



# 2024 SUSTAINABILITY REPORT

"Part of Future"

[www.kirpart.com.tr](http://www.kirpart.com.tr)



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# About the Report



## Stakeholder Feedback

The feedback we receive from our stakeholders is extremely valuable in helping us to enhance our sustainability efforts. We invite you to share your questions, comments, and suggestions regarding this report by contacting us at [sustainability@kirpart.com.tr](mailto:sustainability@kirpart.com.tr).

At **Kirpart**, we care sustainability as an integral part of our operations. This report appears to represent the progress we have made in 2024 across environmental, social, and governance areas, as well as our goals and sense of responsibility.

As a manufacturer operating in the automotive industry, we are fully aware of the importance of sustainable transformation—for both our sector and our planet. With this awareness, we adopt an approach that is environmentally conscious, socially responsible, and grounded in ethical principles in every step we take.

This report demonstrates our commitment to transparency and accountability to all our stakeholders. It has been prepared to share the steps we have taken on our sustainability journey and to establish open and ongoing communication with our stakeholders.

As we strive to create value for the future, we remain firmly committed to protecting the natural environment and growing together with society.





# About the Report

## Scope of the Report

This sustainability report covers Kirpart's environmental, social, and governance (ESG) performance for the period from January 1, 2024, to December 31, 2024. The report has been prepared in accordance with the globally recognized Global Reporting Initiative (GRI) standards.

The data presented in this report is based on Kirpart's operations in Türkiye, and the practices, developments, and performance indicators related to the reporting period are disclosed in line with the principle of transparency.

## Our Sustainability Strategy

“ At Kirpart, we committed ourselves to sustainability with our first report, which summarized the year 2023. Guided by our sense of responsibility toward the environment, people, and nature, we continuously improve our production processes with the goal of using resources more efficiently.

“ With an awareness of the planet's finite resources, we prioritize optimization in manufacturing and are committed to leaving a livable world for future generations.





# Message From the Board



Dear Stakeholders,

I am delighted to share this valuable report with you, marking the second step in Kirpart's sustainability journey. By publishing our first report in 2023, we kept pace with the transformation at the heart of the automotive industry while remaining firmly committed to our mission of actively shaping that change. Our ambition is not just to witness transformation, but to be one of its architects.

The year 2024 will be remembered as an era when environmental awareness and human-centered approaches gained even greater prominence on a global scale. The automotive industry is undergoing a profound transformation, focusing not only on technological innovation but also on critical issues such as combating climate change and protecting natural resources. The rise of electric vehicles, the inevitability of sustainable supply chains, and low-carbon manufacturing processes have now become foundational elements of our industry. At Kirpart, we are proud to be at the forefront of this transformation—through projects focused on optimizing production, improving energy efficiency, reducing waste, and minimizing our environmental impact. Our goal is not only to produce better products but also to fulfill our responsibilities to our planet and future generations.

In all our operations, our deep sense of responsibility toward people and the environment has been our guiding principle. As we carefully improve our production processes, we place the efficient use of resources at the center of every stage. With a clear commitment to protecting the planet's finite resources, we have implemented initiatives to reduce our water and energy consumption, lower our carbon footprint, and transform our waste. Our efforts to build a sustainable future go beyond the parts we produce—they extend to every link in our value chain. By working closely with suppliers, customers, and all stakeholders, we aim to create a positive impact across our entire ecosystem.



Throughout this journey, our greatest strength has undoubtedly been our dedicated employees, the meaningful connections we share with them, and the strong relationships we have built with our local communities. The well-being and prosperity of our employees are an inseparable part of our sustainability efforts. Ensuring that they work in a safe, healthy, and inspiring environment is our top priority, as it allows them to fully realize their creativity and potential.

Being closely engaged with local communities, listening to their needs, and supporting social initiatives are also responsibilities we consider essential. Moreover, the transparent and solid collaborations we have established with all our stakeholders have guided us toward our goals. To help shape the future of the automotive industry, we continue to invest in R&D and innovation, developing sustainable and human-centered solutions.

I would like to express my sincere gratitude to all my colleagues who contributed to the preparation of this report for their dedication and belief. I am also deeply grateful to all our stakeholders for trusting in our vision and supporting our efforts. With your continued support, we will remain one of the pioneers of sustainable transformation in the automotive industry and continue to protect the delicate balance between humanity and nature.

Sincerely,  
Chairperson of the Board  
İpek KIRAÇ

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# Message From Our CEO



“Our greatest hope is for Türkiye to achieve a more stable and sustainable development process while maintaining its manufacturing strength.”

Dear Valued Stakeholders,

As we step into the second century of our Republic, the developments that took place both in our country and around the world over the past year have ushered in a period that compels us to reassess the way we conduct our business. The year 2024 was marked by the significant impact of economic conditions in our country; yet, despite all challenges, we successfully maintained our focus on production and exports.

On a global scale, the automotive industry is undergoing a historic transformation. In particular, the aggressive cost strategies and increasing production capacities of manufacturers from the Far East have placed considerable pressure on OEMs in Europe. These developments present both challenges and new opportunities for domestic manufacturers like us. At Kirpart, we focused on comprehensive cost reduction and process efficiency projects to strengthen our position in this competitive environment. We achieved meaningful progress in areas such as digitalization, lean manufacturing, energy efficiency, and supply chain management.

We also contributed to these efforts by increasing the level of automation in our production processes. By integrating automation solutions into our operations, we improved both quality and speed, while creating opportunities to redirect our employees to higher value-added tasks. This approach not only enhanced our operational efficiency but also represented an investment in the development of our human resources.

By widely implementing digital solutions across numerous processes—from production to supply chain, and from product development to workforce management—we have both increased our resource efficiency and reduced our environmental impact. Strengthening data-driven decision-making, deploying real-time monitoring systems on production lines, and managing energy efficiency through digital tools have made our environmental performance measurable. In this way, we have taken concrete steps to reduce our carbon emissions while also implementing practices that contribute to the circular economy.

Moreover, digitalization has enabled us to manage occupational health and safety risks more effectively, while also providing more accessible and impactful solutions in learning and development processes. By investing in both people and technology, we are preparing Kirpart for the future.

This highly competitive environment in the industry has driven us not only to produce more efficiently but also to make faster decisions, act with agility, and manage our business processes more holistically. In line with this, we accelerated lean initiatives within our internal structure, streamlined our decision-making mechanisms, and enhanced our organizational agility. We are now aware that sustaining our competitive position requires not only strong products but also a strong and flexible organizational structure.

At a time when global targets for reducing carbon footprints are gaining momentum, we are re-evaluating all our processes—from production to logistics—from an environmental impact perspective. While continuing our investments in new technologies that reduce carbon intensity, we place sustainability at the core of our decision-making processes. Through this approach, we fulfill our environmental responsibility while also aligning with the business models of the future.

Through this report, I would like to sincerely thank all our partners, suppliers, customers, and dedicated employees who work alongside us toward the same goals. In this period of accelerated global competition, we at Kirpart continue on our path with stronger, more responsible, and more determined steps.

Sincerely,

CEO

Uğur SAVAS

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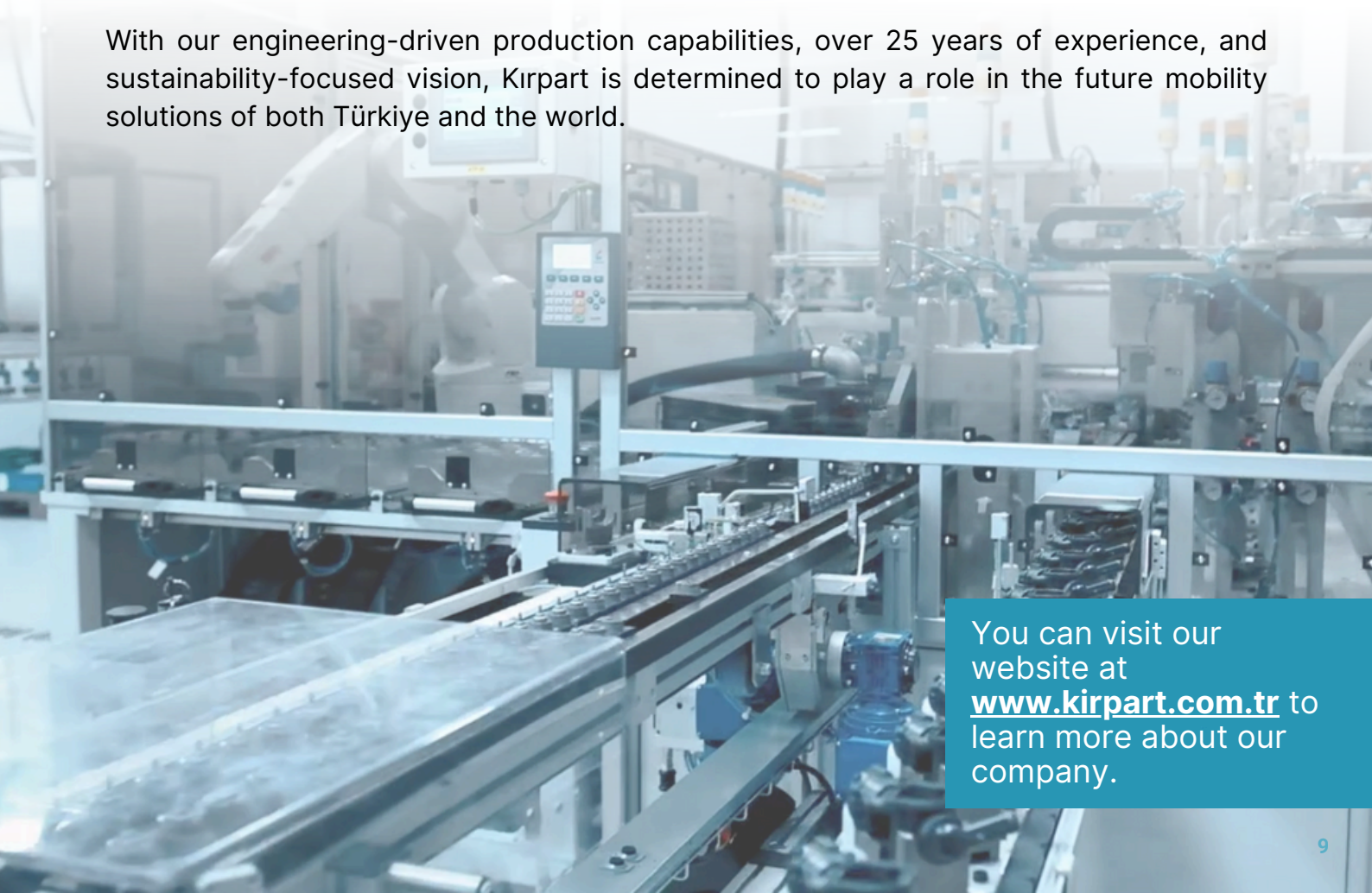
## About Kirpart

As a manufacturer with 25 years of experience in the Turkish automotive industry, we have been operating in the field of engine cooling systems since 1998. From the very beginning, we have specialized in the production of high-precision components, primarily water pumps and thermostats. With an integrated structure that manages the entire value chain in-house—from R&D to production, and from quality management to supply chain processes—we provide solutions to both domestic and global automotive manufacturers.

At our integrated production facility, we carry out casting, machining, assembly, and testing activities all in one place. Thanks to our advanced machinery, automation infrastructure, and skilled workforce, we have the capacity to produce millions of parts each year. Our commitment to high-quality standards enables us to offer competitive, reliable, and sustainable products to both OEM and aftermarket customers.

At Kirpart, we hold a pioneering position among independent component manufacturers in the Turkish automotive sector, investing in technology and innovation. In line with our **“Part of Future”** vision, we act with foresight, addressing not only today’s needs but also those of tomorrow. In the products we develop, we prioritize reducing environmental impact through lower emissions, higher energy efficiency, and extended product lifespan.

