.





ETHICAL MANAGEMENT

With our approach that aims to carry out all our activities and decisions based on moral values, we ensure that our employees behave in accordance with ethical rules. In this way, we protect the reputation of our organization, increase the motivation of our employees and comply with social expectations. Ethical management also plays a major role in achieving the goals we have set by supporting the steps we take towards sustainability. This holistic approach allows us to create long-term value for both our employees and society.

NOTIFICATION OF VIOLATIONS

Our organization takes important steps to report inappropriate activities, prevent ethical violations and reveal existing violations. In order to maintain our commitment to ethical values and rules, we encourage everyone to report suspicions of misconduct or violations of our policies at any time. In order to ensure that our employees and other stakeholders can express their discomfort and complaints about ethical issues without hesitation, we have developed a confidential complaint and suggestion system, and we attach great importance to confidentiality in the process of reporting violations. In this context, we offer the address etikdavranis@panelsan.com so that our employees and stakeholders can provide feedback securely.

ETHICAL AWARENESS AND TRAINING

Our organization attaches great importance to communicating with its internal and external stakeholders in accordance with ethical values. We provide our employees with comprehensive information about the importance of ethical values, rules and practices by organizing ethical awareness and training programs. These programs aim to teach our employees how to deal with ethical issues.

You can visit <https://www.panelsan.com/dokumanlar> to access the Panelsan Ethical Code of Conduct Guide.





ETHICAL MANAGEMENT

ETHICAL PRINCIPLES



Compliance with Laws, Rules and Regulations

In the process of compliance with laws and rules, our stakeholders are expected to meticulously follow the rules and policies determined by our organization and comply with these rules. This approach has been adopted in order to ensure full compliance with both legal obligations and ethical standards. Our stakeholders' compliance with the laws, regulations and our organization's policies while carrying out their activities forms the basis of a sustainable and responsible business environment.



Combating Bribery or Corruption

It is strictly forbidden to provide, promise, give or accept any illegal, material advantage or other benefit to public officials, party officials, candidates or managers of private organizations operating at local, national or international levels. We hereby declare that such actions are unacceptable in any way and that our organization strictly adheres to these principles.



Data Protection

Within the scope of the Personal Data Protection Law, we respect and meticulously protect all information belonging to our employees, customers and our organization. In this context, we take all necessary measures to ensure the confidentiality and security of personal data and constantly update our data protection policies. With this approach, we aim to gain and maintain the trust of our stakeholders.



Equal Employment and Non-Discrimination

Sharing and accessing confidential information belonging to our organization is strictly prohibited for all board members and employees. This rule takes strict precautions against insider trading.



Insider Trading

All board members and employees are prohibited from conducting transactions regarding confidential information belonging to our organization. This eliminates the opportunity for insider trading.



Work Environment and Harassment Prevention

We attach great importance to providing our employees with a healthy and safe working environment and taking the necessary measures to strengthen the culture of respect in the workplace. Acting with this sense of responsibility, we aim to protect the well-being of our employees and the positive atmosphere in the workplace.



Gifts, Hospitality, Entertainment Expenditures and Donations

Employees' financial transactions are recorded fairly in the accounting books reviewed by our Audit Committee and independent auditors. Strict rules and standards have been determined in this process and these rules are strictly adhered to.



Reporting of Ineligible Activities

In our organization, suspicions of wrongdoing or violations of our policies can be reported at any time and by anyone, anonymously if necessary. This approach aims to provide a transparent work environment and strengthen our commitment to ethical values.



INTERNAL AUDIT MANAGEMENT

Company Internal Audit Approach: A Step Towards Continuous Improvement and Excellence

As Panelsan, we adopt a transparent and reliable corporate governance approach with the effective internal audit management system we provide. Through our audit committee, we determine the company's internal audit policies, create an internal audit plan to increase the effectiveness and efficiency of internal audit activities and ensure its implementation, and take the necessary measures to ensure the effectiveness and independence of internal audit processes and to ensure that they make an objective assessment. In this process, we meticulously examine, analyze and transparently report the audit results to the board of directors and stakeholders. This approach strengthens the governance of our company, while allowing the continuous improvement of our business processes and internal control systems. In addition, we provide transparency and accountability by supporting strategic management decisions. Our Audit Committee meets at least four times a year, as often as necessary for the effectiveness of the work, but at least once every three months. Critical issues such as risk management of our activities, strengthening internal controls, and detection of errors and frauds are effectively managed by our internal audit management system. We regularly report to the Board of Directors the development needs that emerge as a result of the evaluations made regarding the effectiveness and functioning of internal audit systems. These reports provide an important roadmap for determining the actions to be taken on issues such as strengthening the company's risk management strategies, improving internal control systems and optimizing error/ fraud detection processes. We meticulously manage these processes in order to support the company's management decisions and increase operational efficiency. Our internal audit management is designed in full compliance with the Capital Markets Board's (CMB) Corporate Governance principles and relevant legislation, and we aim to strengthen the company's risk management and control environment by ensuring the transparency, accuracy and reliability of internal audit processes. In this direction, the internal audit activities we carry out under the leadership of our audit committee create long-term value by strengthening the company's governance structure.

Our important headings within the scope of the audit:

Efficiency and efficiency of operations: Performance criteria regarding the effectiveness and efficiency of our business processes, and the correct and efficient use of resources.

Protection of company assets: Policies and procedures regarding the protection, security and management of our physical assets, financial assets and other resources.

Accuracy and security of financial and operational information: Policies and procedures regarding the protection, security and management of our physical assets, financial assets and other resources.

Accuracy and reliability of financial and operational information: Accuracy of our financial statements, reliability of our financial reporting processes, internal control measures required for objective and accurate assessment of our business performance. We support the sustainable success of the company by adopting the highest standards in the field of internal audit management and aim to gain the trust of our stakeholders. We provide a solid audit and control mechanism in the management of our organization, and we can provide correct guidance on critical issues such as effective management of business processes and compliance with governance principles. We contribute to sustainable success thanks to our system, which we constantly review and develop in order to increase the trust of our stakeholders.





INTERNAL AUDIT MANAGEMENT

The main purpose of the internal audit process is to regularly review the company's business processes, activities and procedures, and evaluate their effectiveness, efficiency and suitability. These evaluation results allow us to identify continuous improvement opportunities and make our processes more effective.

In this context, we carry out internal audit processes in accordance with ISO 9001 Quality Management System standards and integrate all our management systems into our internal audit plans. This is of critical importance for us to both maintain quality standards and ensure consistency and effectiveness in internal audit activities in all our processes. Thanks to the integration, we manage our business processes strongly while also ensuring the sustainability of our management system standards.

We plan audit activities with our integrated management system and assign internal auditors based on all our departments. We aim to achieve the company's goals with our audit system that supports process and operation controls by evaluating unit performances.

We conduct our internal audits, which analyze the risks and processes of our organization with the internal audit plan approved by our management, at least once a year, based on the principles of impartiality and honesty. We evaluate our organization's internal control system, offer improvement suggestions, manage risks and support progress towards increasing transparency. Our extensive internal audit team of experts is responsible for the effective management of the internal audit process. Thanks to our internal audit system based on the principles of transparency, impartiality and independence, we ensure that our business processes are built on a solid foundation.

We operate our company's internal audit processes in an integrated manner with risk management principles to identify, assess and manage business risks. In this way, we ensure that business risks are managed effectively. In addition, thanks to internal audit, we have the opportunity to assess our organization's compliance with external regulations and standards. In this way, we have access to best practices and continuously improve our processes. This approach increases our company's adaptability, while also reinforcing our competitive power and operational excellence.

As a result, our internal audit approach reflects an approach focused on quality, adopting the principles of independence and impartiality, and focused on continuous improvement and compliance. In this way, we support the long-term success of our organization and provide value to our stakeholders.



CORPORATE RISK MANAGEMENT

As Panelsan, we place corporate risk management at the center of our business processes to provide maximum value to our stakeholders and contribute to sustainable growth. With a risk management framework integrated into our strategies and corporate culture, we ensure that all our employees recognize risks, opportunities and liabilities and act accordingly.

Within the scope of quality assurance, we have performance targets for determining potential risks and taking preventive actions in our production lines, fields, financial processes, customer management and all other business processes. In line with our periodic targets, we continuously monitor and evaluate potential risks. In order to achieve these targets, we carry out studies in all our departments with the active participation of our teams. This approach includes making and managing an assessment that includes potential risks and opportunities for our business processes and strategic targets.

We comprehensively evaluate the strategic, operational, financial and legal dimensions of internal and external potential risk and opportunity elements with corporate risk management activities. In case of any conflict of interest, the protection of human life and the environment is our top priority and we direct our risk management process within the framework of this basic principle.

We encourage our employees to recognize the risks and opportunities in their business processes and act accordingly. Thus, we ensure that our competent employees are ready to intervene quickly and effectively in the event of any potential risk. In line with this purpose, we invest in the training and continuous development of our employees, and support them to become aware of risk management and gain the necessary skills. In this way, we aim to create an organizational structure that can respond proactively and effectively to any risk that may arise. With this holistic approach, we protect our competitive power by increasing the efficiency of our business processes and achieve a strong position in the market by producing innovative solutions. As Panelsan, we act in accordance with the principles of sustainability and aim for continuous improvement and growth by evaluating the opportunities that arise as well as risks.





INTEGRATED MANAGEMENT APPROACH

Our sustainability commitments and achievements strengthen the reputation and brand value of our company, while maintaining customer and investor trust is our top priority. In this process, we have implemented our integrated management system in order to ensure long-term success by placing sustainability at the center of our business.

We manage our organization with systems that comply with international standards such as ISO 9001 Quality, ISO 14001 Environment, ISO 45001 Occupational Health and Safety, ISO 50001 Energy Management System and ensure its accuracy with independent audits. This year, we have included our ISO 50001 Energy Management System in our integrated system and started to systematically follow our energy measurement and monitoring activities. In addition, we had an intensive year in which we developed our Information Technology infrastructure for management system integration.

Our integrated management system increases quality standards in every area of our business processes, maximizes occupational health and safety, minimizes our environmental impacts and allows us to develop energy efficiency projects. We systematically review our business processes, increase our operational efficiency and support economic and social sustainability.

While managing our business performance, we approach from a broad perspective, from processes to the environment, social responsibility and financial status, and with this awareness, we continuously improve our system structure. We systematically manage all our process steps, such as our performance targets, process maps, corrective activities, ERP solutions, international follow-up processes, stakeholder satisfaction measurements, data measurement and monitoring sources and supply chain management.



Please click to watch our Integrated Management System Manager Ayşegül Batmaz's sustainability vision and views on green production processes.

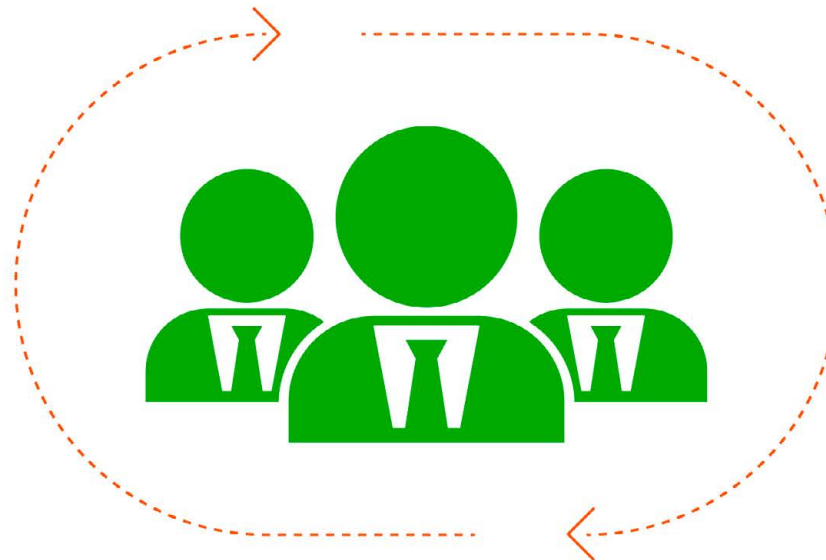


INTEGRATED MANAGEMENT APPROACH

Stronger communication, collaboration and coordination between departments and with stakeholders contribute significantly to increasing the effectiveness of our processes. The strengthening of collaboration and communication channels, as well as the increase in interdepartmental synergy and stakeholder satisfaction, positively affect the overall performance of our organization.

Thanks to our integrated approach, we evaluate risks and opportunities transparently, considering not only short-term goals but also long-term successes. We aim to proactively manage risks in governance, environment, society, economy, digital and social areas.

Our strict commitment to management systems clearly reflects our determination to build a sustainable future and make innovative progress. In this context, our compliance with international standards and continuous improvement efforts help us manage our business processes effectively and strengthen our vision of leaving a better world for future generations. We aim to maintain our leadership position in the business world by continuing to take innovative steps within the framework provided by our management systems.