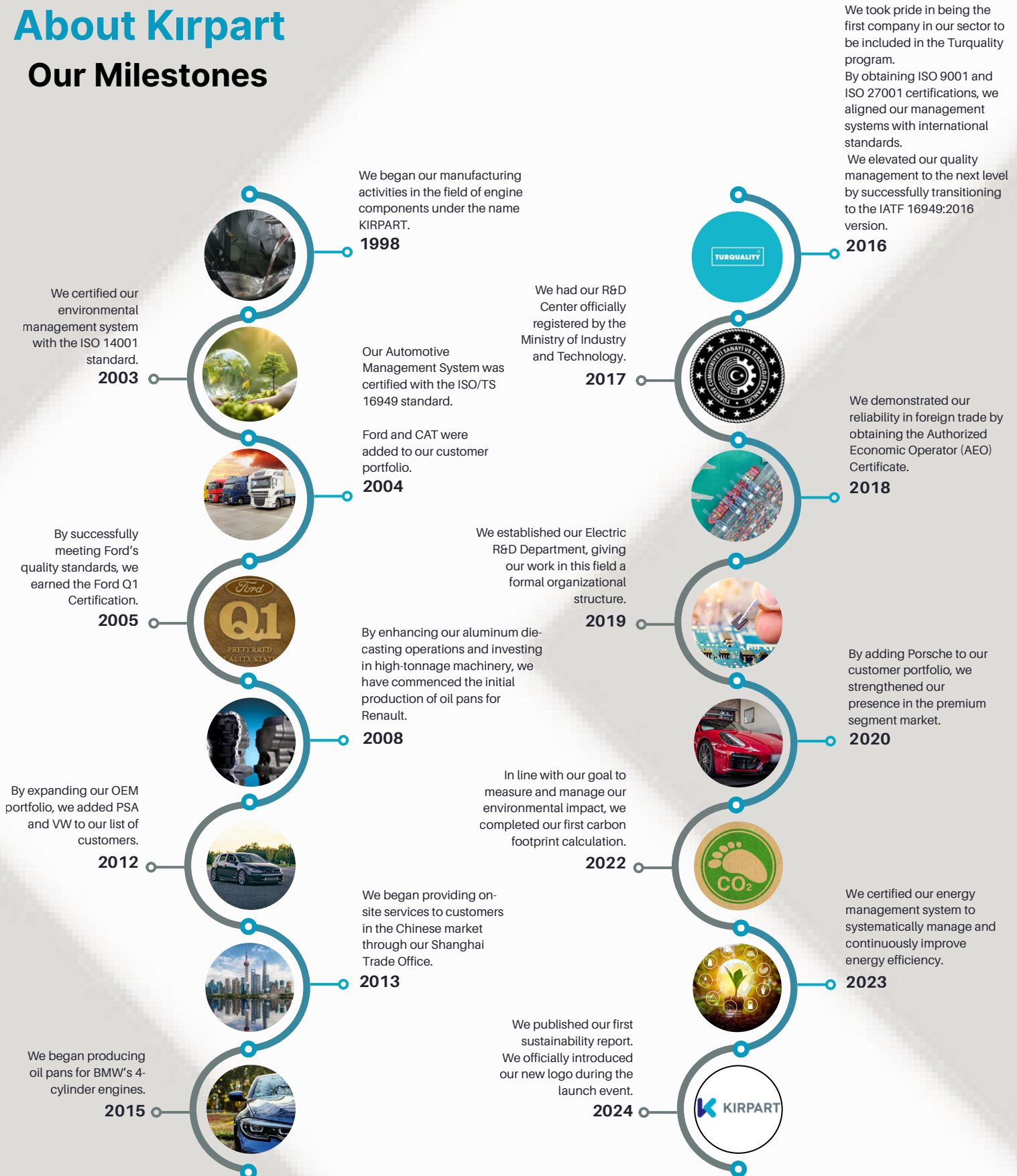
With our engineering-driven production capabilities, over 25 years of experience, and sustainability-focused vision, Kirpart is determined to play a role in the future mobility solutions of both Türkiye and the world.



You can visit our website at [www.kirpart.com.tr](http://www.kirpart.com.tr) to learn more about our company.

# About Kirpart

## Our Milestones





# About Kirpart



## Our Vision

To be an exemplary international company that delivers high-quality technological products to industry, ensures stakeholder satisfaction, achieves sustainable profitability, grows through investment, and maintains long-term success.



## Our Mission

To be among Türkiye's top 500 companies by revenue and the preferred choice in the automotive industry.



## Our Values

We prioritize environmental, social, and economic sustainability in every stage of our operations.

We develop innovative solutions to shape the technologies of the future today and strive for excellence in engineering.

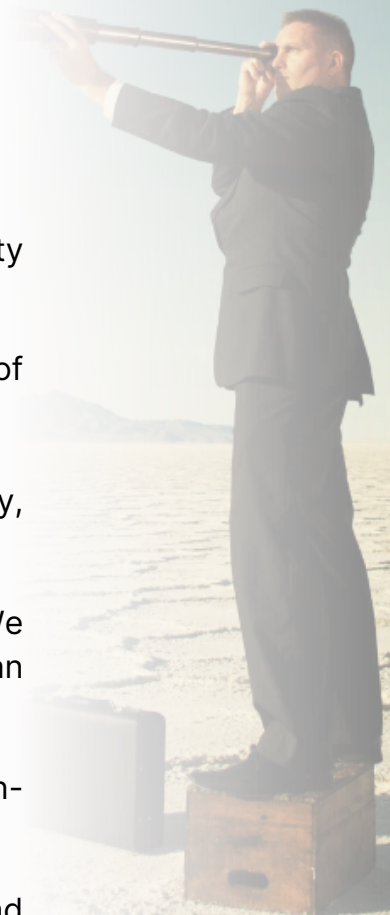
We conduct all our stakeholder relationships with honesty, fairness, and transparency.

The health and safety of our employees is our top priority. We value the development of every individual and foster an inclusive work environment.

We aim to exceed our customers' expectations through high-quality products and services.

We use natural resources efficiently and adopt production and supply practices that protect the environment.

We embrace a learning culture that supports corporate development and strive for continuous improvement in every area.



## About Kirpart

## Our Product Portfolio

In our area of expertise for the automotive industry—cooling system components, water pumps, and aluminum cast parts—we operate with a strong focus on quality and sustainability. Our production processes include high-pressure casting, machining, and assembly, and our product range is organized into three main groups: thermostats, water-oil pumps, and cast-machined components.

## Product Groups

# Thermostats

## Water & Oil Pumps

## Cast & Machined Components



# About Kirpart



## Cast & Machined Components

In our aluminum injection casting and machining operations, we produce components that require high precision and durability, such as oil pans, brackets, and engine covers.

To meet vehicle manufacturers' quality and performance expectations at the highest level, we make product specific investments and continuously enhance our quality through next generation technologies and advanced machinery infrastructure

## Thermostats and Water-Oil Pumps

In the production of thermostats, water-oil pumps, and other assembly groups, we not only manufacture the products but also design and implement the production lines for these products through our own engineering teams.

With assembly machines specifically designed for each project, the production conditions, control standards, and testing processes required for the product are defined from the outset and implemented accordingly.



# About Kirpart

## Electronic Products

One of the primary goals of the automotive industry is to reduce natural resource consumption, increase energy efficiency, and minimize carbon dioxide emissions to lower the carbon footprint.

As part of this transformation, we focus on developing highly efficient electromechanical products that contribute to sustainable mobility.

By creating more efficient products that require less energy and meet the environmental requirements of next-generation vehicles, we support the industry's carbon-neutral objectives.

### Electric Water Pump



The electrically driven water pump provides the required coolant flow under all conditions based on signals received from the vehicle's Engine Control Unit (ECU). Compared to conventional mechanical pumps, this system offers energy efficiency and enables more precise and independent thermal management, particularly in electric vehicles.



### Electric Thermostat

The actuator-controlled electric thermostat can adjust its position in precise steps of just 0.1 mm before any temperature rise occurs. This feature allows it to respond instantly to temperature changes within the system, effectively directing coolant flow to different areas. As a result, both performance is enhanced and energy consumption is optimized.

### Fan Electric Motor



The fan motor, operating with PM-BLDC technology, provides high efficiency in managing vehicle cooling and cabin temperature. This system plays a critical role in extending the range of battery electric vehicles, minimizing energy losses while sustainably ensuring thermal comfort.