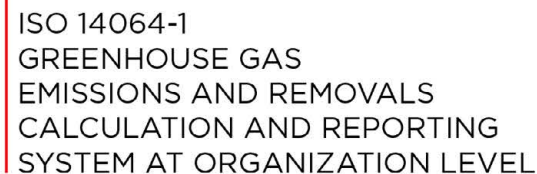




INTEGRATED MANAGEMENT APPROACH

IMS BENEFITS







QUALITY ASSURANCE

In today's business world, where competition is intense, the foundation of the success of organizations lies in quality management. In this context, as Panelsan, we have determined quality standards as our roadmap to ensure that our products and services comply with the determined quality standards, to keep customer satisfaction at the highest level and to gain a strong position in the market. We ensure the long-term success of our business by strengthening our brand and increasing customer loyalty. The procedures we determine in all our business processes directly affect the establishment of a healthy bond with our stakeholders, the increase in our market share and the development of corporate sustainability.

Our commitment to the quality system is one of the fundamental sources of power of our organization. This commitment includes our efforts to manage and continuously improve each activity of our business in accordance with quality standards.



We can explain the contributions of our commitment to our business in more detail as follows:

- To adopt high quality standards in our products and services,
- To ensure that our products and services comply with the determined quality standards through our control and audit processes,
- To ensure that our business processes are regularly determined, standardized and improved,
- Strengthen customer loyalty by increasing customer satisfaction,
- Identify and evaluate potential risks and develop action plans for these risks,
- Comply with legal and regulatory requirements,
- Increase continuous competence, corporate development and awareness through training,
- Increase quality by collaborating with suppliers,
- Encourage innovative solutions to be developed with the principle of continuous improvement, design according to needs and enable sustainable growth,
- Ensure rapid response to market needs,
- Help us gain competitive advantage,
- Ensure trust in the organization with stakeholder principles and quality approach and strengthen the corporate image



QUALITY ASSURANCE

As Panelsan, we are the vision leader in the sector with our registered brands, total quality management approach, expert team and innovative R&D studies. We continuously ensure that international standard requirements are met in all our management and production processes with independent third-party audits. We reinforce this commitment by successfully passing product surveillance audits. The performance of our products has been registered and their quality has been approved with FM Global, Ghost R, TSE and CE certificates. We carry out our production within the scope of TS EN 14509 Panel and TS EN 13163 EPS product standards, which keep our products under international control.

As Panelsan, we continue our determination to offer quality and reliable products by prioritizing customer satisfaction. We analyze the needs and expectations of our stakeholders and ensure that they meet with appropriate products and services.

We aim to further strengthen our leadership in the sector with our future-oriented studies. In this direction, our new production facility, which we plan to put into operation in 2024, will be equipped with the latest technology and modern production techniques. Our new facility is designed to produce with high efficiency, low energy consumption and superior quality standards. We aim to maintain our establishment and product quality at the highest level by completing the necessary documentation, testing and certification processes for the sandwich panels we will produce in this facility.

STANDARDS/CERTIFICATIONS

ISO 9001: 2015 Quality Management System
ISO 14001: 2015 Environmental Management System
ISO 45001: 2018 OHS Management System
TS EN 14509
TS EN 13163
FM (Factory Mutual)
GHOST-R
UTO - National Technical Approval
Certificate of Domestic Goods
Certificate of Industrial Registry
UNI EN ISO 14021: 2016 Environmental Label
Self Declaration
Zero Waste Certificate
ISO 14064-1 Carbon Footprint Verification Statement

FIRE RESISTANCE CERTIFICATES

120 mm TY Cephepan / E240 - E240 - EI90
80 mm TY Cephepan / EI20 - EW60 - EI60
50 mm TY Cephepan / E30 - EI15
120 mm TY Çatıpan / REI45
60 mm TY Çatıpan / REI20 - REI60
200 mm PIR Cephepan / E30 - EI30
100 mm PIR Cephepan / E45 - EW30 - EI45
100 mm PIR Çatıpan / RE30 - REI20
120 mm PIR Çatıpan / RE30 - REI45

FIRE CLASS CERTIFICATES

Rockwool Filled Panel / A2-s1-do
PIR Filled Panel / B-s1-d0
PUR Filled Panel / B-s2-d0
EPS/E





PERFORMANCE INDICATORS

We planned the "performance targets" that we determined to achieve the strategic goals of our organization, in accordance with the breakdowns on the basis of main processes, sub-processes, units and employees. In line with our strategic goals, we have determined specific, measurable, achievable, relevant and time-based performance targets for each employee. In order to achieve success in our goals, we have determined business process management methods and integrated them into our target system and are continuously taking steps towards improvement. In the monitoring and evaluation process, we periodically monitor progress towards performance targets and provide an objective assessment. We provide regular feedback to employees and identify areas for development using the data obtained as a result of performance evaluations. In this way, we strive to increase competencies. We motivate our employees who achieve performance goals and demonstrate superior success with reward and recognition programs, which helps us to keep our motivation high by increasing employee satisfaction. Adopting best practices in our organization is critical to our organizational success, and the active participation and support of all our employees in these processes plays an important role in our success.





SUPPLY CHAIN

In our organization, we manage our supply chain management with a strategic approach by integrating supplier relations, logistics and storage processes. By prioritizing quality, sustainability, efficiency, delivery and cost effectiveness in our supply chain processes, we aim to provide customer satisfaction at the highest level. Starting from supplier selection to production and storage processes, from logistics management to customer service, we optimize our processes by maintaining our quality standards at every step and act in accordance with sustainability principles. With our customer-focused approach, we aim to establish reliability and strong partnerships at every stage of our supply chain by making on-time deliveries and ensuring product quality.

In the supply chain process of our Sandwich Panel and EPS (Expanded Polystyrene) products, we meticulously ensure effective management of our products with our comprehensive system from the beginning to the end user, we continuously evaluate the performance of our suppliers in our first step, supplier selection, and develop long-term partnerships with our suppliers. In our production process, we use materials such as steel and aluminum required for our sandwich panels and expanded polystyrene material, which is the main material of our EPS products. We produce our products in strict compliance with quality control and safety standards in our production area. In the storage process, we prevent damage by storing our products in storage areas with high storage capacity, safe and suitable conditions. In our logistics processes, we use optimized sustainable logistics solutions to ensure that our products reach our customers on time and reliably. We aim to keep customer satisfaction at the highest level with our customer service processes. We respond quickly and effectively to any questions, complaints or requests regarding our products, thus making continuous efforts to meet the expectations of our customers.

In accordance with sustainability principles, our main goal is to plan and implement recycling processes, effectively manage our waste management and minimize the environmental impacts of our products. We aim to fulfill our environmental responsibility by taking sustainability-oriented steps throughout the supply chain in the disposal or re-evaluation processes of products. By adopting the principles of quality, reliability and customer focus at every stage of our supply chain process, we ensure that our Sandwich Panel and EPS products are introduced to the market without any problems.

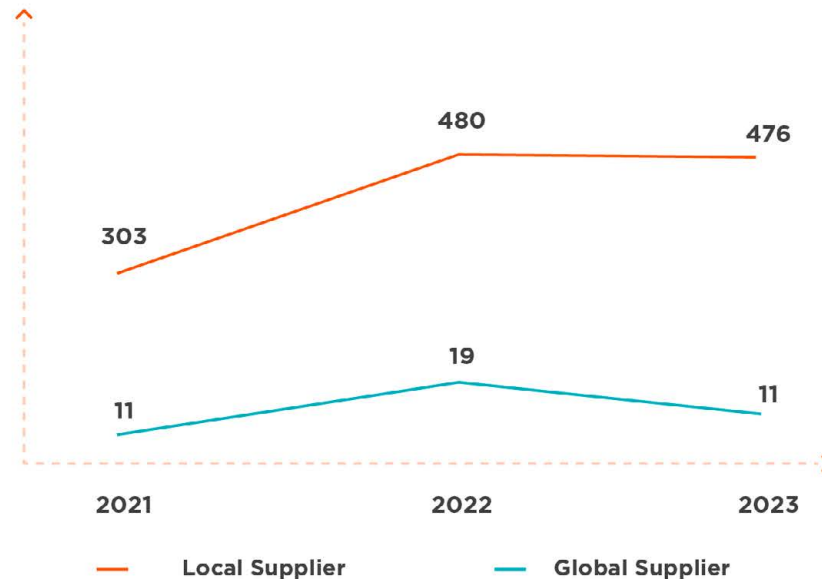


SUPPLY CHAIN

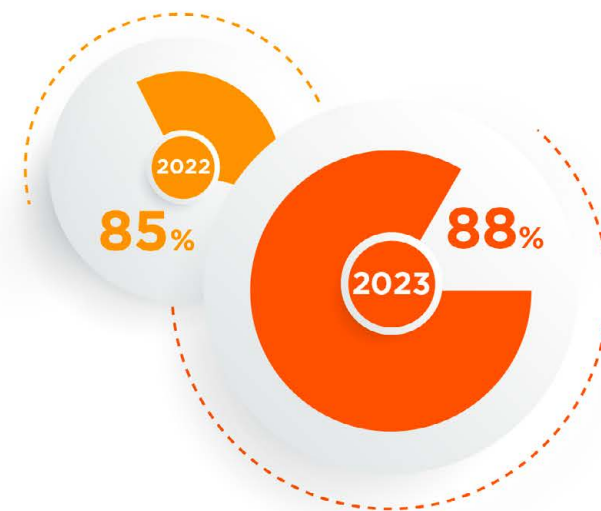
As part of our efforts to achieve sustainable supply chain management and reduce environmental impacts, we optimize inventory management, minimize waste, and actively support recycling processes. During the purchasing phase, we make agreements with both domestic and international suppliers that share Panelsan's common values and respond to our customer demands with the highest quality. The importance of cooperating with local suppliers allows us to fulfill our environmental and social responsibilities not only economically, but also environmentally and socially. In this way, we aim to provide added value to the national economy by increasing the use of local resources and supporting the local workforce.

By building strong relationships with local suppliers, we improve the quality of our products and services while making our supply chain processes more flexible and efficient. By forming approximately 88% of our supply chain with local organizations in 2023, we have made a significant contribution to the national economy. In this direction, we believe that we have made a strong contribution to economic growth at the local level by supporting the local workforce and resources.

NUMBER OF LOCAL-GLOBAL SUPPLIERS



LOCAL SUPPLIER PURCHASING RATES





SUPPLY CHAIN

We have created our Panelsan Supplier Code of Conduct to guide the behavior of suppliers in the most accurate way in accordance with the standards set by our organization. These rules aim to encourage ethical behavior, comply with legal regulations, observe environmental and social responsibilities, maintain quality standards, and encourage cooperation and honesty. The implementation of the rules strengthens our relationships with our suppliers, provides reliability, efficiency and helps support long-term collaborations.

Compliance with these rules is vital in shaping our decisions to continue our business relationships with our suppliers or to establish new business relationships.



[Click here to access the Supplier Code of Conduct Guide, which includes provisions on Workplace, Labor and Human Rights, Compliance, Ethics, Health, Safety and Environment, and Supplier Declaration.](#)





OUR DIALOG WITH STAKEHOLDERS

We are together with Our Stakeholders on Our Sustainability Journey!

As Panelsan, we attach great importance to stakeholder participation by adhering to ethical values and in line with our value creation goals. While planning our activities and determining our strategies, we take into consideration the interests, expectations and needs of all our stakeholders.

Our value chain is strengthened and effectively managed with the active participation of our stakeholders. In order to strengthen our sustainability-oriented approaches in our processes and activities, we regularly conduct surveys with our stakeholders and receive their feedback. In our stakeholder participation analysis, we first define our stakeholder groups, group them according to their areas of influence and strengthen our dialogues by using solution-oriented, effective communication channels.

We carefully consider the opinions of our stakeholders in our products, services, projects and other processes.





OUR DIALOG WITH STAKEHOLDERS

The communication and collaboration we maintain with our stakeholders in our products, services and processes are of strategic importance to our company. Understanding the expectations, needs and opinions of our stakeholders guides us in determining our business strategies and our sustainability journey. In this regard, we have identified critical issues related to our stakeholders, including our sustainability reporting process, and clearly stated our responsibilities in these areas. Constantly interacting with our stakeholders, receiving their valuable feedback and integrating this feedback into our business processes is one of the cornerstones of our success.