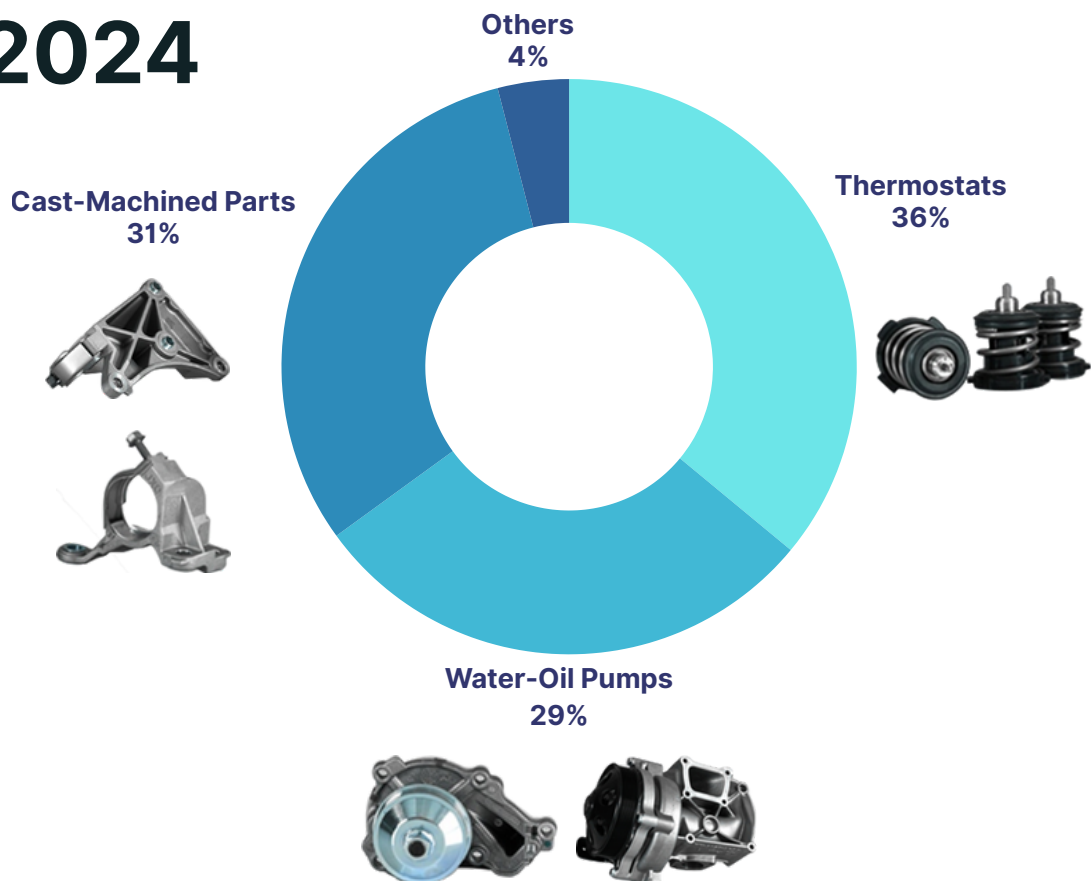
# About Kirpart

## Our Customers



## Sales by Product Group

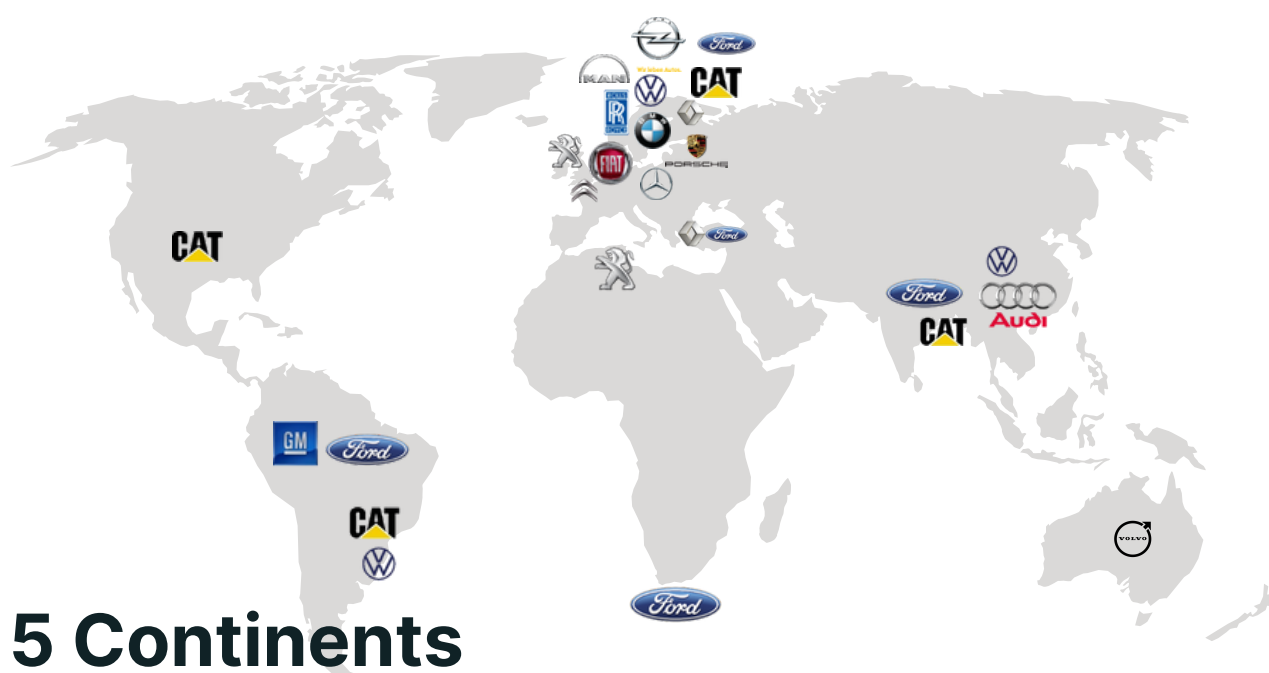
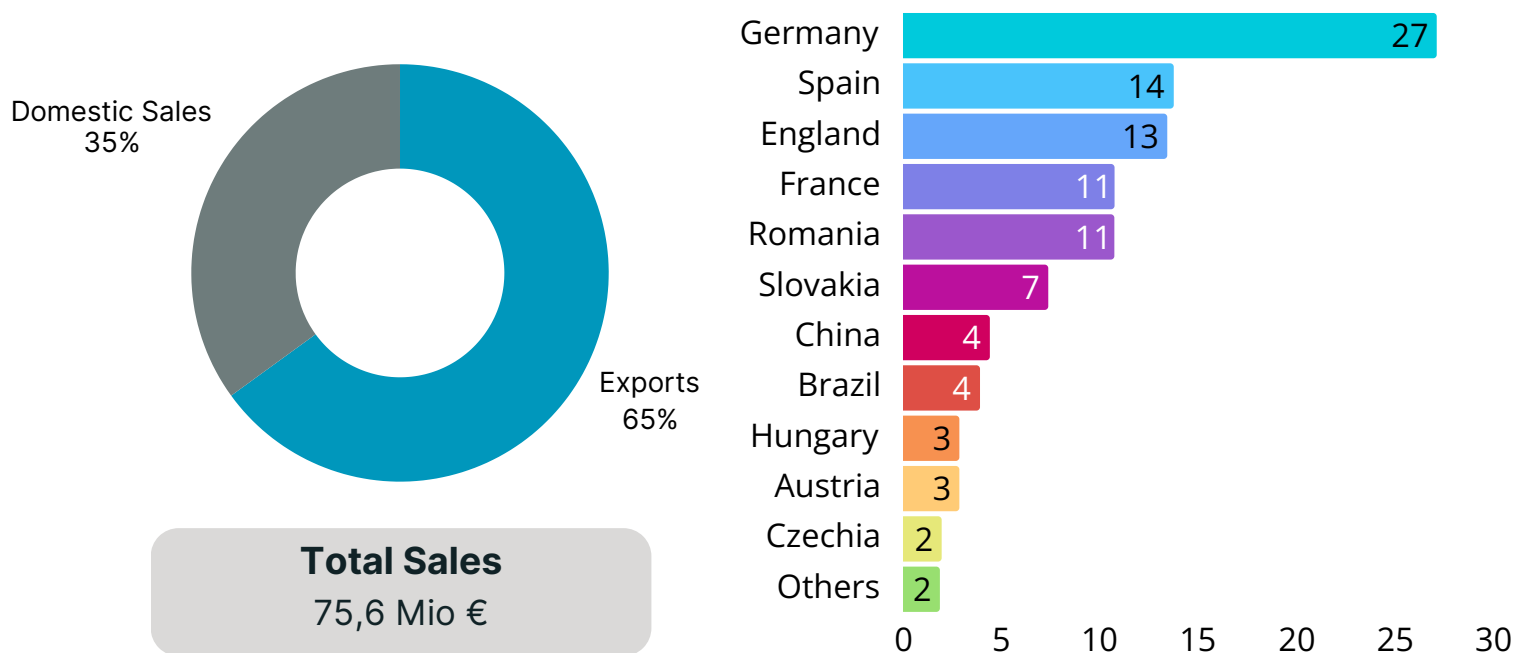
# 2024



# About Kirpart

## Distribution of Sales by Country

In 2024, 65.2% of our total sales performance of €75.6 million originated from exports. While domestic sales held the largest share at 35%, our exports were mainly to Germany (27%), Spain (14%), the United Kingdom (13%), France (11%), and Romania (11%). This sales distribution reflects our customer portfolio focused on European markets and demonstrates the international competitiveness of our products. This structure contributes to balancing geographical risks and enhancing market diversification in line with our sustainable growth strategy.



**5 Continents**  
**20+ Customers\***

\*OEM+ Tier 1 customers



# About Kirpart

## Our Facility

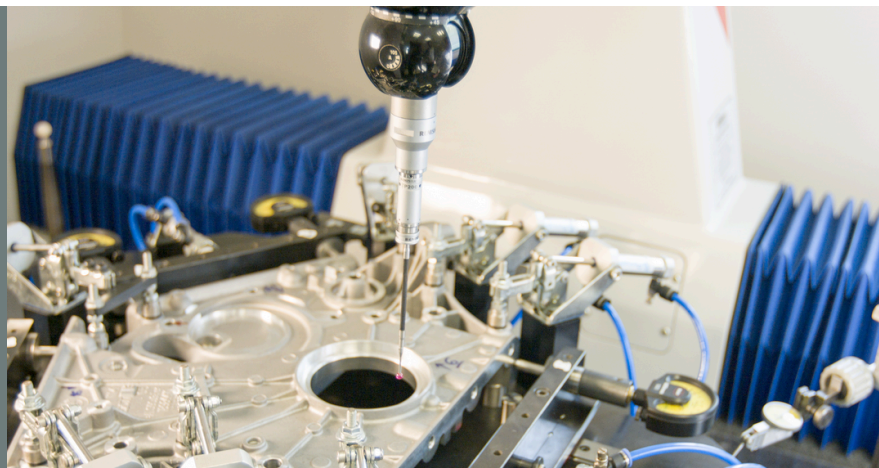
Kirpart, one of the leading organizations in the Turkish automotive supply industry, operates its production facility in the Gedelek region of Orhangazi, Bursa. Our facility, primarily serving the automotive sector, conducts casting, machining, and assembly operations in an integrated structure. This allows us to maintain an efficient and sustainable production infrastructure where we can control our products end-to-end.



Our facility operates on a total area of 67,500 m<sup>2</sup>. Within our 21,500 m<sup>2</sup> of enclosed production space, we have the capability to perform casting for parts ranging in weight from 50 grams to 20 kilograms, using a customer-focused and flexible production approach.

With our customer-focused approach, we provide fast and innovative solutions to the evolving needs of the automotive industry, continuously enhancing our product portfolio through our R&D and design capabilities. In this way, we adopt a sustainability-oriented mindset not only in our production processes but also during the product development phase.

At Kirpart, we are investing today in the sustainable industrial practices of the future, and with our production capabilities, environmental responsibility, and vision for societal contribution, we continue to be a trusted solution partner in the industry.



# About Kirpart

## Corporate Memberships



We maintain active memberships in various national and international organizations to support industry development, benefit from best practice examples, and create shared value with our stakeholders.

We collaborate with key organizations such as Uludağ Exporters' Association (UIB), Automotive Industry Exporters' Association (OİB), Association of Vehicle Parts Suppliers (TAYSAD), Foreign Economic Relations Board (DEİK), Turkish Employers' Association of Metal Industries (MESS), Turkish Foundry Association (TÜDÖKSAD), and the Turkish Metal Union.

Additionally, to assess our sustainability performance on an international scale, we have integrated with platforms such as EcoVadis and NQC. These memberships not only strengthen our position in the industry but also contribute to our goals of continuous improvement and responsible production.





## Highlights of 2024

The year 2024 was marked as a period in which Far East-based manufacturers gained prominence in the European automotive market through cost advantages, intensifying global competition. While pressures on energy costs and supply chain dynamics persisted, as Kirpart we adopted an agile and solution-oriented approach to address these challenges.

Throughout the year, we accelerated our cost-reduction strategies, prioritizing lean manufacturing, energy efficiency, and automation projects. Our operational excellence initiatives increased efficiency while reinforcing our competitiveness. Flexible business models developed in close collaboration with our customers contributed to our goal of creating sustainable value.

We continued to uphold high standards in occupational health and safety, increasing our investments to provide a healthier, safer, and more inclusive work environment. By implementing next-generation control systems, ergonomic equipment, and proactive risk prevention measures, we ensured that safety remained a top priority.

2024 also saw a surge in our digitalization investments, with data-driven decision-making systems deployed across multiple areas from production to logistics. These projects, which strengthened our smart manufacturing infrastructure, enhanced both our agility and quality standards.

In summary, 2024 was a year in which Kirpart took significant steps toward a sustainable, digital, and efficient future. Despite increasing competition, we continued to solidify our position in the industry through innovative solutions, strong collaborations, and environmentally conscious production practices.



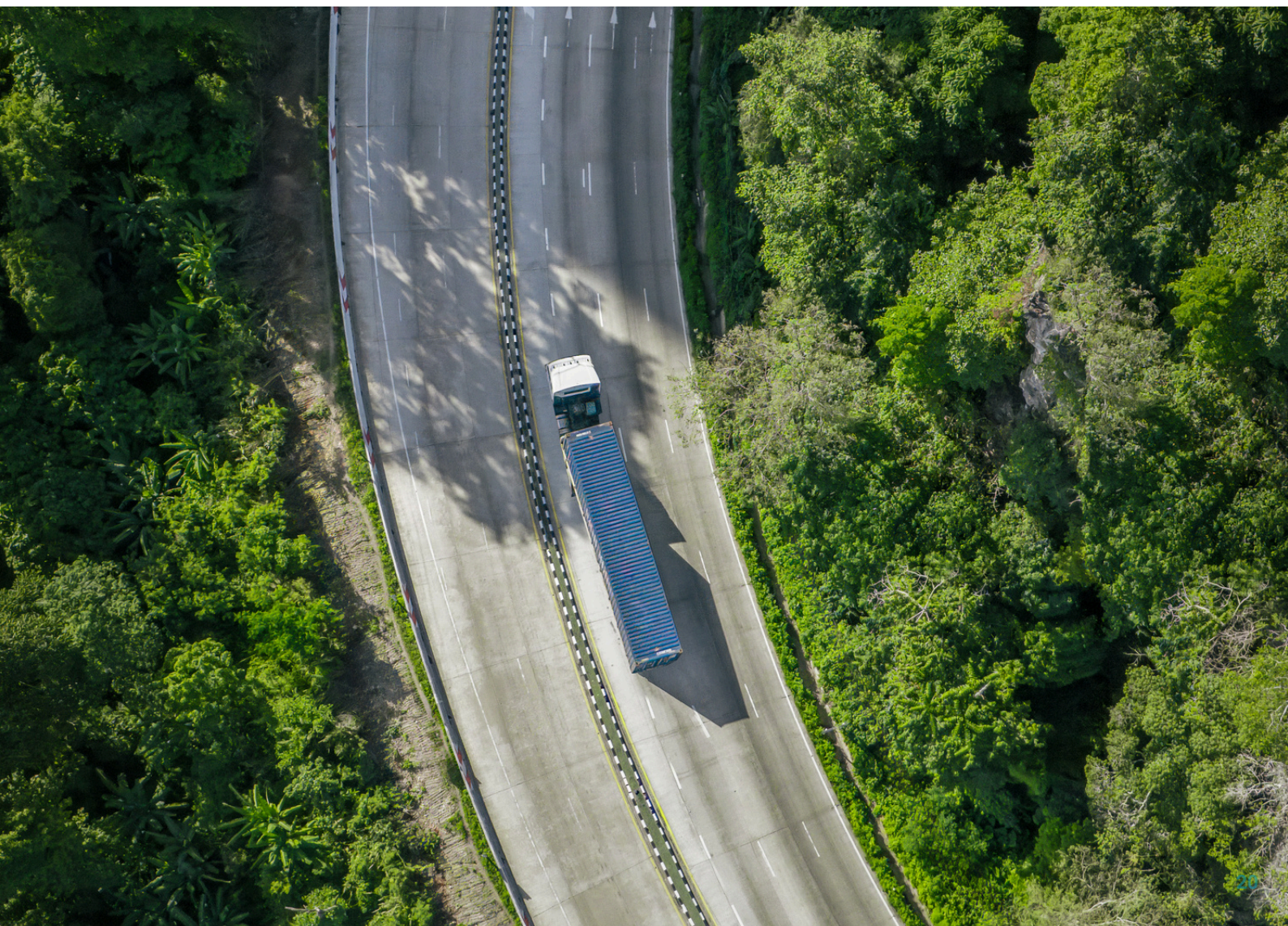


# Environmental Sustainability

## Our Strategy for Shaping the Future

We consider sustainability as one of the fundamental conditions for our long-term success. In all areas where we operate, we aim to create value for the future by considering our environmental, social, and governance (ESG) impacts. Our sustainability strategy goes beyond environmental performance, representing a holistic approach that also encompasses employee well-being, business ethics, transparency, and accountability.

The protection of natural resources, combating climate change, and implementing circular economy practices form the foundation of our environmental strategy. We develop projects aimed at increasing energy and resource efficiency and continue measurement and improvement efforts to reduce our carbon footprint. We take concrete actions in areas such as waste management, reducing water consumption, and using environmentally friendly technologies in production processes. By incorporating sustainability principles into product design, we develop solutions with low environmental impact and long service life.





# Environmental Sustainability

## Climate Change

Climate change refers to long-term alterations in global temperature and weather patterns. While past changes in climate occurred through natural processes, today the primary driver of this change is human activity, and it is progressing much more rapidly than ever before. The use of fossil fuels, industrial activities, deforestation, and agricultural practices increase the concentration of greenhouse gases in the atmosphere, leading to a rise in global average temperatures.

Climate change creates profound impacts not only on the environment but also on societies and economies. Extreme weather events, droughts, floods, wildfires, rising sea levels, and biodiversity loss are among the consequences of this global crisis.



At **Kirpart**, we consider climate change not only as an environmental issue but also as a strategic business risk and an area of social responsibility. Therefore, addressing climate change is considered one of the keystones of our sustainability policy.

We take concrete steps to improve energy efficiency, reduce emissions, and optimize resource use, adopting a continuous improvement approach to minimize environmental impacts in our production processes. We measure our carbon footprint, develop reduction strategies, and implement projects focused on sustainable energy use.

# Highlights of Our Environmental Performance

Our efforts to reduce environmental impacts continue to yield tangible results. Through initiatives aimed at improving energy efficiency, reducing waste, and using natural resources more sustainably, we have achieved significant progress in our environmental performance.

To systematically manage our environmental impacts, use natural resources efficiently, and reinforce our sustainable production approach, we hold the ISO 14001 Environmental Management System certification. Through the environmental management activities carried out within this scope, we aim to continuously improve our environmental performance beyond legal requirements.



# 49%\*

\*The rate of recycled waste in 2024

\*Share within non-hazardous waste

## Zero Waste Approach

We adopt a zero-waste approach with the goal of using resources efficiently and reducing waste. In our production processes, we focus on increasing recycling rates, minimizing waste generation, and sorting waste at the source to contribute to the circular economy. As part of our environmental responsibility, we are committed to expanding our zero-waste initiatives across all our facilities.





# Highlights of Our Environmental Performance

## Carbon Foot Print

To reduce the climate impact of our operations, we regularly measure and monitor our carbon footprint and identify areas for improvement. We systematically manage the greenhouse gas emissions from our production processes through a science-based and transparent approach. In this context, we develop projects to improve energy efficiency, implement practices that optimize resource use, and act with a continuous improvement mindset to achieve our sustainability goals.



Through energy efficiency projects, process improvements, and environmentally friendly practices, we aim to reduce both our direct and indirect emissions.

We consider every step taken to reduce carbon emissions as an integral part of our vision for a sustainable future.



**2.523** tCO<sub>2</sub>e

\*Scope 1 emissions  
reported in 2024



**6.094** tCO<sub>2</sub>e

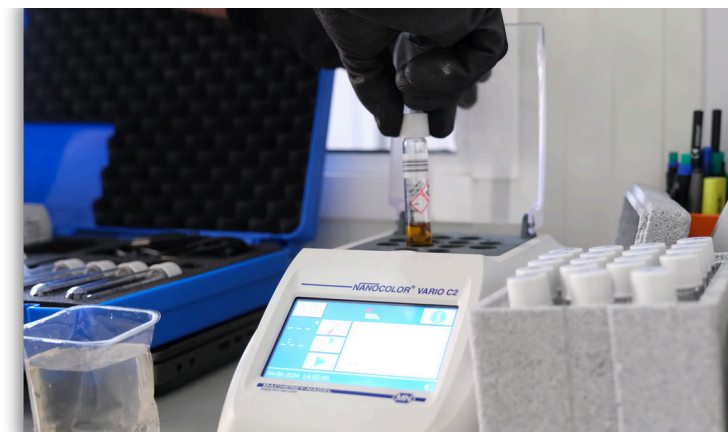
\*Scope 2 emissions  
reported in 2024



# Highlights of Our Environmental Performance

## Sustainable Water Use

Effective management and sustainable use of water resources is a key element of our business strategy. Water is a critical component of our production processes, and conserving this resource is a responsibility we are committed to in order to reduce both local and global environmental impacts.



COD

**226**

▼ **\*COD value of treated water at the end of 2024**

m<sup>3</sup>

**46.250**

▼ **\*Volume of water discharged from the treatment plant in 2024**



### Treatment Plant

Our treatment plant ensures that wastewater is treated safely and discharged without harming the environment. Equipped with state-of-the-art treatment technologies, the facility operates in compliance with environmental standards.



### Water Resources Management

To use and protect water resources efficiently, we promote the effective use of water across all our operations. Through continuous improvement efforts, we employ innovative technologies and processes to reduce water consumption.

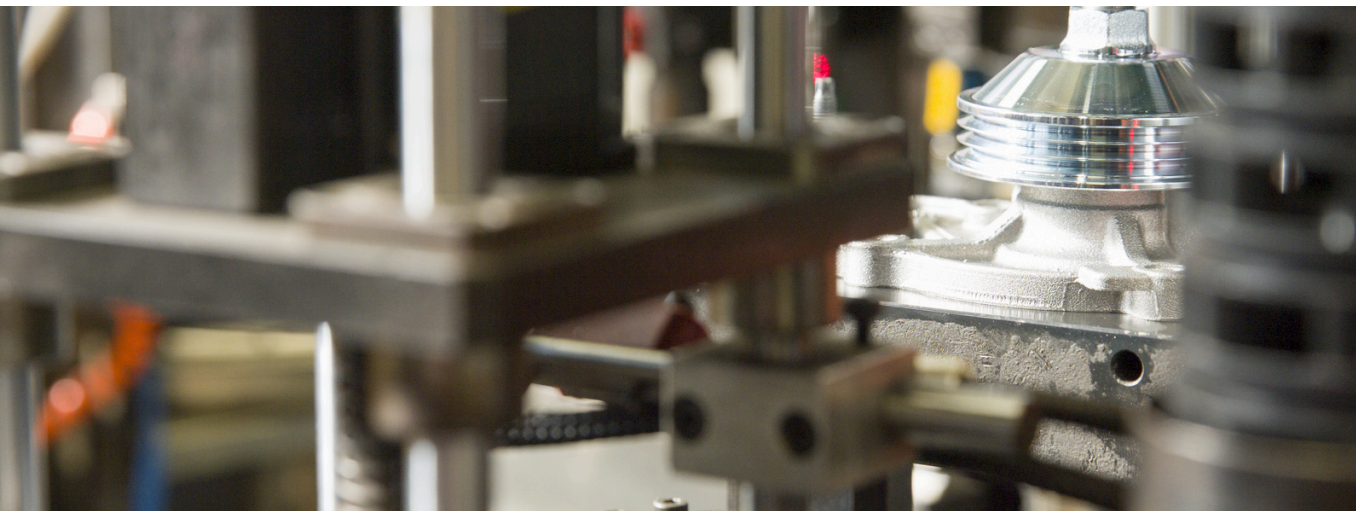








# Circularity and Efficiency



We place circularity and resource efficiency, key pillars of sustainability, at the heart of our production processes. In both product design and manufacturing methods, we adopt an approach that reduces environmental impacts while emphasizing high efficiency.

## Efficient Driving, Clean Future

The water pumps and thermostats we design and manufacture ensure that vehicle engines operate within their optimal temperature range, optimizing fuel consumption. This increases engine efficiency while reducing carbon emissions. Kirpart products not only deliver quality and durability but also reflect an engineering approach that contributes to environmental sustainability.



## Circular Use of Raw Materials

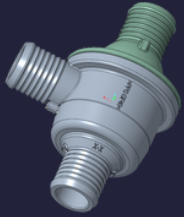
With the aim of using resources efficiently, we incorporate recycled aluminum in the production of our products. Combined with our high-pressure casting technology, this material enables both quality and environmentally friendly manufacturing. The use of recycled aluminum reduces dependence on primary raw materials while significantly lowering energy consumption and carbon footprint.



# Circularity and Efficiency

## Our Thermostat's Contribution to Sustainable Mobility

We take pride in contributing to electric vehicle technologies that are driving the transformation of the automotive industry. For the battery systems at the heart of this transformation, we develop high-efficiency, reliable, and energy-saving thermal management solutions.



In line with our goal of contributing to sustainable mobility, our electric vehicle battery thermostat has been nominated for use on the electric vehicle platform of a globally leading OEM.

Our new thermostat plays a key role in battery cooling systems, ensuring that the battery packs—one of the most critical components of electric vehicles—operate within their optimal temperature range. This not only extends vehicle range and preserves battery life but also optimizes energy consumption through thermal efficiency, thereby reducing the overall carbon footprint of the vehicle.



We continuously advance our capability to develop products specifically for electric vehicles, combining our engineering expertise with sustainability goals to support efficient driving, low emissions, and a cleaner future. Our direct contribution to battery cooling systems represents not only a product achievement but also a reflection of our environmental responsibility.



## Energy Management

We approach energy management through a holistic framework to enhance energy efficiency and reduce our carbon footprint. Optimizing energy consumption in our operations is a key factor that not only minimizes our environmental impact but also supports our economic sustainability.



To systematically monitor and improve our energy performance, we conduct our activities in accordance with the **ISO 50001** Energy Management System standards.

### Steps Toward the Future

Our energy management efforts are not limited to production alone; we also place great importance on raising awareness among our employees about energy conservation.