STAKEHOLDER ANALYSIS

STAKEHOLDERS	COMMUNICATION	PARTICIPATION
Customers	Customer Satisfaction Management System Customer Satisfaction Survey Activity Reports Fairs Visits Sustainability Reports Website Social Media Channels Digital Communication Tools Documents (Catalogs, Technical Data Sheets, etc.)	Regular/As Needed
Suppliers	Collaborative Work Supplier Assessment Survey Sustainability Reports Activity Reports Visits Digital Communication Tools Websites	Regular/As Needed
Employees	Target Performance Evaluation System Performance Evaluation Survey Employee Satisfaction Survey Training Suggestion System Documents (Procedure, Instruction etc.) Panelsan Academy Trainings General Participation Meetings	Regular
Public	Public Disclosure Platform (KAP) Notifications Investor Presentations Conferences, Webinars and Panels Digital Communication Tools Media, Social Media Fairs Sponsorships Donations Activity Reports Sustainability Reports Internship Programs Career Days (Events of University Clubs and Societies) Documents (Catalogs, Technical Data Sheets, etc.)	Regular/As Needed
Sub-Contractors	Contracts Digital Communication Tools	Regular/As Needed



STAKEHOLDER ANALYSIS

STAKEHOLDERS	COMMUNICATION	PARTICIPATION
Ministries, Local Communities, Chambers of Industry and Commerce	Membership Events, Panels and Seminars Visits Meetings Digital Communication Tools Media, Social Media Website Documents (Investment and Financial Processes, Compliance with Laws and Regulations, Necessary Documents etc.)	Regular/As Needed
Banks	Official Correspondence Visits Meetings Digital Communication Tools Documents (Investment and Financial Processes, Necessary Documents, etc.)	Regular/As Needed
Institutions from which services are purchased	Contracts Audits Visits Meetings Sustainability Reports Digital Communication Tools Website	As Needed
Our Shareholders	Public Disclosure Platform (KAP) Notifications General Assemblies Activity Reports Investor Presentations Sustainability Reports Visits Meetings Digital Communication Tools Media, Social Media Website	Regular
Competitors	Sectoral Association Participations Activity Reports Sustainability Reports Digital Communication Tools Documents (Catalogs, Technical Data Sheets, etc.)	As Needed
Waste Disposal Firms	Contracts Factory Visits Meetings	Regular/As Needed



CUSTOMER SATISFACTION

As Panelsan, ensuring customer satisfaction and receiving positive feedback are among our top priorities. Within the scope of the Customer Satisfaction Management System that we carry out in our organization, we manage our processes systematically with the procedures we have determined and our ERP solutions. Thanks to our guide documents, we provide our customers with the information they need in the most comprehensive and understandable way. Through our customer feedback system, we meticulously collect all records and analyze this data in detail with graphs, diagrams and indicators on our dashboard screens, guiding our continuous improvement efforts. In this way, we aim to provide services that exceed our customers' expectations and establish strong and long-term relationships with them. In this period when speed and quality are of critical importance, we attach great importance to teamwork skills, which are indispensable for success in the business world. At every stage of our business processes, we encourage cooperation and harmony between our teams and aim to achieve the best results by working together.

The synergy that our teams have to achieve common goals allows us to continuously increase the quality and speed of the service we offer to our customers. In this context, we have a dynamic team that is accessible 24/7 with our young and expert staff, with high operational efficiency and successfully solves complex situations. Our team overcomes all the challenges we face with its innovative thinking and sectoral knowledge and offers the most effective and efficient solutions to our customers.

Our after-sales services inform our customers with the supervisor function, while providing periodic maintenance instructions to extend the life of the products and prevent future problems. With these extra measures, we aim to establish a healthy and long-term bond with our customers. In this way, we ensure the longevity of our products and the efficient use of resources, minimize waste production and support sustainability as a responsible organization by strictly adhering to safety standards. At every stage of our products and services, we provide our customers with detailed information on issues such as our business processes, product features and product application methods, and provide technical support.





CUSTOMER SATISFACTION

Every Feedback is Valuable

We value our customers' opinions and experiences about our organization's products, services or processes. We receive valuable feedback to increase our service quality and customer satisfaction. We determine our areas of improvement and development by gaining deeper knowledge about our customers' thoughts and suggestions.

We enable our customers to share their experiences and opinions with us through the Customer Satisfaction Survey on Panelsan's official website. We meticulously analyze all suggestions and feedback received through internal and external customer surveys that we conduct periodically, and direct our improvement processes with the action plans we determine. In addition to our targets regarding internal and external customer satisfaction rates in our performance targets, we also have targets covering our development plans based on feedback. In this way, we have the opportunity to continuously monitor the status of feedback and evaluate and develop the effectiveness of the actions we take. We are committed to strengthening customer loyalty and ensuring continuous improvements through feedback from our customer surveys.

Traceability

In our customers' projects, we systematically record all processes from ordering to shipment through our tracking tools and ERP system. In this way, we can easily access data at every stage and ensure maximum traceability of the process.

Our Customer Communication Model

We manage our production capacity with a service-oriented approach by focusing on customer needs. We have created our customer communication models with multi-channel communication strategies, effective feedback systems, proactive communication applications and effective customer relationship management elements. We actively use digital and traditional communication channels to ensure uninterrupted information flow with our employees, suppliers and customers, and we make communication continuous to respond quickly to requests and questions.

We provide technical documents such as catalogs, brochures, guides and videos in an accessible format so that our customers can quickly access the right information. We closely follow digital transformation trends, constantly update ourselves and integrate technological innovations into our business processes.

We Create a Better Brand with Every Feedback!

Customer Satisfaction
Survey Score

93%

05 | **GOOD** FOR THE ENVIRONMENT



OUR ENVIRONMENTAL MANAGEMENT SYSTEM

Our company's environmental management system is shaped by commitment to environmental sustainability principles and effective management strategies. Our commitment in the field of environmental management is crowned with full compliance with the internationally accepted ISO 14001 Environmental Management System standard. Compliance with these standards is an indicator of our commitment to continuously improve our environmental performance. We continue our commitment to management systems in our environmental processes. As Panelsan, we transform our systems into a corporate culture that allows us to fulfill our responsibilities towards the environment, comply with legal requirements and systematically improve our environmental performance.

By determining our environmental risks and opportunities, we develop strategies that will minimize potential negative impacts and increase positive impacts. Within the scope of our environmental policy, our environmental impact dimension analyses play a key role in the process of determining and prioritizing the environmental impacts of our business processes and activities. These analyses allow us to continuously monitor and evaluate our environmental performance by evaluating environmental indicators such as energy use, waste management, water consumption, emissions and use of natural resources. Thanks to our environmental impact dimension analyses, we examine the impacts of our activities on nature in detail and take measures to optimize the environmental performance of each process.

We regularly conduct environmental internal audits to continuously improve our environmental performance and fulfill our environmental responsibilities. In our audits, we examine in detail our compliance with ISO 14001 standards, legal requirements, internal procedures and environmental performance indicators. In addition to compliance with ISO 14001 requirements, these audits play a critical role in ensuring that our environmental policies and goals are effectively implemented and maintained. Audit results are meticulously analyzed by our internal auditors and necessary corrective actions are determined, providing valuable information for our potential development areas.

In our environmental management, we constantly follow local, national and international environmental legislation and update our business processes when necessary. By closely monitoring changes in legislation, we fulfill our legal obligations and continuously improve our environmental performance. In addition, our Environmental Management Representative, who is assigned to our company, assumes a leadership role in environmental issues and ensures the effective implementation of the environmental management system. Our Environmental Management Representative trains employees on environmental issues, contributes to the determination of environmental goals that support the formation of our environmental teams, and continuously monitors and reports environmental performance. Environmental training is a process that helps our company achieve its sustainability goals by ensuring that our employees actively contribute to our environmental performance. Our trained environmental teams work continuously in collaboration with our stakeholders to achieve the goals and strive resolutely to minimize our environmental impact.

Our environmental management system, which supports our company's environmental commitment and sustainability efforts, provides a solid foundation for long- term success.





RESPONSIBLE PRODUCTION WITH OUR ENVIRONMENTAL JOURNEY

1. The Beginning of Our Environmental Sustainability Journey

As Panelsan, we continue our sustainability journey with determination by placing environmental awareness at the center of our business strategy. Since our establishment, we have implemented various projects and initiatives to protect natural resources and reduce environmental impacts. During this process, we have taken important steps in areas such as the use of renewable energy sources, the development of biofuel technologies and the improvement of waste management processes.

2. Our Environmentally Sensitive Business Models

With our environmentally sensitive, innovative and sustainable solutions, we continue to fulfill our responsibility towards nature and to be an exemplary role model in the business world. We work harder every day to achieve our sustainability goals, and we strive to minimize our environmental impacts and leave a more livable world for future generations.

As Panelsan, we have made major investments in renewable energy sources to make our energy consumption sustainable. By developing our hidden screw sandwich panel products compatible with solar panels for our customers, we encourage our stakeholders to use renewable energy technologies not only on our own roofs but also on their roofs. In addition, we developed solar connection devices that provide perfect connection between solar panels and sandwich panels in our R&D center. Thanks to these projects, we reduced the costs of our stakeholders in terms of making energy efficiency investments and enabled them to optimize their workforce with the advantage of fast and easy assembly. In this way, we enable our stakeholders to build sustainable structures.

We started to meet a large part of our energy needs with solar energy by installing solar panels on the roofs of our factories. In addition, we turned to biofuel use in line with our carbon footprint reduction goal. These investments helped us reduce our carbon footprint by reducing our dependence on fossil fuels and significantly increase our energy efficiency.

We create environmentally conscious business models in our operations. These business models support not only environmental sustainability but also economic and social sustainability.

We are determined to continuously improve our production processes with environmentally friendly technologies and innovative approaches. With innovative solutions and sustainable technologies, we aim to both protect natural resources and provide social and economic benefits. With this commitment, we continue to make our production processes more efficient, effective and environmentally sensitive.



RESPONSIBLE PRODUCTION WITH OUR ENVIRONMENTAL JOURNEY

3. Environmental Awareness and Sustainability

As Panelsan, while we are moving forward with determination in the fields of environmental awareness and sustainability, we are also taking important steps in water saving. Our 215-ton capacity rainwater storage project encourages water saving by collecting and storing rainwater and using it in our production processes. This project makes a significant contribution to the protection of drinking water resources by ensuring the efficient use of water. At the same time, we analyze our use of water in all stages of our water footprint studies step by step and develop strategies to optimize our water consumption. We are constantly making improvement efforts to ensure the efficient use of water in our production processes and we train our employees to increase awareness about water saving. With these efforts, in addition to protecting water resources, we are reducing our operating costs and moving towards our goal of becoming a more sustainable business by reducing our environmental impact. In addition, we have included product life cycle analysis (LCA) and Environmental Product Declaration (EPD) documents among our goals.

We evaluate the environmental impacts of our products and continuously search for improvement opportunities. Thanks to these analyses, we understand the environmental performance of our products better and take steps that will contribute to our sustainability goals. With our waste management strategies, we strive to minimize the waste generated by our production processes; we also focus on reducing the environmental impacts of waste through methods such as recycling, reuse and energy recovery. With these strategies, we both use resources more efficiently and contribute to our environmental sustainability goals.

Taking into account the restrictions imposed by the Border Carbon Adjustment Mechanism (BCDM), we develop our relationships with our suppliers with carbon emission balancing strategies and take innovative steps to reduce our carbon footprint. Within this framework, we work on new technologies and processes in line with our sustainability goals, thus aiming to minimize our environmental impact and leave a cleaner environment for future generations. As Panelsan, we are determined to take important steps for a sustainable future by not only reducing our environmental impacts but also controlling our carbon footprint. We focus on developing a strong and fair relationship with our stakeholders by shaping these efforts in line with the principles of environmental, economic and social sustainability. With our comprehensive approach, we strengthen our vision of being an environmentally friendly and ethical business while continuing our commitment to leaving a healthier world for future generations.



HAND IN HAND WITH OUR ENVIRONMENTAL STAKEHOLDERS

We are very excited to take decisive steps towards a sustainable future by coming together with our environmental stakeholders. This collaboration not only helps us achieve concrete goals such as protecting natural resources and reducing carbon emissions, but also increases environmental and social awareness in our society. The deep knowledge and expertise of our stakeholders guide us in shaping our sustainability strategies and enable us to develop more innovative solutions.

As part of society, the support and participation of our environmental stakeholders facilitates the adoption of our sustainability efforts by society. We come together in joint projects, combine resources, and enable us to produce more effective and inclusive solutions.

By regularly meeting with our stakeholders, we strengthen our collaborations and partnerships to balance complex issues related to sustainability. We develop R&D projects, reinforce our common views by holding association meetings, and resolve potential disagreements. We increase knowledge sharing by participating in training and workshops and advance our sustainability journey with our solution-oriented approaches.

This collaboration and interaction with our environmental stakeholders allows us to adopt a compromise and solution-oriented approach. We are determinedly moving forward to build a stronger and more sustainable future by acting together, while maintaining our commitment to leaving a livable world for future generations.





CONTINUITY IN ENERGY

We generate electricity from solar panels on the roof of our facility to maximize our energy efficiency by using renewable energy sources. We avoid unnecessary waste and ensure the use of energyefficient equipment to minimize energy consumption.

We have initiated our energy study studies in order to determine our potential to reduce the energy consumed per production. In this context, we have identified important energy consumption points and continue to perform our infrastructure studies and product-machine based energy consumption measurements. In addition, we measure our steam consumption per unit product resulting from our activities within the framework of the energy study.