2024

## Energy Efficiency Initiatives



### Modernization of Compressed Air Systems

Energy savings: 195.607 kWh / year

### Improvement of Air Lines

Energy savings: 511.550 kWh / year

### Sustainable Heat and Energy Savings through Boiler Room Insulation

Energy savings: 97.736 kWh / year

6%

*In 2024, we recovered 6% of the energy we consumed through our efficiency initiatives!*







# Social Sustainability



At **Kirpart**, our sustainability approach is not limited to environmental factors; it is addressed through a comprehensive perspective that extends from our employees to society at large. Guided by a human-centered approach, our top priorities are to create a fair, inclusive, safe and development-oriented work environment and to contribute positively to the community.

We adopt a human-centered approach in our relationships with employees, suppliers and the wider community. In our workplace, we are firmly committed to health, safety and equality principles. Through training and development programs, we continuously enhance our employees' skills while promoting diversity and inclusion. As we grow together with our suppliers, we prioritize supporting local development and creating social value. At the same time, we add value to our region through social responsibility projects.

## Supporting Social Solidarity: Partnership with LÖSEV

In line with our social responsibility approach, we place great importance on fostering solidarity with different segments of society. Within this scope, members of the Foundation for Children with Leukemia (LÖSEV) visited our company to showcase their handmade products. We participated in this meaningful event by purchasing LÖSEV's products together with our employees, thereby supporting the foundation.

These social solidarity activities not only provide financial support but also raise our employees' awareness of social responsibility and contribute to broader societal consciousness. At Kirpart, we believe that establishing such connections with disadvantaged groups creates a positive impact in society and we view this support as an integral part of our sustainability approach.







## Social Sustainability



### Proud to Support Inspiring Women

In line with our commitment to gender equality, inclusivity, and increasing the representation of women in engineering, we place great importance on initiatives that empower female engineers. Within this scope, we contributed as a sponsor to the Women Engineers' Day Event organized by the Bursa Women Engineers Association (BUMKAD).



### Our Steps for Solidarity

With a sense of social responsibility, we value making a positive impact on the lives of those in need. In this context, we participated in the solidarity run organized for individuals with cerebral palsy and children with disabilities affected by the earthquake in Hatay, running in the Istanbul Marathon.



**CEREBRAL PALSY TÜRKİYE İLE BİRLİKTE  
HATAY'DAKİ DEPREMZEDE ENGELLİ  
ÇOCUKLAR İÇİN  
KOŞUYORUZ!**





## Social Sustainability



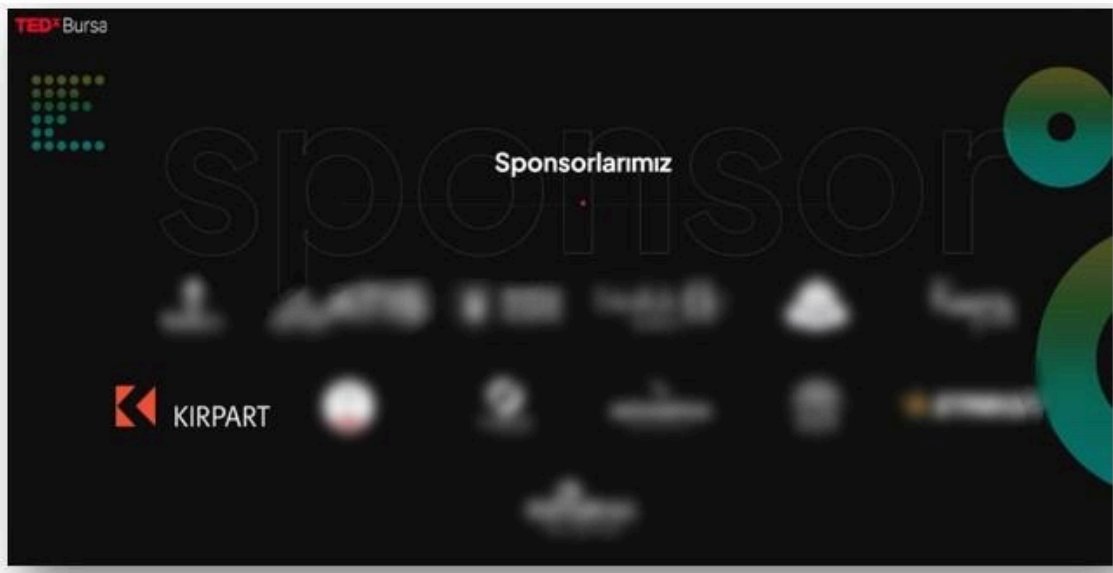
### The Best Gift for Mothers: Solidarity

This year, to celebrate Mother's Day in a more meaningful way, we made a donation to the Hope for Children with Cancer Foundation (KAÇUV) on behalf of all mothers. Through this contribution, we supported the provision of accommodation, education, and psychosocial assistance to children undergoing cancer treatment and their families.



### Sharing the Power of Ideas: Our TEDx Sponsorship

We believe that creativity, knowledge sharing, and intellectual development are vital for the sustainable future of societies. With this understanding, by sponsoring TEDx events, we contribute to the dissemination of ideas that bring together diverse perspectives and create social impact.



## Social Sustainability



### A Part of Our Work: Contributing to Society and Promoting an Active Lifestyle

Through corporate participation in running events, sports activities, and donation campaigns, we support an active lifestyle for both our employees and the wider community, while also enhancing social impact.

In this context, events in which we participate not only individually but also as teams strengthen employee engagement and motivation. Activities such as Dragon Fest, where our corporate teams take part, foster team spirit and create opportunities for solidarity and interaction with companies from different sectors.

We continue to be an active corporate citizen in areas such as gender equality, youth empowerment, healthy living, education, and social solidarity.



“We share our energy with both society and each other.”





# Social Sustainability



## Continuous Improvement

Our company's success is built on our human resources. We continue to invest in the health, safety, and continuous development of our employees. Through our training programs, we support both technical and personal development while ensuring equal opportunities across all our processes. We value diversity and inclusion, providing a respectful and equitable work environment for all our employees.



## Contribution to Education: Supporting the Next Generation of Computer Scientists

To support the skilled workforce of the future and encourage young people's development in technology, we established an Information Technology classroom at Orhangazi Vocational and Technical Anatolian High School.

This classroom aims to equip students with the digital skills required by the modern era, enhance their competencies in the field of informatics, and contribute to their professional development. Guided by our belief in equal opportunities in education, we believe this contribution will not only foster individual achievements but also support the technological transformation of our country.

We recognize that education is the foundation of sustainable development and will continue to support projects that help young people gain the skills they need to succeed.



# Social Sustainability



## Occupational Health and Safety

Occupational Health and Safety (OHS) is an integral part of our corporate culture. To ensure the safety of our employees, we adopt a risk-based approach and aim to prevent workplace accidents through regular inspections, training, and improvement activities. Guided by the principle of “Zero Accidents,” we promote a preventive culture throughout the organization.

As part of our year-end training, an Occupational Health and Safety (OHS) Theater was organized for Kirpart employees. This unique event provided all employees with an interactive and memorable awareness experience, offering an alternative to traditional training methods.

### Accident Frequency Rate



\*As of the report date, the average MESS 2024 data has not been published; therefore, the MESS data shown in the chart represents the year 2023.

### Occupational Health and Safety Demonstration





# Highlights of Our Social Performance

The greatest force driving Kirpart's present and future is our employees, who journey with us. Throughout 2024, we have focused on supporting their development, ensuring they work under favorable conditions, and encouraging their participation in decision making processes.



**604**

Employees

**85**

Female

**519**

Male



**36**

Hours of training per employee in 2024

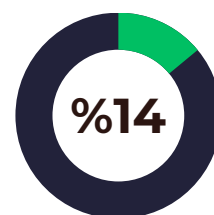
## Employee Turnover Rate



We consider our human resources not only as a production force but also as the key part of our corporate culture and sustainability. With this perspective, we regularly monitor our employee turnover rate to enhance employee engagement and preserve corporate memory, considering this data as a key indicator in shaping our human resources strategies.

At Kirpart, we conduct all our recruitment and human resources processes based on the principle of equal opportunity. We reject any discrimination based on gender, age, ethnic background, or any other personal differences, and evaluate candidates solely on competence and merit.

## Female Employee Ratio



# Highlights of Our Social Performance

We believe that sustainable development should be built not only on environmental and economic foundations but also on social ones. In line with this belief, supporting the participation of young talents in the workforce and preparing them for the future is one of the key priorities of our human resources policies.



# 40%

In 2024, the percentage of young people aged 30 and under in our new hires

Approximately 40% of our new hires in 2024 were under the age of 30. This figure reflects young people's desire to begin their career journeys at Kirpart and the impact of the opportunities our company offers to emerging talents. We believe that our young employees, particularly in technical areas such as production, quality, and engineering, bring dynamism to the organization.

In addition, through activities such as university-industry collaborations, internship programs, and career days, we engage with young people early on and contribute to their integration into the industry. In this context, youth employment is seen not only as a workforce strategy but also as a means of supporting social development.

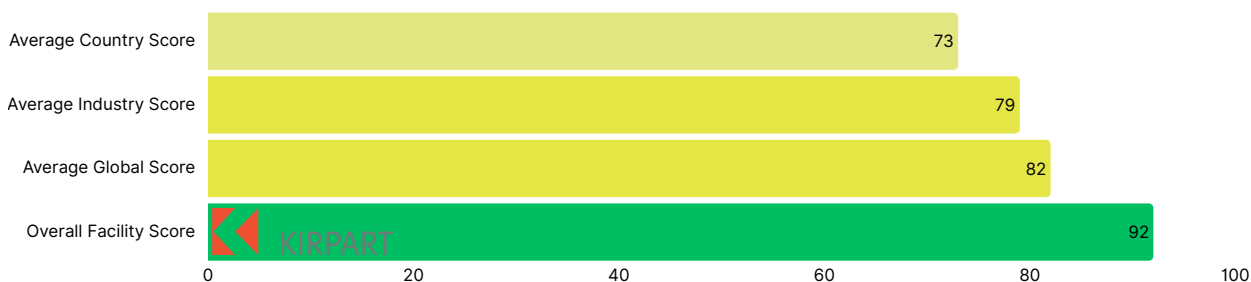




# Highlights of Our Social Performance

## Social Compliance Audit

In line with our sustainability approach, we prioritize a production philosophy that respects employee rights, is based on ethical principles, and emphasizes responsibility. Within this framework, we achieved a successful performance by scoring 92% in the social compliance audit conducted by our customer in 2024.



This result exceeds the global average (82%), the industry average (79%), and the national average (73%), demonstrating that Kirpart effectively implements its social sustainability principles.



# Human Resources Management

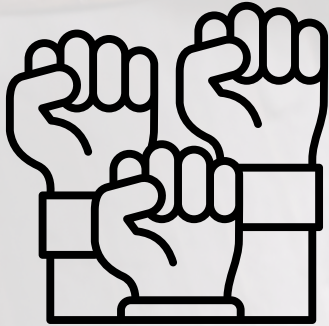
Our human resources management is built on strategies aimed at supporting employee development and providing a fair and inclusive work environment. Our corporate culture is shaped by the principles of trust, transparency, participation, and continuous improvement. Accordingly, various policies and practices are implemented to enhance employee satisfaction and build a sustainable workforce.

## Compensation and Benefits Policy

At Kirpart, the compensation policy is built on a fair, competitive, and performance-based system. Salaries, determined by considering industry standards, regional economic conditions, and the company's financial structure, support employee motivation and engagement. In addition, various benefits and perks are provided, including private health insurance, transportation and meal allowances, bonus schemes, and special support packages on designated occasions.



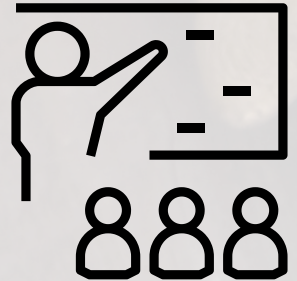
## Collective Labor Agreement and Union Rights



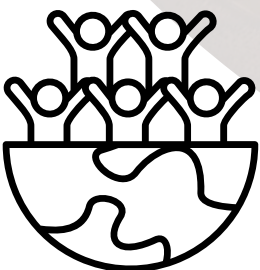
Kirpart respects employees' freedom of association and union rights. The Collective Labor Agreement (CLA) in place at our workplace serves as an important tool for protecting employee rights and improving working conditions. Within the scope of the CLA, salary increases, working hours, overtime arrangements, leave entitlements, and social benefits are clearly and transparently defined. The human resources department gets together regularly with union representatives to listen to employee requests and develop solutions.

## Training and Development

Supporting the professional and personal development of our employees is one of the key parts of Kirpart's human resources strategy. We offer a wide range of training opportunities, including technical courses, leadership programmes, competency-based development plans and digital skills training. Training programmes conducted under the Kirpart Training System enhance our employees' competencies, strengthening the company's competitive edge.



## Diversity, Equity and Inclusion



Kirpart adopts an approach that views diversity as an asset and provides equal opportunities to all employees. Regardless of gender, age, ethnic background, disability, or beliefs, all our employees are treated with the same respect, value, and opportunities. Equality is established as a fundamental principle in recruitment, promotion, and compensation processes.



# A Sustainable Future Guided by Ethical Values

By creating a fair, transparent, and responsible work environment, we embrace a corporate culture based on ethical values as an essential part of social sustainability. We strive to approach all our employees and business partners with respect.

Our Code of Ethical Conduct and Implementation Procedures aim to establish a work environment that respects human rights, rejects discrimination, embraces equal opportunities, and prioritizes employee safety. Our corporate culture is founded on integrity, responsibility, impartiality, and confidentiality. We are firmly against child labor and uphold transparency and high ethical standards in all our business processes.

Kirpart not only protects the rights of its employees but also totally fulfills its legal and ethical obligations in areas such as data privacy, personal data protection, and occupational health and safety. A zero-tolerance policy is enforced against any practices that undermine human dignity, including harassment, discrimination, abuse of authority, and modern slavery.



# 13

\*Number of reports submitted via the ethics line in 2024



Our Ethics Line system, through which our stakeholders can safely and confidentially report any situation that does not comply with ethical principles, is fully operational. The Ethics Line is accessible 24/7 via email, phone, or web portal, and all reports are handled confidentially and assessed through an independent process. This system supports a culture of open communication within the organization and contributes to strengthening ethical responsibility at every level.

This approach, which supports social sustainability, not only enhances the well-being of our workforce but also enables us to build long-term, trust-based relationships with society. Commitment to ethical values is an integral part of our sustainability approach, which considers not only the present but also future generations.





Kadına

EL

KAL-KA-MAZ!

#KadınaElKalkamaz!

KADES  
KADIN DESTEK





# Corporate Governance

At Kirpart, we believe that strong corporate governance is the foundation of long-term value creation. Accordingly, we conduct all our activities with a management approach based on ethical values, transparency, accountability, and sustainability.

A key element of our corporate governance approach is ensuring that our employees arrogates a culture of responsible management. Within this scope, through comprehensive training programs conducted at the end of each year, we raise awareness among all teams on critical topics such as occupational health and safety (OHS), environmental management, energy efficiency, and information security.

Sustainability is an integral part of this multidimensional training content, fostering awareness among our employees on reducing environmental impacts, efficient resource use, adherence to ethical principles, and social responsibility.



# Risk Management

In planning all our business processes in line with our strategic objectives, we consider the early identification, assessment, and management of potential risks as a fundamental element of our corporate governance approach.

To safeguard the sustainable growth of our company, we systematically address risks at financial, operational, environmental, legal, and strategic levels, aiming to transform these risks into opportunities.



"Sustainable success is the ability to anticipate uncertainties and turn them into opportunities."

Our risk management approach is designed not only to prevent adverse events but also to enhance organizational resilience, support decision-making processes, and create sustainable value. In this context:

- Risks are reviewed periodically,
- They are prioritized through impact and likelihood analyses,
- Necessary control mechanisms are developed,
- Monitoring and improvement activities are carried out in coordination with relevant units.

In addition to external factors such as global competition, regulatory changes, supply chain uncertainties, and climate-driven transformations, we also address operational and managerial risks within our internal processes from a holistic perspective.

Thanks to this systematic approach, we are able to anticipate not only current threats but also future opportunities, building a stronger and more resilient structure for long-term success.



# Risks and Opportunities in Governance

Fluctuations in global markets, economic uncertainties, and rapid changes in customer demands contain various risks for Kirpart, as they do for all companies in the manufacturing sector. In this dynamic environment, we adopt a proactive and flexible approach to potential risks to enable sustainable success.

We balance our commercial risks by diversifying our customer portfolio across different geographies and industries, and we create a structure capable of quickly responding to changing market needs by expanding our product range. We continuously monitor market trends and manage both operational and strategic risks through insight-driven decision-making processes.

Being aware of the global sustainability agenda, we develop projects aimed at reducing our environmental impact and integrate practices that enhance resource efficiency into our business processes. Our R&D investments not only improve product quality and productivity but also strengthen our competitive advantage in the industry.

By investing in new technologies, digitalization, and eco-friendly production methods, we develop sustainable solutions that meet our customers' expectations while addressing environmental and social challenges. In line with this approach, we support innovation through collaborations with universities, technology providers, and startups, building a more agile and adaptable organizational structure in response to changing conditions.

We regularly review our risk management processes and act with a mindset of continuous improvement to be prepared not only for today's risks but also for future opportunities. Thanks to this comprehensive perspective, we continue with determination to strengthen our position in the industry and contribute to a more sustainable future.

“Our governance approach focuses on looking beyond risks and shaping the future.”





## Our Approach to Environmental Risks

Environmental threats such as climate change, depletion of natural resources, and energy and water scarcity pose significant risks not only to ecosystems but also to industrial production processes. At Kirpart, we act with awareness of these risks, systematically assess our environmental impacts, and identify factors that could threaten business continuity at an early stage.

We consider environmental risks not only as external threats but also as strategic factors for the efficiency of our operations and the sustainability of our relationships with stakeholders. In this context, we integrate risk-mitigation practices across all operational processes in areas such as energy efficiency, waste management, water consumption reduction, and emission control.



We consider environmental risk management as an integral part of our corporate strategy and act with an awareness of our responsibility to protect not only today's resources but also those of the future.

From our supply chain to the final product, we not only ensure full compliance with environmental regulations but also advance our environmental responsibility through proactive policies. We closely monitor risks arising from potential climate changes and carbon regulations and implement technological and process investments that turn these risks into opportunities.

In addition, we act with an awareness of preserving the ecological balance in the region where our facility is located, creating a work environment that is compatible with local wildlife to minimize our environmental impact. The protection of forest areas, biodiversity, waste reduction, and efficient use of water resources are among our top environmental priorities.



# Our Approach to Risk Analysis in Management Systems

As an organization certified to leading industry standards, we consider our management systems not solely as compliance requirements but also as a strategic framework for corporate risk management. Through these systems, we continuously improve our processes while analyzing internal and external risks that could impact the sustainability of our company from a holistic perspective.

Our risk-based thinking approach is applied across all business processes, covering quality, environmental, energy, information security, and automotive-specific requirements. It aims to identify risks early, mitigate their impacts, and capitalize on opportunities. This approach safeguards not only production quality but also our company's environmental, social, and governance performance.



01

## Climate Change and EU Regulations

Increase in carbon emissions, Unpreparedness for the EU Green Deal compliance process, Rising costs, Export barriers



04

## Employee Engagement

An increase in employee turnover, loss of skilled workers, decreased motivation, and breakdowns in internal communication



02

## Energy

High energy costs, energy inefficiencies, power outages, and failure to meet energy performance targets



05

## Human Rights and Ethics

Human rights violations in the supply chain, unethical practices, non-compliance with regulations, and damage to the company's reputation



03

## Ecological

Disruptions in waste management, depletion of water resources, negative impacts on ecosystems, and loss of environmental permits



06

## Harmony with the Local Community

Social unrest in the operating region, lack of transparent communication, erosion of stakeholder trust, and regional environmental challenge

We regularly review the identified risk areas and implement policies, objectives, and practices through our management systems to control these risks. In doing so, we not only ensure legal compliance but also enhance our corporate resilience, enabling us to continue creating long term value.

# Management Systems

We support our sustainability goals with a robust and integrated management system infrastructure. In critical areas such as quality, environment, occupational health and safety, energy management, and information security, we operate our activities systematically and measurably through management systems that comply with international standards.

Our integrated management systems, compliant with standards such as ISO 9001, IATF 16949, ISO 14001, and ISO 50001, ensure not only the fulfillment of legal requirements but also the dissemination of a continuous improvement culture throughout the organization.

Management Systems Standards	
IATF 16949:2016	Automotive Quality Management System Standard
ISO 9001:2015	Quality Management Systems
ISO 14001:2015	Environmental Management Systems
ISO/IEC 27001:2022	Information Security Management System
ISO 50001:2018	Energy Management Systems
TISAX	Trusted Information Security Assessment Exchange

## Throughout 2024:

- We strengthened our process monitoring systems to enhance energy and resource efficiency,
- We integrated risk-based thinking and a life-cycle perspective into all our processes to reduce environmental impacts,
- We adopted preventive approaches in occupational health and safety practices, emphasizing employee participation,
- We transitioned to ISO 27001:2022 in line with principles of transparency in data security and information access.

Our commitment to management systems not only secures Kirpart's present but also its future, forming the keystone of a transparent, accountable, and sustainable corporate structure.





# Information Security

In today's era of accelerated digitalization, where data has become a strategic asset, we consider information security as a fundamental pillar of our corporate sustainability organization. We adopt a secure and transparent data management approach in both our production processes and collaborations, recognizing the trust of all our stakeholders as a core value.

Information security is not solely a technical matter but also an integral part of our corporate culture. Accordingly, we carry out systematic efforts to protect our information assets, identify and control potential risks in advance, and strengthen our processes with a continuous improvement approach. Through the information security infrastructure we have established, we ensure a secure data management environment both within internal processes and across the supply chain.

Complying with international standards is one of our top priorities in this area. Through the ISO 27001 Information Security Management System, we establish information security policies across the organization and regularly review our processes in line with these standards. Additionally, by undergoing TISAX (Trusted Information Security Assessment Exchange) audits, which cover security requirements specific to the automotive sector, we ensure the highest level of security for the data we share with our business partners.

At Kirpart, information security is regarded as a shared responsibility of all departments, not just the IT team. Therefore, we continuously maintain an active information security culture through internal awareness initiatives, regular training, and policy updates. Additionally, we integrate security criteria from the outset in our digitalization projects, ensuring a proactive approach to data protection.

Our approach to information security directly supports our goal of establishing a sustainable, ethical, and responsible business model, reinforcing our commitment to trust with our customers, business partners and employees.



# Our Sustainability Strategy

We consider sustainability not solely as environmental awareness or social responsibility, but as an integral part of our entire business model, decision-making processes, and future vision. Our sustainability strategy, which aims to create long-term value, focuses on reducing our environmental impact, contributing to society, and enhancing the resilience of our business.

At the core of our strategy lies our "**Part of Future**" philosophy. With the vision of producing the components of the future, we combat climate change, prioritize resource efficiency, develop innovative products, and commit to being a responsible business partner for all our stakeholders. We support our environmental, social, and governance (ESG) performance with integrated management systems and embrace sustainable business practices guided by principles of transparency, ethical management, and continuous improvement.

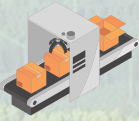
Bu strateji doğrultusunda odaklandığımız başlıca alanlar:



- **Climate Action:** Reducing our carbon emissions and supporting the transition to a low-carbon economy.



- **Resource Efficiency:** Using energy and water efficiently, minimizing waste, and implementing circular solutions.



- **Responsible Production:** Promoting sustainability criteria across the supply chain.



- **Employee Well-being:** Providing a safe, inclusive, and diversity-supportive work environment.