We save approximately **3300 KW** per day by reusing the waste heat from our processes.

In 2023, we provided 59% of our electricity consumption from renewable energy sources.



SUSTAINABILITY IN ENERGY



In our journey to achieve **Carbon Net Zero by 2050**, we are working resolutely to use renewable energy sources on a larger scale.

We have produced **1,936,094 kWh** of energy and avoided **837 tCO₂e of greenhouse gas** emissions thanks to our sustainable energy savings and efficiency studies, which we have carried out for **2023**.

Our total energy consumption in **2023** was measured as **1579 TEP**.

We are getting closer to our 2028 target on our Net Zero 2050 journey!



SUSTAINABILITY IN ENERGY

We Secured Our Energy Efficiency with ISO 50001 Standards!

Our organization has achieved compliance with ISO 50001 Energy Management System standards in order to combine sustainability and cost savings by effectively implementing energy management.

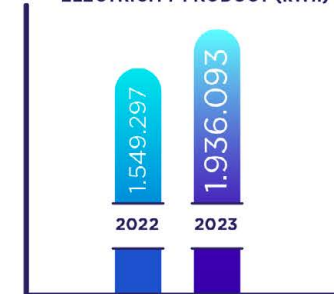
We have decided to integrate energy management into our quality system in order to increase energy efficiency in our business processes. This strategic decision enables us to better manage energy use and evaluate continuous improvement opportunities by offering energy tracking systematics with a systematic approach. We emphasize the importance of the integration process because it provides a comprehensive framework to optimize energy use in all our business processes and allows us to develop continuous improvement strategies.

Our energy management system includes factors such as our energy policy, energy team, energy tracking systematics, energy efficiency projects, energy security, risk management, regression analysis studies, important energy consumption points, energy measurements, data storage and analytics.

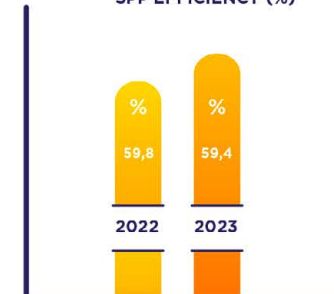
We increase the awareness of our employees about energy use with the trainings we organize on energy management. With these trainings, we provide our employees with practical information on energy saving methods and energy efficiency. Our trainings aim to raise awareness about optimizing energy use, preventing energy waste and reducing environmental impacts, starting from daily practices in the workplace. Thus, by encouraging our employees to make energy efficiency-focused decisions in their daily work, we contribute to reducing energy costs throughout the organization and achieving our sustainability goals.

In our weekly meetings with our energy teams, we review our energy measurements, discuss our efficiency projects and develop new ideas. Thanks to these processes, we continuously strengthen our energy efficiency investments by increasing the effectiveness and number of our projects.

ELECTRICITY PRODUCT (kWh)



SPP EFFICIENCY (%)





SUSTAINABILITY IN ENERGY

We Get Our Energy from the Sun, We Save!

By increasing the solar energy capacity of our sandwich panel production facilities in Ankara Polatlı OSB from 1.13 MW to 1.68 MW, we continue to be a leader in green energy and a pioneer worthy of our name. We are taking steps towards the future by increasing our solar energy investments in our factory.

As Panelsan, we support energy saving and environmentally friendly applications by optimizing the energy we obtain with the solar panels on the roof of our Ankara-Polatlı factory. In addition, we contribute to making energy systems more balanced and sustainable by integrating these renewable energy sources into the grid. With these steps, we both reduce our environmental impact and take on a pioneering role in energy efficiency. Thanks to the digital transformation in the renewable energy sector, we aim to use existing resources more effectively.

As the number of our facilities increases, we have started our work to install solar energy systems with a capacity to meet a large part of the energy need. With the expansion of our production capacity, we are focusing on energy efficiency studies while the construction of our new factory building in Ankara continues. We are accelerating our steps for the LEED Green Building Certificate. In addition, we are working on energy efficiency in cooperation with our suppliers and aim to minimize our environmental impact by using environmentally friendly materials. With these efforts, we aim to make our new factory building an energy-efficient, environmentally friendly building by keeping our sustainability and environmental quality standards high.

4,900 TREES HAVE THEIR PLACE ON OUR ROOF!

Pannelsan, embracing the importance and critical role of solar energy systems in the future, we prevent carbon emissions with the 1.68 MW Solar Energy System (SPP) plant we installed on the roof of our Ankara-Polatlı factory and we are proud of the 4,900 trees we have restored to nature. This step not only reduces our environmental impact, but also makes a concrete contribution to a sustainable future.





OUR JOURNEY TO NET ZERO

As Panelsan, we play an active role in combating global climate change. We calculate our corporate carbon footprint resulting from our activities in accordance with the ISO 14064 Standard. Our sustainability team has created a strong infrastructure by creating a pool of data used for our carbon footprint calculations. In this way, we can continuously monitor our environmental impact and develop our carbon footprint reduction strategies more effectively.

We make comprehensive calculations in 6 different categories covering data in various categories such as direct emissions, energy indirect emissions, emissions from transportation, emissions from purchased raw materials, emissions from the use of sold products and other indirect emissions. This data forms the basis of Panelsan's sustainability efforts and provides an important reference point for reducing our carbon footprint. By building our calculations on a strong infrastructure, we reinforce our determination to reduce our environmental impact and develop strategies to create more sustainable business processes for the future.

Thanks to the projects we have implemented to reduce carbon emissions resulting from our operational processes, our emission management system and technical actions, we have taken another important step towards our carbon net zero goal. According to the carbon footprint data determined within the framework of the Paris Climate Agreement, we are approaching our goal as we move towards 2028. At the same time, we are careful to include climate-protective content in our corporate communication channels to raise public awareness on the energy crisis and climate change. With these efforts, we aim to contribute to a sustainable future and make positive changes on a global scale.

We prevented **837 tCO₂e** of greenhouse gas emissions with the production we provide from our renewable energy sources.

2023 EMISSION DATA		PANELSAN (TCO ₂ E)
Scope	1	733,23
Scope	2	238,22
Scope	3	2.833,75



OUR JOURNEY TO NET ZERO

As Panelsan, we are determinedly increasing our green transformation and taking concrete steps to reduce the amount of CO₂ released into nature.

In 2023, we switched to electric vehicles by installing an electric vehicle charging station in our Ankara Polatlı factory and renewing our company vehicles. This step not only reduces the environmental impact of our company, but also allows us to move towards a sustainable future by encouraging all our employees to use electric vehicles.

Air travel is one of the means of transportation that increases the carbon footprint the most. With this awareness, we turned our climate protection efforts in this direction. We carried out awareness-raising activities within the organization with the calculations we made and the trainings we organized. In this way, we aimed to get one step closer to our goal of reducing the amount of CO₂ released in the human-nature cycle. Our travel reduction policies accelerated our progress in digital transformation.

In order to comply with the requirements of the European Green Deal, we continue to adapt to the rapidly changing global regulatory environment with our agile business models. We continue our work by taking global and local trends as references on issues such as carbon emissions and energy consumption. We consider sustainability in every investment plan and aim to achieve net zero carbon emissions by 2050.

DATA ON AIR TRAVELLING





EVERY DROP OF WATER FOR OUR FUTURE

Increasing population and deteriorating ecological balance cause a decrease in clean water resources and an increase in global drought problems, which pose risks that directly affect living life.

By taking important steps in the efficient use of water in our organization, we have strengthened our efforts to protect vital water resources. In this context, we have successfully implemented our rainwater collection project.

By monitoring and reporting water consumption in our production and service processes on a monthly basis, we contribute to our effective management of water resources and sustainability goals.

We aim to save an average of **5000 m³** of water annually by increasing our rainwater storage capacity from **180 tons to 215 tons**.



EVERY DROP OF WATER FOR OUR FUTURE

Considering the critical importance of water for human life and natural ecosystems, the protection and sustainable use of water resources are of great importance. For this reason, reducing water consumption is a critical step to ensure the sustainability of water resources and meet the water needs of future generations.

As Panelsan, we carry out studies for the effective management of water resources by adopting the principles of sustainable water use and management. We constantly monitor our water consumption, conduct detailed analyses based on past data, and assess risks by determining potential abnormal consumption points in advance. In this way, we strive to ensure that water resources are managed effectively and sustainably by implementing the necessary interventions in a timely manner.

We actively continue our projects and studies on water management. We attach importance to activities that reduce water use and projects that include risk management, and we continue to focus on these areas among our future investments. Our total water consumption amount in 2023 was 29,882 m³. We use this data as a critical indicator in determining our future water management strategies.

We evaluate the management of wastewater together with our goal of meeting water consumption. We strengthened our efforts in this area by installing a 215- ton capacity rainwater storage system in our Ankara Polatlı factory in 2023. We aim to increase water efficiency by 2030 through awareness messages and a rainwater collection system.

We encourage the use of recycled water in our operations. By recovering the water used in our production processes, we ensure the reuse of water, especially in steam production. Thanks to this method, we save energy by recycling the steam we obtain as hot water and at the same time optimize water usage.

We continue our water footprint studies with determination by creating a draft of our wastewater project application on the water management road map.



We saved **1147 m³** of water in **3 months** thanks to our rainwater storage system, which we commissioned in October **2023**.



ZERO WASTE TARGET

Our organization handles the waste management system with an approach that complies with the Environmental Policy and legislation. The most important way to ensure circularity is to recycle plastic and packaging waste in a clean way, which is the first step of the recycling process. The integrated waste management hierarchy aims to evaluate all waste management steps as a whole and to ensure sustainability in both environmental and economic terms.

Our organization, which adopts minimizing waste waste, aims to make the concept of reuse and recovery a corporate culture. We reuse resources as much as possible by preserving product quality in all our operational processes, and we take care to preserve our nature-conscious production structure.

We systematically conduct waste management by creating a temporary storage area within our factory where we can store waste separately. At the same time, we work with waste management facilities for waste disposal in order to protect the environment from possible damage.



[Please click here to access the environmental policy.](#)



In 2023, we recycled 36.4 tons of paper waste with Zero Waste practices, which corresponds to saving of 619 trees, 972 m³ of water, 91 m³ of water storage space and 149,240 kW of energy.



ZERO WASTE TARGET

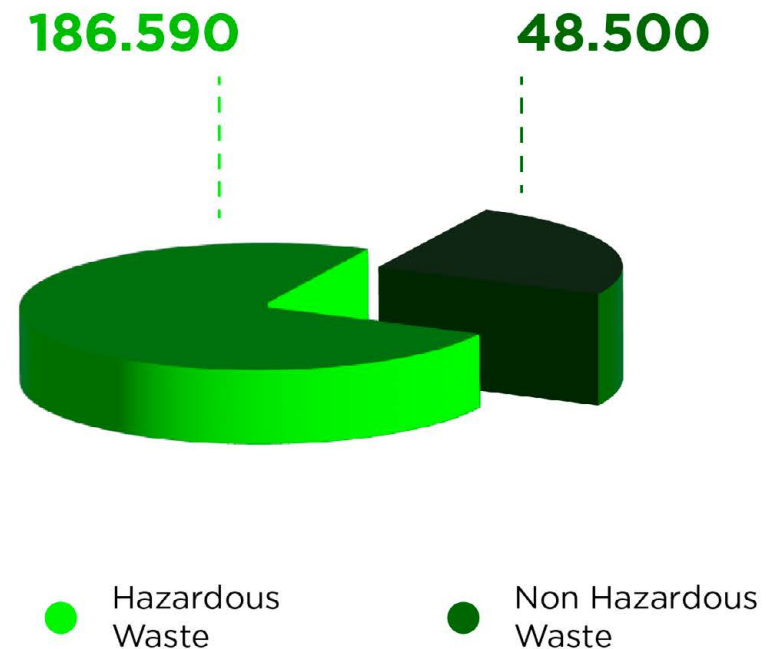
We are transforming today for a better tomorrow!

As Panelsan; we classify our wastes as hazardous and non-hazardous wastes and collect them in temporary holding areas where we store them. We make gains by directing the wastes to licensed companies for disposal or recovery. In 2023, we took an important step to reduce our negative impact on the environment by expanding the capacity of our waste storage area.

We record our hazardous wastes and non-hazardous wastes that do not harm human health or the environment through the waste declaration tracking system. In this process, we use our ERP system, the Ministry of Environment's Integrated Environmental Information System (EÇBS) and Waste Management Application (Waste Declaration System/MoTAT) and easily access the data. Thanks to these integrated systems, we can manage our wastes in a more effective and environmentally friendly way.

We are aware that the disciplined implementation of the Waste Management System plays a critical role for our natural life. We continue to organize Recycling and Zero Waste Training Programs in order to spread this important awareness to our employees every year. These programs help us maximize our contribution to our environment by increasing our team's knowledge and competencies in waste management.

2023 Waste Amount (kg)



In 2023, with Plastic Waste applications, 174.74 barrels of oil were saved, 61897.28 kWh of energy was saved, 24.66 m³ of storage space was gained and 439.52 kg of greenhouse gas emissions were prevented.