- **Social Impact:** Working in harmony with local communities and creating value through social projects.



- **Ethical and Transparent Management:** Continuously improving corporate governance practices to reinforce stakeholder trust.



# Our Sustainability Strategy

## Financing Provided by the EBRD

Kirpart has secured financing from the European Bank for Reconstruction and Development (EBRD) in line with its objectives for sustainable growth and compliance with international standards. The EBRD is an international financial institution that prioritizes compliance with environmental, social, and governance (ESG) criteria as well as financial reliability.

This financing has not only confirmed Kirpart's financial strength and corporate governance approach but also serves as evidence that our sustainability practices are recognized at an international level. The funds are being utilized in projects that support energy efficiency, modernization of production technologies, and the transition to a low-carbon economy.



"Our access to financing provided by the European Bank for Reconstruction and Development (EBRD) has been a strong confirmation of our commitment to the transition to a low-carbon economy and our vision for sustainable growth."

**Levent Manay**  
Finance Director

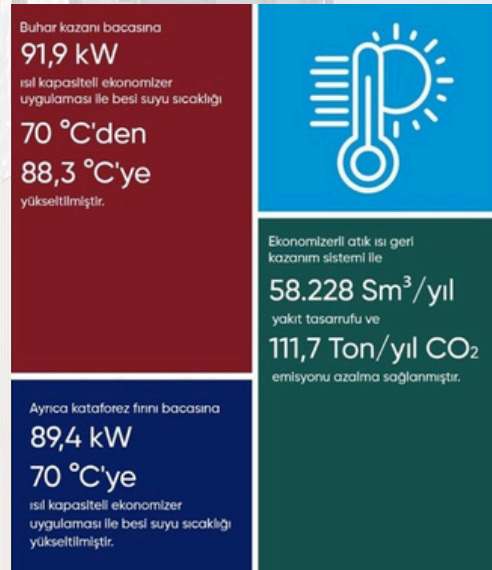
## Our Projects

Kirpart aims to support every step of its sustainability journey with measurable achievements. Our projects, covering a wide range from energy to water, waste management to digitalization, address not only the needs of today but also those of the future. Each project is designed to use our resources more efficiently, reduce environmental impacts, and create value for society.

In line with this approach, concrete projects are being implemented in various areas, such as energy recovery from stack heat, optimization of water conditioning systems, water recovery from waste oils, digitalization of production forms, and reuse of treated water. The resulting savings in energy, water, and resources serve as important milestones in achieving our sustainability goals.

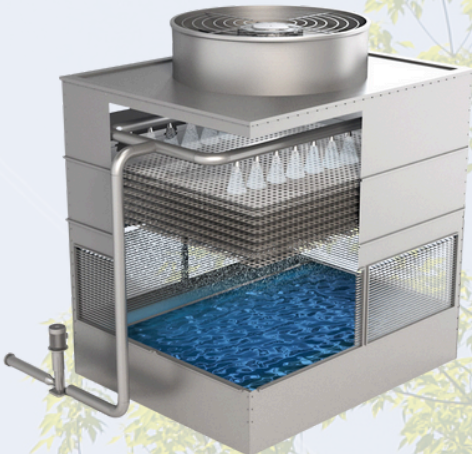
### Energy Efficiency

Kirpart operates with the principle of reclaiming every value generated in production. Within this scope, a planned project aims to reuse the heat emitted from the chimneys of aluminum melting furnaces in different areas. This initiative not only results in energy savings but also demonstrates environmental responsibility. It is estimated that approximately **60 thousand cubic meters of natural gas** will be saved annually, **preventing 112 tons of CO2** emissions per year.



### Water Resources Management

Water is one of the most valuable resources of the future. Through optimization efforts in our water conditioning systems, we are adopting a new approach in the softening processes. This application aims to achieve a 25% reduction in water consumption.



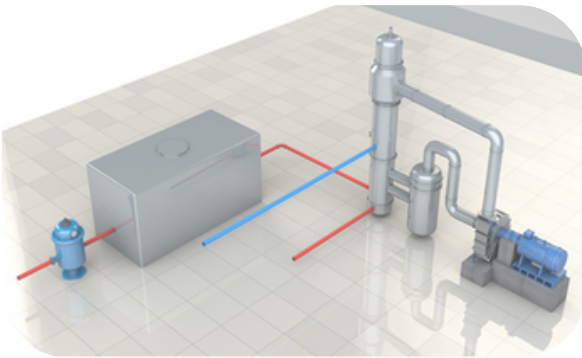


# Our Projects

## Sustainable Solutions

### Water Resources Management

With our system that enables the reuse of wastewater, we are taking our circular economy approach one step further. By reusing water from the treatment facility, we aim to return approximately **17,000 m<sup>3</sup> of water** annually to our production processes, thereby contributing both to the conservation of natural water resources and the enhancement of our operational efficiency.



### Resource Efficiency Through Digitalization

When resource conservation is combined with digitalization, a more sustainable future is created. By transferring the papers used in our production processes to a digital platform, we have accelerated processes, increased operational efficiency, and **set a goal to reduce paper consumption by up to 50% by 2030**. This approach allows us both to minimize our environmental impact and to establish a more transparent and traceable system within our production processes.



# Sustainable Development Goals and Our Focus Areas

In shaping our activities, we align with the United Nations Sustainable Development Goals (SDGs) and manage our economic, social, and environmental impacts within this framework. The focus areas outlined below aim both to reinforce our leading position in the industry and to build a fairer, more resilient, and livable future together with our stakeholders.



## Climate and Environment Friendly Production

Energy efficiency, emission reduction and conservation of natural resources.



## Employee Development

Employee training and equal opportunity



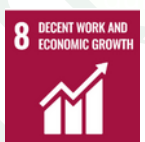
## Equal Opportunity

Gender equality



## Occupational Health and Safety

Employee health and safety



## Sustainability in the Supply Chain

Ethical sourcing and partnerships aligned with environmental and social criteria.



## Corporate Governance and Ethics

Transparency, anti-corruption and ethical management.



# Kirpart's 2030 Sustainability Roadmap











We build our strategy on contributing to sustainable mobility by pushing the boundaries of existing technologies. We recognize that our contribution to sustainable development is not limited to our products and processes; it also encompasses the well-being of our employees, our supply chain stakeholders, the communities in which we operate, and the protection of the environment as a whole.

Our sustainability framework is built on three core ESG (Environmental, Social, Governance) pillars, and we have integrated our identified material topics into the relevant business areas. This structure enables us to fulfill our environmental responsibilities while strengthening our workforce and innovation capacity, and at the same time, advancing our goals for energy efficiency and climate-friendly production.

Kirpart's 2030 Sustainability Roadmap includes concrete targets and performance indicators for each material topic. We regularly monitor and review these targets to ensure alignment with our sustainability vision. By updating our roadmap when necessary, we aim to steer our strategic developments in the most effective manner.



# 2030 Sustainability Goals

Indicator	Unit	Target	Baseline: 2032 Performance	2024 Performance	Change compared to the base year	Relevant SDG
Reduce Scope 1-2 emissions per product by 50%	tCO2e / Produced product	2030	0,00064	0,00050	↓ -21,88%	
Reduce water consumption per product by 50%	Water Consumption (m³) / Product (units)	2030	3,86	2,92	↓ -24,35%	
Increase training hours per employee to over 50 hours	Hours	2030	41,51	36,75	↓ -11,47%	
Achieve a 20% female workforce ratio	Percent	2030	14,7%	14,1%	↓ -4,08%	
Reduce the number and severity of work-related accidents causing loss or restriction of work each year	Percent	2030	20%	16%	↓ -18,33%	
Assess the entire supply chain according to sustainability criteria	Percent	2030	-	-		
Deliver ethics and compliance training to 100% of employees	Percent	2030	20%	26%	↑ 30,00%	

Every step we take on our sustainability journey strengthens our commitment to the future. In 2024, we achieved significant gains in reducing our environmental impact while succeeding in using water and energy more efficiently. Encouraging progress was made in diversity, and women's representation in our workforce continues to grow. Although we still have a way to go in some areas, each result reminds us that change is possible and that we can achieve our goals through collective effort. In the coming years, we aim to move forward with even more determined steps, transforming not only our company but also the world around us.





# Sustainability Rankings

Kirpart prioritizes participation in international assessment systems in line with its transparent reporting approach in the field of sustainability. In this context, our company regularly participates in **EcoVadis** and **NQC (SAQ)** assessments, using the results to guide the development of its sustainability strategy.

In 2024, Kirpart made significant progress in the **EcoVadis** assessment, improving its score compared to previous years and earning the “**Committed**” badge with a score of 48. In line with its **2030** targets, Kirpart aims to increase its **EcoVadis** score to 55.



Additionally, between 2022 and 2024, a consistent performance was maintained in the **NQC (SAQ)** assessments, with our score rising to B84 in 2024.

Assessment Body	2024	2023	2022
ecovadis	• 48 Points	• 38 Points	• 37 Point
SAQ NQC	• B84	• B83	• B83



Kirpart has committed to participating in **CDP** assessments by 2030, taking steps toward securing a stronger presence in global sustainability indices.

# Sustainable Product Design

## Design and Validation

In our operations, we act not only as a manufacturer but also with the vision of being a solutions partner. Our design expertise and validation infrastructure in product development processes are among the key elements that enable us to add value for our customers.

Thanks to our design capabilities, we work with our customers from the project inception phase using a co-designer approach, establishing engineering-based collaborations where product ideas are shaped together. This enables us to develop optimized, innovative product solutions that fully meet customer requirements.

## Prototyping

We can quickly transform the products we develop into physical models using our advanced 3D prototyping equipment, providing the advantage of rapid feedback and accelerated design iterations. Following prototyping, we subject our products to comprehensive testing and analysis processes in our in-house laboratory infrastructure to validate their performance and durability.



Thanks to this integrated structure, we can manage the entire product development process end-to-end, from design to validation, achieving high efficiency in both time and cost. At the same time, we can quickly adapt to customer-specific requirements and fully meet the automotive industry's expectations for quality, safety and sustainability.



# Sustainable Product Design

## R&D and Patent Activities

We believe that sustainable growth is only possible through technology- and knowledge-based production. Accordingly, we position our R&D activities as one of our strategic priorities and continuously invest in developing solutions that enhance product quality, reduce environmental impact, and strengthen our competitiveness.

One of the most tangible outcomes of our R&D efforts is our progress in intellectual property. With the patents we have increasingly filed in recent years, we are producing not only products but also knowledge and technology. At Kirpart, we make a difference in our industry with the design and utility model registrations we hold, contributing to sustainable competitiveness through high value-added solutions.

**5**

**\*Number of patents  
applied for in 2024**

**11**

**\*Number of patents  
registered for in 2024**

We believe that R&D expenditures are a tangible indicator of a company's commitment to technology, knowledge, and the future. Therefore, we view our R&D spending not merely as a cost item, but as a strategic investment that enhances our long-term competitiveness. The ratio of these investments to revenue is an important indicator of the extent to which our company prioritizes innovation.

**7,1%**

**\*The ratio of R&D expenditures to total  
revenue in 2024**

The outputs of our R&D activities, to which we allocate an increasing share of resources each year, are reflected not only in the products we bring to market but also in the patents and utility model registrations we hold. Our intellectual property portfolio reflects our original engineering solutions and the technical expertise that strengthens our position in the industry.

# Sustainable Product Design

## Our EMC Testing Capability

The resilience of our products containing electrical and electronic components against electromagnetic interference and their compatibility with systems is critical for product safety and regulatory compliance. In this context, Kirpart uses an EMC (Electromagnetic Compatibility) testing room during the testing process of electrical products.

- The EMC testing room allows us to measure both the electromagnetic emission and electromagnetic immunity levels of our products.
- These tests form the foundation for the safe operation of systems, particularly in vehicle electronics, smart cooling components, and sensor-equipped parts.
- EMC testing processes are carried out in accordance with automotive standards such as ISO 11452, CISPR 25, and ISO 7637, ensuring that our products comply with global regulations and customer requirements.