06 | OUR VALUES





PRIORITY FOR OUR EMPLOYEES

At Panelsan, our top priority is the happiness and satisfaction of our employees. We offer various training programs and career development opportunities to ensure that our employees feel valued at work and to contribute to their career development. We enable our employees to maximize their potential through regular performance evaluations and feedback. This process not only supports the professional development of our employees, but also contributes to the sustainable success of our company.

As Panelsan, by adopting the principle of sustainability, contributing to the individual and professional development of our employees is a way of showing that we value them. In order to maintain the work-life balance of our employees, we organize social events and team activities, encouraging our employees to get along with each other and create a stronger spirit of cooperation. With this understanding, we aim to keep our employees' motivation and satisfaction at the workplace at the highest level.

Our Employee Rights and Values

- We protect the right of our female employees to use maternity leave for a total of 16 weeks, 8 weeks before and 8 weeks after birth. Following the postpartum leave, we offer up to 6 months of unpaid leave upon written request by the relevant personnel.
- We provide a total of one and a half hours of nursing leave per day to our employees who start working using maternity leave for children under the age of one. The employee determines the hours and how many times this period will be used, according to their own situation and the company/task.
- We support our disabled employees in social and economic areas with the understanding that no obstacle is an obstacle.
- We support our employees with the right to legal paternity leave in case the spouse gives birth.
- With our annual training program system, we ensure that our employees participate in trainings organized within and/ or outside the company. We pay attention to the inclusion of trainings that will improve the competencies of our employees so that they can do their jobs better and that will enable them to reach performance criteria and career goals.



OUR PRIORITY IS OUR EMPLOYEES

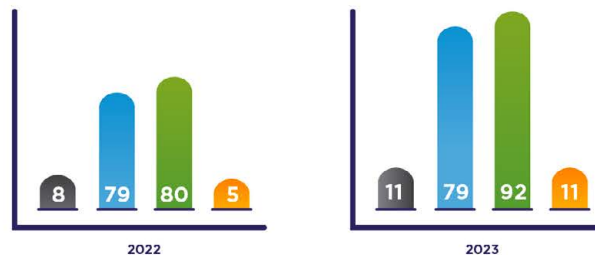
As Panelsan, we strengthen the success and sustainability of our workplace. We are committed to gender equality and adopt a fair and egalitarian approach in our recruitment process, using objective criteria and assessment methods to avoid gender discrimination in the recruitment process. We eliminate gender bias in the work process by offering equal opportunities between female and male candidates.

We also implement various policies and programs to promote and support gender equality among our current employees. These policies include gender equality training, career development opportunities and flexible working arrangements. Thus, we increase diversity and inclusiveness in our workplace by ensuring that each employee realizes their potential at the highest level.

Our Compensation Management System meticulously implements the principle of equal pay for equal work. In line with this principle, we offer our employees a fair and transparent compensation policy depending on their performance and level of responsibility. Regardless of gender, ethnicity, age or other personal characteristics, we provide equal pay and opportunities to every employee who does the same job.

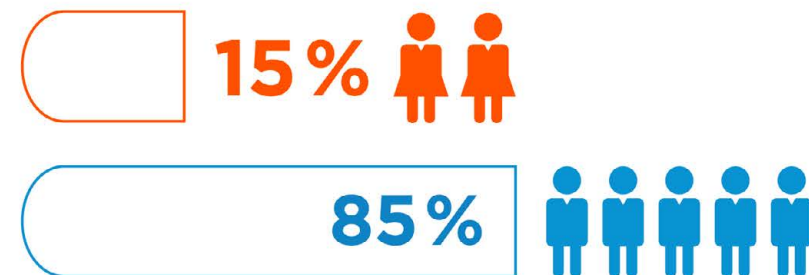
The fact that our employees are young means dynamism and innovation for our company. Our young employees bring a fresh perspective to the business world with their energy and unique perspectives. These young talents contribute to the growth and development goals of our company, while also demonstrating their potential to show leadership and creativity in innovative projects.

Age Distribution of Employees



- Number of Employees Between 18-25 Years Old
- Number of Employees Between 25-35 Years Old
- Number of Employees Between 35-55 Years Old
- Number of Employees Over 55

2023 Employee Distribution by Gender





OCCUPATIONAL HEALTH AND SAFETY

At Panelsan, occupational health and safety is one of the highest priorities. In order to ensure that our employees are in a healthy and safe working environment, we adopt an Occupational Health and Safety Management System that complies with international standards. We manage our processes with our ISO 45001 management system certificate and follow a systematic approach to minimize risks in the workplace. In this context, we take care to make continuous improvements and updates to ensure that our employees are always safe.

We provide basic occupational health and safety training to every new employee. These trainings include Protection, Notification and Rescue (PDR) methods in order to ensure that our employees can intervene correctly and effectively in emergency situations. It is of great importance for our employees to learn about possible risks they may encounter in the workplace and to learn safe working methods in terms of occupational health and safety. In addition, we regularly organize trainings on occupational health and safety for all our employees throughout the year. In this way, we aim to keep our employees' knowledge up to date and to continuously increase their awareness of occupational health and safety.

We have an expert team in the field of occupational health and safety. Our OHS specialist successfully manages the processes of identifying, evaluating and controlling risks in the workplace. We organize periodic OHS meetings to evaluate our performance in OHS and identify development opportunities. In these meetings, data on occupational accidents and diseases are analyzed in detail, measures taken are reviewed and new strategies are developed.

In addition, our consultants support our organization for the continuous improvement of OHS practices. These consultants play an important role in strengthening occupational health and safety standards in accordance with current regulations.

A workplace physician is on duty in order to provide health services in our workplace. Our workplace physician conducts regular health checks of our employees and determines the elements that may threaten health in the workplace and takes the necessary precautions in this regard. We have medicine cabinets and an examination room in our workplace for emergencies.

In 2023, we provided a total of 888 hours of Occupational Health and Safety Training to 148 of our employees.



OCCUPATIONAL HEALTH AND SAFETY

Our biggest goal at Panelsan is zero work accidents. To achieve this goal, we are making a comprehensive and continuous effort in occupational health and safety. We take all necessary precautions to keep our employees' safety at the highest level, conduct risk assessments and raise awareness with continuous training. Our OHS experts identify potential hazards in the workplace with regular inspections and checks and develop effective measures against these hazards. The zero work accident goal is a reflection of our determination to ensure that all our employees work in a safe and healthy environment.

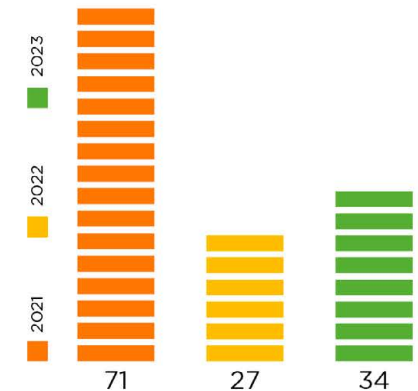
We ensure that our employees are conscious and prepared in possible emergencies by organizing awareness training against all kinds of disasters. We constantly strengthen our employees' practical skills in this regard by conducting fire, evacuation and emergency drills twice a year. In addition, we constantly strive to minimize accident risks in the workplace. With these efforts, we aim to provide a safer working environment by protecting our employees, subcontractors, visitors and business stakeholders.

We provide ergonomic working conditions in order to protect the health of our office employees. In this context, we provide our employees with laptop risers, ergonomic desks and chairs. At the same time, we enable field workers to optimize their movements, allowing them to work comfortably and safely for long hours, and helping to prevent workplace accidents and workplace fatigue.

Ergonomic working conditions such as 5S workplace layout, transportation vehicles, and correct lighting are of great importance in preventing our employees from experiencing health problems in the long term and ensuring that they work more efficiently.

TARGET "0" ACCIDENT

ACCIDENT FREQUENCY



We periodically conduct environmental measurements and personal exposure measurements to minimize the risk of occupational diseases. We provide our employees with appropriate personal protective equipment (PPE) and provide regular training on the correct use of this equipment. In addition, we continuously maintain safety standards by regularly checking and maintaining PPE.

Since our establishment in 2004, there has been no fatal work accident and no occupational disease. This is evidence of the importance we attach to the safety of our employees and the effectiveness of the measures we take.

We regularly organize fire, evacuation and emergency drills in our organization and provide first aid training to our employees. In addition, we form emergency response teams and keep them ready at all times.



EMPLOYEE DEVELOPMENT AND TRAININGS

We are stronger with our employees!

As Panelsan, we create a stakeholder group with expert employees and full knowledge and open to innovation through the training programs organized by our organization in order to ensure that our employees and stakeholders are successful, competent, result-oriented and contribute to their development in business life.

We see providing a happy and productive work environment for our employees, diversity and inclusiveness as part of our business culture. The development, satisfaction and feedback of our employees are important to us. In this context, we successfully continued our leadership development program in 2023 in order to increase our corporate performance.

As Panelsan, we conduct performance evaluations to identify, encourage and develop our employees who can work in different functions and to promote our employees. Under the guidance of our Human Resources department, we offer different programs for employee development, skill acquisition and career progression.

We continue to carry out our university collaborations in order to support the development of our employees. Our trainings continue unabated in order to support the rapid adaptation and development of our blue-collar and newly-started employees to the business world.





EMPLOYEE DEVELOPMENT AND TRAININGS

PANELSAN ACADEMY

Under the roof of Panelsan Academy, we emphasize our commitment to gaining experience by providing sustainable, qualified and conscious trainings, and we offer our business and teams a wide range of training opportunities such as leadership, technology, customer satisfaction, human resources, quality assurance and control, information systems, occupational health and safety, environmental management, energy efficiency, 5S applications, occupational safety and lean production techniques.

We organize comprehensive organization introduction and job-specific training programs for our interns and new teams to ensure that they adapt to the business world quickly and effectively. As an important element of our corporate governance, we support our employees' leadership development processes with sustainable and qualified trainings. Within this framework, we have successfully completed our trainings such as "Leadership Academy Development Program", "Change Management", "Risk Analysis Training" and "Management Skills Training" and received our certifications. We have successfully completed trainings such as 'First Aid Training', 'Occupational Health and Safety Training', '5S Training', 'Disaster and Emergency Training', 'Environmental Awareness Training' and 'Hazardous Materials Safety Training' so that teams can work more consciously and safely in their work environments.

In addition, within the framework of the Sustainable Development Goals, we completed our 'Gender Equality' training in 2023 in line with the goal of reducing inequalities.





EMPLOYEE DEVELOPMENT AND TRAININGS

**Panelsan Trainings
For Everyone, From
Young to Old!**





SOCIAL RESPONSIBILITY PROJECTS

Strengthening Sport with Awareness of Responsibility!

As Panelsan, we attach great importance to sports activities to support the healthy development of young people. By encouraging our employees to develop both physically and socially, we ensure that they spend time together and interact with each other. This approach helps them avoid harmful habits and adopt a regular lifestyle.

By undertaking the main sponsorship of the Gordion Half Marathon in 2023, Panelsan has attached great importance to emphasizing the importance of both the Gordion Ancient City and our homeland on the UNESCO World Heritage List. We aimed to not only introduce and support this historical wealth to the masses through sports, but also to encourage healthy living and ensure that our society acts together.

In 2023, we aimed to announce the principles of sustainability to the masses and create social awareness by publishing the handbook titled "Gordion Knot Climate Crisis". At the same time, we undertake the main sponsorship of the Balgat Sports team in order to contribute to the development of our youth as healthy, successful and disciplined individuals through sports. With these efforts, we aim to increase both our environmental responsibility and our social contribution and to create a better world for future generations.

We have been the main sponsor of the Gökyay Foundation Sports Club, which is the only chess team in Ankara and takes part in the Türkiye İş Bankası Chess Super League, for a long time. With this support, we make significant contributions to the mental development of our youth, encourage them to think strategically and strengthen social ties. Our aim is to create a strong foundation for our youth's future by helping them develop both their individual talents and learn to cooperate with team spirit through chess. With these efforts, we further reinforce our leadership role in the social field. By strengthening our vision of leaving a more livable world for future generations, we make significant contributions to the awareness of society in sustainability practices and pioneer the spread of practices in this field.

Our aim is to contribute to the general health of young people and society in areas such as sports, culture and education, to build a better future together and to increase social welfare. We are proud to be the official team sponsor of Balgat Spor in the 2023-2024 season.





SOCIAL RESPONSIBILITY PROJECTS

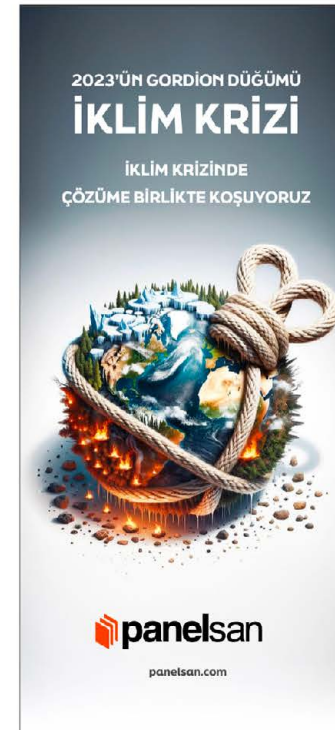
Climate Crisis Awareness Booklet

Pannelsan embodies its commitments in environmental sustainability and social responsibility by taking a leading role in combating the climate crisis. In this context, our company used the Gordion Marathon as a platform to raise public awareness of the climate crisis and encourage action against this global challenge. This special event is an important initiative that highlights Pannelsan's environmental protection efforts and desire to create positive change in society.

Pannelsan aims to pioneer the spread of sustainability and environmental awareness by setting an example not only in the business world but also for society. Pannelsan's "Gordion Knot of 2023: Climate Crisis" project, which was carried out within the scope of the marathon, is one of the strongest expressions of the company's sustainability vision. This project includes the distribution of an awareness booklet that provides comprehensive information on the climate crisis. The booklet provides a valuable resource for marathon participants and the general public in understanding the causes, effects and solutions of the climate crisis. All of the visuals in the booklet were prepared with artificial intelligence technology and presented to users in digital format at Pannelsan's stand and website. In this way, effective support was provided to the efforts to raise awareness about the climate crisis.

Pannelsan takes steps for a sustainable future by demonstrating its environmental responsibility not only in the business field but also in the areas of creating awareness and education in society.

Following the Gordion Half Marathon, which we were the main sponsor of as Pannelsan, we were honored with a special visit by Polatlı Municipality and Marathon Türkiye Team for the support we provided. This meaningful award made us proud as an indicator of our company's commitments in the fields of sports and social responsibility. As Pannelsan, we will continue our work for environmental protection, education and the welfare of society.



To access the handbook titled 'The Gordian Knot Climate Crisis of 2023' please click here.



SOCIAL RESPONSIBILITY PROJECTS

Supporting Gender Equality With Sports

In addition to improving the physical health of individuals, sports increase their self-confidence, develop leadership skills and strengthen social bonds. Our company organises various programmes to encourage women to get acquainted with sports and to ensure their active participation. Panelsan will continue to develop new strategies and programmes to achieve its goal of gender equality. By utilising the unifying power of sports, we will continue to contribute to the achievement of gender equality in all segments of society. With these efforts, we aim to create a positive impact on social transformation by encouraging women to take more part in sports and leadership roles.



Every New Age is Beautiful at Panelsan!

As Panelsan, we are happy to celebrate the freshness and innovation that each new age brings. The dynamic and innovative structure of our company has a special meaning for each of our employees. Each birthday provides a special opportunity to celebrate the individual development of our teammates and the value they add to our company. At Panelsan, we care about personal achievements and milestones as well as business successes. Each new age is celebrated with various events and celebrations to increase the happiness and motivation of our employees as part of our corporate culture. Because we know that happy employees are the most important components of a successful company and we believe that every new age contributes to this happiness. As Panelsan, we aim to offer a transparent, sustainable and happy business life together with our employees.





SOCIAL RESPONSIBILITY PROJECTS

Support for Science and Technology

As Panelsan, we embrace the importance of being a pioneer of innovations in science and technology and supporting young talents with a great vision. In this context, we actively support science communities for high school and university students who will be the scientists and engineers of the future. In particular, as the sponsor of the Beştepe College Robotics Team, we enable our youth to develop their talents in the field of robotics and technology and to show themselves on national and international platforms.

In addition, we have successfully completed our internship training period for vocational high school students. With the energy and knowledge brought by young talents, we are moving towards the future with more hopeful and strong steps. As Panelsan, we will continue to contribute to the future success of young people by encouraging them towards science and technology and to be a company that creates value for society.

Support for Gender Equality

Pannelsan believes that gender equality is not just a value, but also a fundamental element of sustainable development.

With this strong belief, we have successfully completed gender equality training for our employees within the company and have not forgotten our stakeholders. On December 5, Women's Rights Day, we brought together the valuable female employees of our EPS dealers to celebrate this important day and emphasize the contributions of women in business life. As Panelsan, we will continue our commitment to gender equality and will continue our work with determination for a more just and inclusive future in society.





OUR SOCIAL RESPONSIBILITY PROJECTS

Social Solidarity

After the biggest earthquake disaster in history that we experienced in our country on February 6, 2023, Panelsan employees took action quickly by displaying a great example of social solidarity. They made significant contributions to the rapid construction of safe container structures with their continuous and devoted work. During this process, the strong solidarity displayed by our company and employees created a great sense of hope and trust in the society. Together with the support they provided to those in need, they made great efforts to meet urgent aid needs. Sharing the pain of the earthquake and acting together, the Panelsan family has once again shown how important social responsibility is in times of crisis.

On this occasion, we once again remember with mercy all our citizens who lost their lives in the earthquake and offer our condolences to their families.

07

IMPROVEMENTS IN OUR VALUE CHAIN



SALES MANAGEMENT

20 Different Country **Service**

More than 700 **Customer**

185 **Employees**

More than 11 **Brand**

More than 100 **Point of Sales**

In 2023'de Total 5.479.763 m²
Production Amount



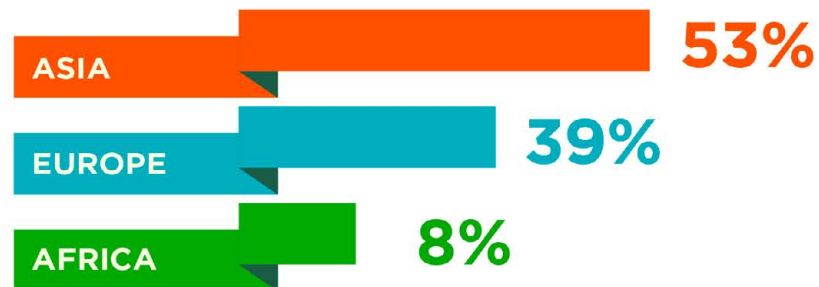


SALES MANAGEMENT

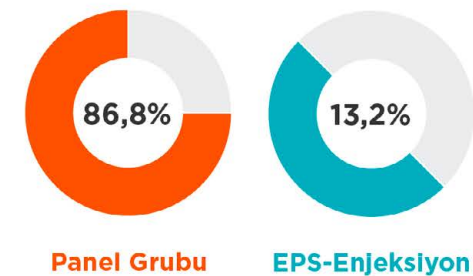
Sales to over 700 customers through four different channels, directly and through solution partners



Sales Share of Our Export Countries in 2023 (m²)



Sales Turnover Rates by Product Group in 2023





FINANCIAL INDICATORS

Our organization's financial statements are for the accounting year ending on 31.12.2023 and are reported after being independently audited. Click here to access the report in question.

- 2023 Annual EBITDA Target has been realized above 206%.
- 2022-2023 Revenue Growth has resulted as 19%.

As a country, due to the deep sadness we experienced after the earthquake disaster and our responsibility towards our country, all our production and energy have been shifted domestically and our export figures have decreased compared to the previous year.

Revenue and Cost of Sales	01.01- 31.12.2023	01.01- 31.12.2022
Domestic sales (TL)	2.651.637.678	2.232.046.651
International sales (TL)	(2.074.019.166)	(1.893.123.836)
Other income (TL)	(1.183.315.55)	(340.000.00)
Cost of goods sold (%)	77,37%	55,69 %
Cost of merchandise sold Cost of services sold	01.01- 31.12.2023	01.01- 31.12.2022
Other (TL)	514,0	288,7
Cost of sales (%)	19,4 %	12,9%

The financial statements have been subject to inflation adjustment within the scope of TAS 29 "Financial Reporting in Hyperinflationary Economics" standard.



Click here to access the Independent Audit Reports



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FINANCIAL RISKS

Our organization effectively provides financial risk management. In order to protect the sustainability and stability of our company, we ensure early detection and effective management of potential risks. With our Early Risk Detection Committee, we analyze financial risks (exchange rate, liquidity, credit, interest, commodity prices, etc.) to identify and manage potential risks at an early stage and evaluate the probabilities and possible effects of the identified risks. In order to effectively manage risks, we carry out our processes, including the improvement of our current systems, in order to develop appropriate risk management strategies and policies that include the use of financial instruments or operational changes. These strategies aim to protect business continuity and financial solidity by strengthening the company's ability to cope with various risks it may encounter. In addition, we work to ensure that risk management processes comply with legal regulations and update them when necessary. In this way, we create a strong foundation for our organization's sustainable growth and success.

Interest Risk, Against interest risk, we effectively manage the interest balance by using short and long-term credit, thus preserving our financial stability and adapting to market conditions.

Receivables risk, In order to manage receivables risk, we minimize risks by effectively implementing processes such as securing receivables, using receivables insurance, determining customer credit limits and regularly monitoring collections.

Credit risk, Against credit risk, we determine cash and non-cash credit limits and create a collateral structure, closely monitoring market conditions. In this way, we discipline our company's credit use.

Liquidity risk, Against liquidity risk, we provide positive working capital control by keeping the ratio of the total of cash and cash equivalent assets to short-term liabilities at the specified level. In addition, we develop asset management strategies to reduce liquidity risk and diversify our portfolios.

Exchange Risk, In order to protect against exchange rate risk, we determine our foreign exchange positions and use derivative instruments. We regularly monitor global market conditions and develop appropriate strategies.



STRATEGIC STUDIES

Adding Value for Employments

By establishing a strong relationship with our employees, we aim to help them achieve their individual and business goals and contribute to their long-term success.

- Career Development System
- Performance Management System
- Competency Development, Personal Development and Leadership Training
- Suggestion System
- Social Activities and Private Health
- Workplace Safety Investments

Customer Satisfaction

We establish transparent and uninterrupted communication with our customers. Providing services in line with the needs and expectations of our customers is the main priority of our business and we continuously improve ourselves in this direction.

- Customer Satisfaction Management System
- Technology and Development to Meet Customer Needs and Expectations
- Effective After-Sales Operations
- Digital Platforms
- Personalized Services

Inter Unit Communication

Inter-unit communication ensures that our business processes are carried out efficiently and effectively, strengthens teamwork and makes it easier for us to achieve

- Employee Satisfaction Management System
- ERP System
- Periodic Meetings
- Innovation and Creativity

First Quality

We continuously endeavour to maintain high quality standards in the processes from the design to production, distribution and customer support of our products and services, and within this framework, we develop our processes by supporting them with international management systems.

- International Quality Management Systems
- Quality Assurance & Control Applications
- Internal and External Stakeholder Feedback
- Technological Equipment and Machine
- Infrastructure
- Quality Cost Analysis
- Error Resolution Data Collection System
- Supplier Performance and Traceability

Technology and Digitalization

In our technological transformation process, which optimises our operational processes, increases efficiency and offers innovative solutions, we continuously strengthen our competitiveness by investing in advanced technology.

- Safe and Effective System Infrastructure and New Investments
- R&D Projects
- Automation Systems
- ERP Solutions

Investments

In addition to managing our sustainable growth policy correctly, we are preparing for the future by taking strategic steps in line with developing technology and changing needs.

- Sustainability (Energy System, Occupational Health and Safety, Human Resources, Finance, Marketing, Environment) Investments
- R&D, Equipment and Machinery Investments
- Factory, Land and Electric Vehicle Investments



R & D AND INNOVATION ACTIVITIES

As Panelsan, we focus on energy efficiency and future-oriented product innovations that play a critical role in combating climate change.

By adopting global sustainability goals, we are developing environmental sustainability strategies through our R&D test center and in this direction, we have

continued our work on projects such as the use of recycled materials and the increase of green energy resources. In this context, our R&D Center Test Laboratory, which we put into operation in 2023, is equipped with high technology and aims to reduce energy consumption in buildings by working on environmentally friendly and economical insulation products.

Within the framework of our organization's 2050 Sustainability Strategy, the R&D Center Laboratory aims to provide more effective thermal insulation by offering innovative insulation solutions and thus contribute to sustainability. This strategy is a step that strengthens our company's sustainability vision and develops solution-oriented approaches to global environmental issues.



Please click R&D Center Policy, mission and vision.

By supporting our R&D studies with our hightech testing laboratories and digital analysis programs, we aim to ensure environmental sustainability with zero waste and recycling practices, encourage the use of green energy and develop environmentally friendly products. This vision will enable our company to strengthen its leadership role on a global scale by 2050 and increase its impact as an important stakeholder in the fight against climate change.

Through our projects, we offer innovative solutions to various sectors, thus strengthening the adoption of sustainable products in the business world and among consumers.

In 2024, we are diligently carrying out R&D and innovation studies for the products we will produce in our new production line, which will be operational in 2024. In this process, we aim to optimize the quality and environmental impact of our products by using the latest technologies and sustainable production methods in the industry.