As of 2024, accreditation efforts with TÜRKAK have been initiated in our laboratory, which was established in accordance with the TS EN ISO/IEC 17025 standard.

Once this process is completed, Kirpart will have the capability to provide TÜRKAK-accredited EMC test reports.

Thus, we will be able to conduct EMC testing processes independently and in an accredited manner, not only for our own products but also for those required by our customers.

With our advanced testing infrastructure, we continue to steadfastly pursue our goal of developing sustainable and safe product solutions for electric vehicle systems.





# Our Approach to Sustainability in the Supply Chain

Today's global supply networks must be evaluated not only in terms of cost and quality but also in terms of environmental, social, and ethical responsibilities. At Kirpart, we manage our supply chain with this approach, ensuring that the principle of sustainability is considered at every stage of our products' life cycle.

We view our suppliers as responsible partners in;

- Reducing environmental impacts,
- Respecting human rights and employee well-being,
- Adopting ethical business practices.



With our sustainable supply chain approach, we not only enhance the value of our products but also build a more resilient and responsible manufacturing ecosystem.

Within this framework;

- We are reshaping our supplier selection and evaluation criteria with sustainability priorities in mind.
- We monitor performance in areas such as carbon footprint, energy efficiency, and waste management, and develop collaborations for the use of sustainable materials.

Additionally, by establishing strong relationships with local suppliers, we contribute to regional development while aiming to promote principles of transparency, ethical responsibility, and environmental awareness throughout the entire supply network.



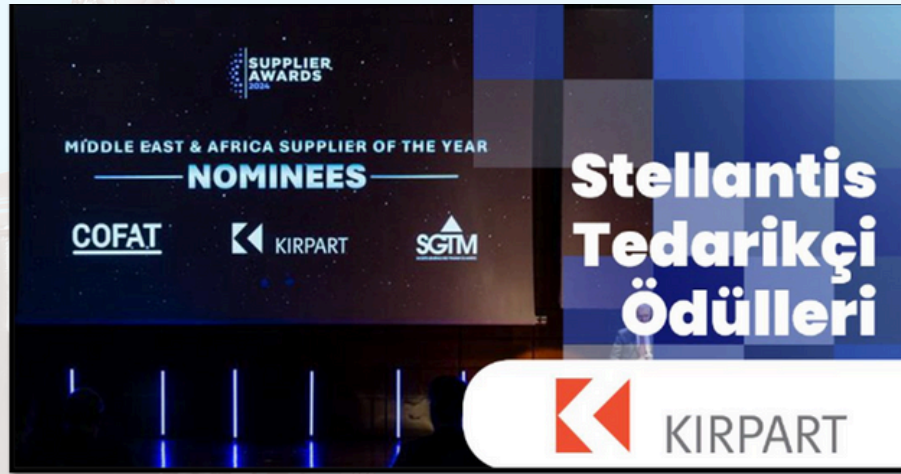




# Media and Press

## Awards

We are proud to be the only company from Turkey nominated for the Stellantis Group 2024 Supplier Awards, thanks to our production quality, sustainability approach, supply chain management, and customer-focused processes.



"Thanks to our committed investments in R&D and our sustainability-focused manufacturing approach, we are both a globally trusted supplier and a nationally recognized technology producer."



## Contribution to Sustainability through R&D

In the 2024 Turkishtime R&D 500 survey, Kırpart ranked 140<sup>th</sup> in R&D expenditures and 30<sup>th</sup> in registered patents.

This achievement demonstrates not only our innovation strength but also our commitment to developing sustainable solutions.

# Media and Press

## Awards

Being selected as the "Best Thermal Management Solutions Provider in Europe" by **Manufacturing Technology Insights**, our strong reputation in the industry has once again been recognized internationally.



"The core strength behind our success lies in the synergy between our advanced R&D team, state-of-the-art engineering infrastructure, material technologies, and smart manufacturing techniques."

**Süleyman Kahraman**  
Project Manager





## Media and Press



Thanks to our production capacity, export capabilities, sustainability focused investments, and customer satisfaction-driven business model, we climbed 49 places to rank 332<sup>nd</sup> in the “Turkey’s Top 500 Industrial Enterprises 2024” list prepared by the Istanbul Chamber of Industry.

Kirpart, advancing each year with higher goals, continues to shape the future of the industrial sector with its commitment to sustainable production, digital transformation, and global collaborations.

As Kirpart, thanks to the decisive steps we have taken in line with our export-oriented growth strategy, we ranked 601<sup>st</sup> on the “Top 1000 Exporting Companies” list announced by the Turkish Exporters Assembly (TİM).

Our success in making this list is a result of our competitiveness in global markets and the sustainable solutions we offer to our customers. The reliability we provide in terms of both product quality and customer satisfaction in the automotive sector is also reflected in our export performance.



# Media and Press

## Conference and Fair Participation

In order to closely follow industry developments and strengthen our global collaborations, we participated in leading fairs and congresses such as Automechanika Shanghai, AAPEX Show Las Vegas, IZB Wolfsburg, the International Automotive Technologies Congress, and the Makinistanbul Automotive Panel.



"We are on the global stage, sharing our strength."





# GRI Index

<b>Statement of Use</b>	Kirpart Otomotiv Parçaları San. ve Tic. A.Ş. has reported the information specified in this GRI content index for the period 01.01.2024–31.12.2024 with reference to the GRI standards.
<b>GRI 1 Used</b>	GRI 1: Foundation 2021

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION</b>
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	About Kirpart 9
	2-2 Entities included in the organization's sustainability reporting	About Kirpart 9
	2-3 Reporting period, frequency and contact point	About Kirpart 9
	2-4 Restatements of information	-
	2-5 External assurance	-
	2-6 Activities, value chain and other business relationships	About Kirpart 9, 12, 13, 14, 15 16, 17, 18
	2-7 Employees	Highlights of Our Social Performance 36, 37
	2-8 Workers who are not employees	Highlights of Our Social Performance 36, 37
	2-9 Governance structure and composition	A Sustainable Future with Ethical Values 39, 40
	2-10 Nomination and selection of the highest governance body	-
	2-11 Chair of the highest governance body	Message From the Board 5, 6
	2-12 Role of the highest governance body in overseeing the management of impacts	Message From the Board 5, 6
	2-13 Delegation of responsibility for managing impacts	About the Report 3
	2-14 Role of the highest governance body in sustainability reporting	Message from CEO 7, 8
	2-15 Conflicts of interest	A Sustainable Future with Ethical Values 39, 40
	2-16 Communication of critical concerns	A Sustainable Future with Ethical Values 39, 40
	2-17 Collective knowledge of the highest governance body	Our Sustainability Strategy 49

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GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 2: General Disclosures 2021</b>	2-18 Evaluation of the performance of the highest governance body	Human Resources Management 39
	2-19 Remuneration policies	Human Resources Management 39
	2-20 Process to determine remuneration	Human Resources Management 39
	2-21 Annual total compensation ratio	Human Resources Management 39
	2-22 Statement on sustainable development strategy	About the Report 3 Message From The Board 5, 6 CEO Message 7, 8 Our Sustainability Strategy 49
	2-23 Policy commitments	About Kirpart 9 (link)
	2-24 Embedding policy commitments	About Kirpart 9 (link)
	2-25 Processes to remediate negative impacts	Environmental Sustainability 20, 21 22 Highlights of Our Environmental Performance 23, 24
	2-26 Mechanisms for seeking advice and raising concerns	A Sustainable Future with Ethical Values 40
	2-27 Compliance with laws and regulations	Risk Management 43 Our Approach to Environmental Risks 45
	2-28 Membership associations	Corporate Memberships 18
	2-29 Approach to stakeholder engagement	A Sustainable Future with Ethical Values 40
	2-30 Collective bargaining agreements	Human Resources Management 39
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	Sustainable Development Goals and Our Focus Areas 50
	3-2 List of material topics	Sustainable Development Goals and Our Focus Areas 50
	3-3 Management of material topics	Sustainable Development Goals and Our Focus Areas 50



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GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	Distribution of Sales By Country 16
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change 21
	201-3 Defined benefit plan obligations and other retirement plans	Human Resources Management 39
	201-4 Financial assistance received from government	Corporate Memberships 18
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	-
	202-2 Proportion of senior management hired from the local community	Human Resources Management 39
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	Our Approach to Sustainability in the Supply Chain 60
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	A Sustainable Future with Ethical Values 40
	205-2 Communication and training about anti-corruption policies and procedures	A Sustainable Future with Ethical Values 40
	205-3 Confirmed incidents of corruption and actions taken	A Sustainable Future with Ethical Values 40
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	A Sustainable Future with Ethical Values 40
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	Energy Management 28
	302-2 Energy consumption outside of the organization	Energy Management 28
	302-3 Energy intensity	Energy Management 28
	302-4 Reduction of energy consumption	Energy Management 28
	302-5 Reductions in energy requirements of products and services	Energy Management 28

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GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	Highlights of Our Environmental Performance 24
	303-2 Management of water discharge-related impacts	Highlights of Our Environmental Performance 24
	303-3 Water withdrawal	Highlights of Our Environmental Performance 24
	303-4 Water discharge	Highlights of Our Environmental Performance 24
	303-5 Water consumption	Highlights of Our Environmental Performance 24
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	Highlights of Our Environmental Performance 24
	305-2 Energy indirect (Scope 2) GHG emissions	Highlights of Our Environmental Performance 24
	305-3 Other indirect (Scope 3) GHG emissions	-
	305-4 GHG emissions intensity	Highlights of Our Environmental Performance 24
	305-5 Reduction of GHG emissions	Message From The Board 5, 6 CEO Message 7, 8 Highlights of Our Environmental Performance 23 2030 Sustainability Goals 55
	305-6 Emissions of ozone-depleting substances (ODS)	Highlights of Our Environmental Performance 24
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Sustainability 21
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	Highlights of Our Environmental Performance 22
	306-2 Management of significant waste-related impacts	Highlights of Our Environmental Performance 22 Circularity and Efficiency 26
	306-3 Waste generated	Highlights of Our Environmental Performance 22
	306-4 Waste diverted from disposal	Highlights of Our Environmental Performance 22
	306-5 Waste directed to disposal	Highlights of Our Environmental Performance 22



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GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	Our Approach to Sustainability in the Supply Chain 60
	308-2 Negative environmental impacts in the supply chain and actions taken	Our Approach to Sustainability in the Supply Chain 60
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	Highlights of Our Social Performance 36, 37
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Resources Management 39
	401-3 Parental leave	Human Resources Management 39
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	Occupational Health and Safety 35
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety 35
	403-3 Occupational health services	Occupational Health and Safety 35
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety 35 Corporate Governance 42
	403-5 Worker training on occupational health and safety	Occupational Health and Safety 35 Corporate Governance 42
	403-6 Promotion of worker health	Occupational Health and Safety 35 Corporate Governance 42
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety 35 Corporate Governance 42 Management Systems 47
	403-8 Workers covered by an occupational health and safety management system	Human Resources Management 39
	403-9 Work-related injuries	Occupational Health and Safety 35
	403-10 Work-related ill health	Occupational Health and Safety 35
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	Highlights of Our Social Performance 36
	404-2 Programs for upgrading employee skills and transition assistance programs	Continuous Improvement 34 Human Resources Management 39 Highlights of Our Social Performance 36 Corporate Governance 42
	404-3 Percentage of employees receiving regular performance and career development reviews	Human Resources Management 39

# GRI Endeksi

GRI STANDARD	DISCLOSURE	LOCATION
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	Human Resources Management 39
	405-2 Ratio of basic salary and remuneration of women to men	Human Resources Management 39
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	Human Resources Management 39
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Resources Management 39
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	Our Approach to Sustainability in the Supply Chain 60
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Our Approach to Sustainability in the Supply Chain 60
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	A Sustainable Future with Ethical Values 40
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	Our Approach to Sustainability in the Supply Chain 60
	414-2 Negative social impacts in the supply chain and actions taken	Our Approach to Sustainability in the Supply Chain 60
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	-



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