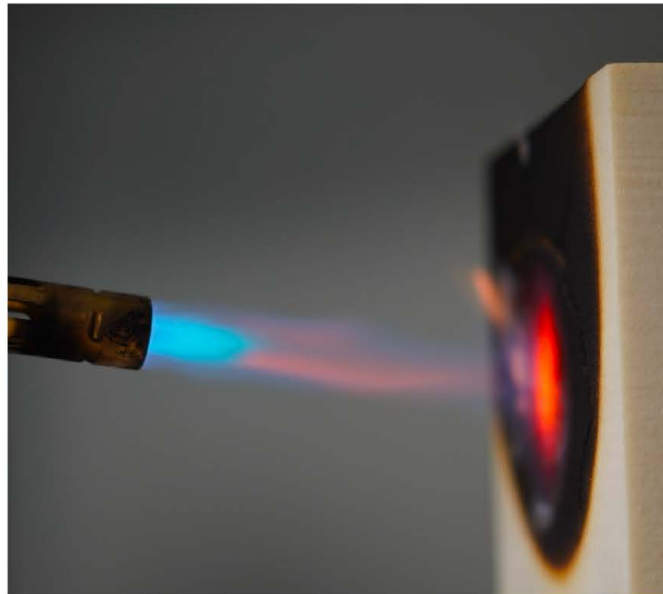
GREEN TRANSFORMATION FOR A BETTER FUTURE



R&D AND INNOVATION ACTIVITIES

In 2023, our R&D center took important steps to develop new products and technologies in cooperation with universities and industrial organizations. These collaborations, which are carried out to increase economic growth and our competitiveness in the sector we serve, aim to provide high value-added products to our country and to use local resources in line with sustainability principles. The collaboration agreements made with universities and our applications regarding bio-content polyurethane sandwich panel production projects are also a reflection of these efforts.

Thanks to our industrial collaborations, we have taken important steps in the recovery of polyurethane waste throughout our country. In this context, we have strengthened our work by developing extensive collaborations with universities. In addition, we have started to develop projects compatible with the **"Green Transformation in Industry"** calls announced by the Ministry of Industry and Technology. In addition to innovative projects, our industrial collaborations have encouraged the use of green and recycled products of companies, contributed to the delivery of these products to the end user and to increasing sustainability awareness in our customers. Our customers will take important steps towards reducing their carbon footprint by choosing these products.



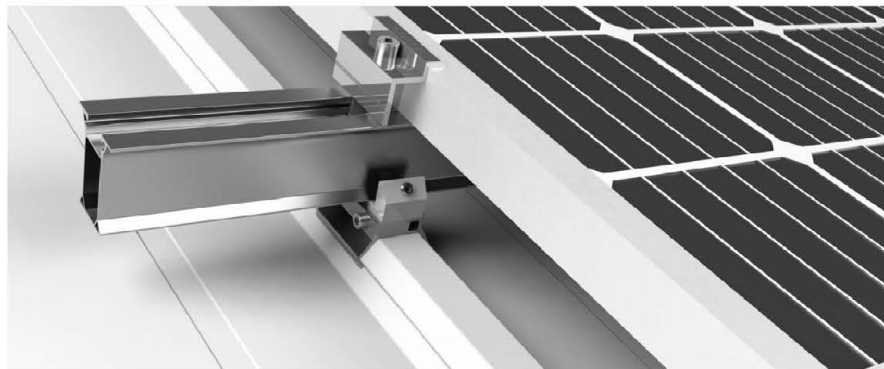


R&D AND INNOVATION ACTIVITIES

Within the scope of our projects, we continue to register our R&D studies with 1 patent application, 1 utility model application, 5 trademarks and 3 design registrations in 2023. We are drawing our roadmap for the coming years, when our industrial and academic collaboration studies in the field of R&D will intensify.

We have 2 ongoing projects and 5 completed projects within the scope of P&D. As R&D, we have 1 ongoing project, 1 completed project, 1 externally supported project applied for and 1 article.

We designed the new generation solar connection devices that we developed in our R&D center to ensure easy installation of solar energy systems. These devices, which are fully compatible with our hidden screw roof panels, offer our customers the advantage of fast installation and less material use. This innovative solution aims to increase efficiency in solar energy technologies while reducing environmental impacts.





R&D AND INNOVATION ACTIVITIES

**We participated in the
PUTECH EURASIA Fair in 2023.**

2023	ONGOING PROJECTS	COMPLETED PROJECTS	EXTERNALLY FUNDED PROJECT APPLIED	NUMBER OF ARTICLES SUBMITTED
P&D	2	5	-	-
P&D	1	1	1	1
PROCESS DEV	1	1	-	-
IMPROVEMENTS	2	5	-	-

**With our extensive R&D budget,
we develop innovative products
and advanced processes for
environmentally friendly
packaging!**

2024	ONGOING PROJECTS	COMPLETED PROJECTS	EXTERNALLY FUNDED PROJECT APPLIED	NUMBER OF ARTICLES SUBMITTED
P&D	2	2	-	-
P&D	1	2	2	2
PROCESS DEV	1	1	1	-
IMPROVEMENTS	2	-	-	-



LOGISTICS

In our logistics processes, we respond to each customer's order with our effective communication network. Taking into account customer demands, we ship our products in accordance with our company standards. Our priority is to ensure customer satisfaction by taking proactive steps to ensure that our products are delivered without any damage during the transport and storage processes. In this context, we have meticulously created our procedures covering all details of the process and presented our recommendations to our stakeholders in areas such as transport, loading, unloading, storage and packaging.

As Panelsan, we aim to reduce CO₂ emissions associated with logistics activities, one of the critical areas in the supply chain, to ensure sustainability in our logistics network. We meticulously monitor our indirect carbon footprint in our transport processes in accordance with ISO-14064 Standard Category-3. With these efforts, we aim to contribute to a sustainable future by minimizing our environmental impact.

Adopting sustainable logistics approaches in international transport activities is of utmost importance. As we move towards our 2050 net zero target, we fully comply with sustainable green logistics systems. In this direction, we continue to resolutely and effectively maintain our commitment to reduce harmful nitrogen oxide emissions.

We aim to create a sustainable logistics structure through the efficient use of resources.

In order to reduce the carbon footprint of our transport network and provide cost advantages, we prioritise forklifts that consume less fuel and emit less carbon emissions. We are rapidly progressing towards our sustainability goals with our electric and lithium battery forklift investments. We are rapidly progressing towards our sustainability goals by investing in electric and lithium battery forklifts in our production facility with the electricity consumption we provide from our solar energy panels.

With all these steps, we reduce our environmental impact and increase our operational efficiency.





2023 EPS Recycling Rate

37%

2022 EPS Recycling Rate

13%

LOGISTICS

Recycling in Logistics: Investing in the Future by Protecting Resources!

We make a positive contribution to the product life cycle by using packaging materials containing recycled products. After the products brought during the transformation process pass the cleaning and durability checks in our facility, those that cannot be used are included in the recycling process or directed to transformation companies as waste. Usable and clean products are taken into our stocks and sent to customers by being reused in shipments. In this way, we create a sustainable cycle, use resources efficiently and reduce our environmental impact.

We integrate all our logistics processes with the ERP system in a digital environment that can be monitored and managed. We carry out our invoice, shipment and other logistics transactions with the digital advantages provided by the business, and we archive input and output data securely. In this way, in addition to easily accessing past information, we increase operational efficiency and ensure customer satisfaction.



PRODUCTION PLANNING MANAGEMENT



In our production planning processes, we evaluate stock and order statuses by considering customer needs, thus aiming to make sustainable material planning by using our company's resources at the optimum level. We adopt a production process planning approach that aims to minimize environmental and social impacts by using our production capacity in the most efficient way, and is compatible with sustainability strategies. We support our product planning processes, which aim to protect and develop our products and services and infrastructure, by prioritizing energy saving, waste reduction, stock management and effective use of renewable energy. With these approaches, we contribute to our sustainability vision and aim to minimize our environmental impact. The planning process allows our organization to identify potential risks and predict future trends to prevent them in order to develop our organization's sustainability strategies for the future.



FROM STOCK TO PRODUCTION

Our main goals include storing materials in our warehouse under appropriate conditions and recording physical material movements in synchronization with our ERP system. In this way, when material-related improvements are required, we aim to rapidly identify root causes and take the necessary actions both within our company and with our suppliers to ensure continuous improvement. We optimize our operational processes by considering factors such as ergonomics, economy, workforce, occupational safety and protection of materials with our stock plans. In our stock optimization studies, which are one of our sustainability goals, we keep the material stock at an optimum level by making accurate analyses and predictions, reduce unnecessary stock costs and minimize the amount of waste.

In our stock area, instead of diesel forklifts used to feed our production lines, we have taken one step closer to our goals of reducing carbon emissions, diesel fuel consumption and noise pollution by including electric forklifts in our environmentally friendly vehicle fleet. In addition, thanks to our ERP system that allows the measurement and reporting of sustainability performance, it becomes easier to monitor environmental impacts, evaluate socio-economic impacts and follow sustainability goals. In this way, we adopt an environmentally and economically sustainable approach by making our operations more efficient.

We meticulously separate the non-hazardous and sustainable waste generated in our production sites and storage areas in line with sustainable development goals. We recycle these wastes by sending them to recycling companies, thus ensuring the efficient use of resources and minimizing our environmental impact.





CONSCIOUS PRODUCTION

As Panelsan, we accelerate the transition process from idea to product, from product to market by combining designoriented thinking technique and automation production infrastructure in order to encourage in-house entrepreneurship and sustainability. We are taking important steps towards strengthening the sustainability principle in our production sites by providing a creative collaborative working environment.

Our efforts to protect energy and natural resources for efficient production allow us to simulate a production system built on economically sound infrastructures by minimizing environmental impact. This approach contributes to a sustainable future by increasing the safety of nature, society and products.

Conscious and sustainable production aims to implement environmental, social and economic steps. In this direction, we provide energy savings by increasing machine efficiency and minimize the impact of our products on nature with product-life cycle calculations. In addition, we take further steps towards sustainability by measuring steam consumption in our production processes.

With monthly report updates of simulated information boards in our production sites and instruction updates of each machine, we focus on working more consciously and efficiently as a team. In this process, we direct our energy entirely to this goal, thus increasing our productivity and ensuring cooperation and effectiveness.



CONSCIOUS PRODUCTION

We evaluate resource usage at the highest level, especially in line with our production processes. We continue our leadership with our products and advanced technologies that make a difference in energy efficiency and sustainable economy due to the basic feature of insulation in our sector.

We act with the principle of continuous improvement to ensure continuity of production. We make detailed plans for machine maintenance, new equipment investments, line improvement works and advanced technology applications in our three lines in our organization. In this way, we aim to ensure continuity by increasing the efficiency of our production facilities, thus ensuring the uninterrupted continuation of our operations.

We started energy study studies to increase improvement projects aimed at reducing energy consumption in our production processes and to determine our energy saving potentials. With these studies, we aim to increase our environmental sustainability and reduce operational costs by optimizing energy use in our business. Our ERP system, which we use to contribute to green and safe business practices, provides us with great advantages in corporate resource planning and management. Thanks to this system, we can manage our operations more efficiently, reduce our environmental impact by using resources effectively. We actively implement lean production techniques such as SMED, Kaizen and 6 Sigma in our production facilities to prevent the formation of scrap, waste and waste.

We have started energy audit studies to increase improvement projects to reduce energy consumption in our production processes and to determine our energy saving potential. With these studies, we aim to increase our environmental sustainability and reduce operational costs by optimizing energy use in our business.





DIGITAL TRANSFORMATION

As Panelsan, we adopt the green informatics approach, which emerged with the aim of reducing carbon emissions that harm the nature and minimising the effects of the climate crisis, and once again emphasise the value we attach to sustainability in order to achieve our goal of being environmentally friendly in the digital age.

In this context, we organise our meetings online as much as possible. We also apply methods to save energy by switching off computers, printers and other electronic devices during break times and at the end of the working day.

Enterprise Resource Planning (ERP) systems provide comprehensive end-to-end solutions for Panelsan, focusing on reliable and advanced business processes. These solutions strengthen operational efficiency and strategic decision-making processes by offering key advantages such as transparency, company-wide harmonisation, fast reporting, synergy and cost reduction.

By using Enterprise Resource Planning (ERP) effectively and comprehensively in our processes, we increase our operational efficiency and optimise our resource management. We have integrated IFRS (International Financial Reporting Standards) related transactions into our ERP infrastructure. Thanks to this integration, we have made our financial reporting and analyses more reliable and harmonised by moving one step closer to practices in line with world standards.

Enterprise Resource Planning (ERP) systems focus on reliable and advanced business processes. It offers end-to-end solutions for Panelsan. The solutions can be briefly summarised as transparency, company-wide compliance, reporting speed, synergy and cost reduction.





DIGITAL TRANSFORMATION

In 2023, we ensured an efficient working environment by taking all necessary precautions for server systems, website and the new system room through extensive work we carried out in the field of information security. In this context, we are expanding our investments to increase the security of user computers. In addition, we continuously monitor the reliability of our systems through regular penetration tests and take necessary actions based on the test results. We take all necessary measures to ensure that our systems operate uninterruptedly and securely on a 24/7 basis, and we regularly perform software updates.

We have installed our server systems, new system rooms and website in accordance with ISO 27001 standards and equipped them with high technology, and we continue our development activities in these areas rapidly. Through the IFRS system, we meticulously identify our needs and create comprehensive plans and designs for these needs, enabling us to achieve our strategic goals more effectively.

As a result, we aim to maximise our operational efficiency and security by resolutely continuing our continuous improvement and strengthening efforts in the field of information security. In line with this goal, we aim to provide the highest level of protection and performance by constantly updating our security standards and technological infrastructure.





DIGITAL TRANSFORMATION

WE GROW OUR TARGETS WITH DIGITAL TRANSFORMATION!

In 2024, we aim to take our company to a higher level in the field of digitalisation by focusing on IoT (Internet of Things) studies in relation to our new facilities. In this context, we aim to increase our operational efficiency and create smarter systems by integrating IoT technologies.

In 2024, we will start our work without slowing down to create the IT infrastructure of our new factory building with the highest security standards and uninterrupted operability. This investment will make our business processes more reliable and sustainable, thus minimising operational interruptions.

We also aim to align our operational model with this transformation by ensuring the approval and implementation of IFRS solutions in 2024. This process will be a critical step for the comprehensive evaluation of the transformation and the development of a sustainable operational model. As Panelsan, we aim for operational excellence by successfully completing this final transformation phase.

As part of the digital transformation, the goal we have set for 2025 is to make renewable energy sources more efficient every day. In line with this goal, we will optimise renewable energy resources by taking advantage of energy monitoring systems and safe energy use offered by digitalisation. This approach will make a significant contribution to our efforts to protect the natural life on our planet by minimising ecological and environmental risks.



DIGITAL TRANSFORMATION



DIGITAL TRANSFORMATION IS STRONGER WITH ARTIFICIAL INTELLIGENCE!

As Panelsan, we have taken another step towards popularizing the use of artificial intelligence in digital transformation. As part of our digitalization efforts to optimize customer experience and increase efficiency, we have renewed our website.

In 2023, we integrated an artificial intelligence-supported, ERP-integrated machine fault detection device into the Double Bend Press machine in the Polyurethane line. This system contributes to sustainable production by detecting machine failures in advance, increasing the efficiency of the machines and saving labour costs. The feedback received from the system has been positive and has enabled us to manage our processes more effectively.

Trial and demo studies of artificial intelligence integrations that can detect malfunctions in our production lines in advance are ongoing. These studies aim to make our production processes more efficient and uninterrupted by providing early detection and prevention of malfunctions.

08 | APPENDIX



SUSTAINABILITY PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE INDICATORS

Cost of Revenue and Sale	FY21	FY22	FY23
Total Turnover (TL)	605.449.972	2.232.046.651	2.651.637.678
Total Cost of Sales (TL)	490.326.406	1.893.123.836	2.074.019.166
Donation, Sponsorship Budget (TL)	276.715,46	340.000,00	1.183.315.55
Dividend Paid Rate (%)	20,85%	55,69%	77,37%

FAVOK	FY21	FY22	FY23
Favok (TL)	101.694.294	288.715.242	514.023.229
Favok Margin (%)	16,8%	12,9%	19,4%

Supply Chain and Customers	FY21	FY22	FY23
Total Number of Customers (#)	477	503	700
Total Number of Customers (#)	314	499	487
Total Number of Local Suppliers (#)	303	480	476

The financial statements for 2022 and 2023 have been subject to inflation adjustment within the scope of TAS 29 "Financial Reporting in Hyperinflationary Economies" standard.



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SUSTAINABILITY PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

Çalışan Sayısı	FY21	FY22	FY23
Total Number of Employees	162	172	185
Number of White Collar Employees	55	64	64
Number of Blue Collar Employees	107	108	121

Yaşa Göre Çalışan Sayısı	FY21	FY22	FY23
Number of Employees between 18-25 Years of Age	14	8	11
Number of Employees between 25-35 Years of Age	71	79	71
Number of Employees between 35-55 Years of Age	72	80	92
Number of Employees Over 55	5	5	11
Total	162	172	185

Employee Success Average Training Hours (person*hour)	FY22	FY23
	23.736	30.790

Employment Dist	FY22	FY23
Female (%)	9,52	13,12
Male (%)	90,48	86,88
Total (%)	100	100

Employee Benefits	Status
Private health insurance	YES
Private life insurance	NO
Individual Retirement Fund	YES
Birthday Leave	YES
Performance Based Bonus System	YES

Number of Female Employees	FY21	FY22	FY23
Number of White Collar Female Employees	23	28	23
Number of Blue Collar Female Employees	5	3	4



SUSTAINABILITY PERFORMANCE INDICATOR

ENVIRONMENTAL PERFORMANCE INDICATORS

GHG Emissions	FY21	FY22	FY23
Scope 1 (tCO ₂ e)	246,87 tCO ₂ e	795,07 tCO ₂ e	733,23 tCO ₂ e
Scope 2 (tCO ₂ e)	265,60 tCO ₂ e	442,02 tCO ₂ e	238,22 tCO ₂ e
Scope 3 (tCO ₂ e)	2173,27 tCO ₂ e	2421,54 tCO ₂ e	2833,75 tCO ₂ e
Greenhouse (GHG) Carbon Intensity	0.0023	0,034	0,021

Energy Consumptions	FY21	FY22	FY23
Electric Consumption (kWh)	2.670.567	2.489.703	3.009.919
Electrical Energy Intensity (kWh/ton)	68	70	66
Renewable Energy (kWh)	1.650.906	1.549.297	1.936.093
Natural Gas Consumption (sm ³)	157.280	298.662	276.707
Natural Gas Energy Intensity (sm ³ /ton)	4,04	8,41	6,12

Water Manegemet	FY21	FY22	FY23
Tap Water (m ³)	27.693	18.687	24.569
Well (m ³)	1,326	7,994	5,313
Total Water Consupt (m ³)	29.019	26.681	29.882
Water Volume (m ³ /ton)	1,34	1,33	1,51

Waste Management	FY21	FY22	FY23
Hazardous Waste (kg)	19.590	74.525	186.590
Non-Hazardous Waste (kg)	9.400	34.367	48.500



SUSTAINABILITY PERFORMANCE INDICATOR

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE INDICATORS

Occupational Health and Safety	FY21	FY22	FY23
Accident Frequency Rate (%)	71	27	34
Occupational Disease Rate (%)	-	-	-
Positive Accident Number (#)	-	-	-
Total Lost Day(#)	86	14	74
Number Total Hours of Occupational Health and Safety Training	3,564	4,008	4,382



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305-2	Energy indirect (Scope 2) GHG emissions	Our Journey to Net Zero, Sustainability Performance Indicators (Environmental Performance Indicators)	111,112,153
305-3	Other indirect (Scope 3) GHG emissions	Our Journey to Net Zero, Sustainability Performance Indicators (Environmental Performance Indicators)	111,112,153
305-4	GHG emission intensity	Sustainability Performance Indicators (Environmental Performance Indicators)	153
305-5	Reducing greenhouse gas emissions	Our Journey to Net Zero	111,112



GRI CONTEX INDEX

GRI 306: WASTE 2020	EXPLANATION	SECTION	PAGE
306-1	Waste generation and significant waste-related impacts	Target Zero Waste, Sustainability Performance Indicators (Environmental Performance Indicators)	115,116,153
306-2	Management of significant waste-related impacts	Target Zero Waste	115,116
306-3	Waste generated	Target Zero Waste, Sustainability Performance Indicators (Environmental Performance Indicators)	115,116,153
306-4	Waste Recycling	Target Zero Waste, Sustainability Performance Indicators (Environmental Performance Indicators)	115,116,153
306-5	Wastes to be disposed of	Target Zero Waste, Sustainability Performance Indicators (Environmental Performance Indicators)	115,116,153
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016			
308-1	New suppliers screened using environmental criteria	Supply Chain	95,106
308-2	Negative environmental impacts in the supply chain and measures taken	Supply Chain	95,106
GRI 401: EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	Sustainability Performance Indicators (Social Performance Indicators)	152,154
401-2	Benefits provided to full-time employees but not to temporary or part-time employees	Our Priority is Our Employees	118
401-3	Parental leave	Our Priority is Our Employees	118



GRI CONTEX INDEX

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	EXPLANATION	SECTION	PAGE
403-1	Occupational health and safety management system	Occupational Health and Safety	120
403-2	Hazard identification, risk assessment and incident investigation	Occupational Health and Safety	120
403-3	Occupational health services	Occupational Health and Safety	120
403-4	Worker engagement, consultation and communication on occupational health and safety	Occupational Health and Safety	120
403-5	Worker training on occupational health and safety	Occupational Health and Safety, Sustainability Performance Indicators (Occupational Health and Safety and Performance Indicators)	103,104,121,122,152,154
403-6	Promotion of worker health	Occupational Health and Safety	121
403-7	Prevention and mitigation of occupational health and safety impacts directly linked to labor relations	Occupational Health and Safety	120
403-8	Workers covered by the occupational health and safety management system	Occupational Health and Safety	121
403-9	Work-related injuries	Occupational Health and Safety Performance Indicators	152,154
403-10	Work-related illness	Occupational Health and Safety, Sustainability Performance Indicators (Occupational Health and Safety and Performance Indicators)	121,152,154
GRI 404: EDUCATION AND TRAINING 2016			
404-1	Average annual training hours per employee	Sustainability Performance Indicators (Social Performance Indicators)	103,104,122
404-2	Programs to upgrade worker skills and transition assistance programs	Our Priority is Our Employees, Employee Development and Trainings	103,118,122,123,124
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016			
405-1	Diversity of governance bodies and staff	Our Human Resources Policy	80,119
405-2	Ratio of basic salaries and wages of women relative to men	There is no gender discrimination in the remuneration system. Our Priority is Our Employees	118,119
GRI 406: NON-DISCRIMINATION 2016			
406-1	Incidents of discrimination and corrective measures taken	Our Priority is Our Employees	118,119



GRI CONTEX INDEX

GRI 408: CHILD LABOR 2016	EXPLANATION	SECTION	PAGE
408-1	Operations and suppliers at significant risk of child labor incidents	There is no child labor in any of the fields of activity of our organization.	
GRI 409: FORCED OR COMPULSORY LABOR 2016			
409-1	Operations and suppliers at significant risk of incidents of forced or compulsory labor	There is no forced or compulsory labor in any of our organization's fiolds of activity.	
GRI 410: SECURITY APPLICATIONS 2016			
410-1	Security personnal trained in human rights policies or procedures	Our organization's security personnal were trained on human rights policies or procedures	
GRI 413: COMMUNITIES 2016			
413-1	Operations that include local community participation, impact assessments and development programs	Our Social Responsibility Projects	125,126,127,128,129
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016			
414-1	New suppliers screened using social criteria	Supply Chain	94
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain	93
GRI 416: CUSTOMER HEALTH AND SAFETY 2016			
416-1	Assessing the health and safety impacts of product and service catagories	Quality Assurance	90,91
416-2	Incidents of non-compliance related to health and safety impacts of products and services	No incidents of non-compliance were reported during the year.	





GRI CONTEX INDEX

GRI 417: MARKETING AND LABELING	EXPLANATION	SECTION	PAGE
417-1	Product and service information and labelling requirements	Conscious Productio	144,145
417-2	Incidents of non-compliance with product and service information and labelling	No incidents of non-compliance were reported during the year	
417-3	Incidents of non-compliance related to marketing communications	No incidents of non-compliance were reported during the year	
GRI 418: CUSTOMER PRIVACY 2016			
418-1	Substantiated complaints of breach of customer privacy and loss of customer data	Customer Satisfaction, KVKK, add to the relevant page	100



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Ayşegül Batmaz

Integrated Management System Manager

a.batmaz@panelsan.com

Pınar Çelik

Sustainability Specialist

p.celik@panelsan.com

surdurulebilirlik@panelsan.com



HEAD OFFICE

Maidan İş ve Yaşam Merkezi Mustafa Kemal

Mahallesi 2118. Cadde No: 4 A Blok 3.Kat

Daire: 18 Çankaya / Ankara

Tel: +90 312 342 03 82

Fax: +90 312 342 03 80

İSTANBUL OFFICE

Mesa Koz Sahrayıcedit Mahallesi Atatürk

Cad. No: 69 / 283 Kadıköy / İstanbul

Tel: +90 216 683 93 63

info@panelsan.com

www.panelsan.com/tr

FACTORY

Polatlı Organize Sanayi Bölgesi

202. Cadde No: 20 - 22 Polatlı / Ankara

Tel: +90 312 626 50 50

Fax: +90 312 626 50 45

REPORT DESIGN:

Remark Reklam