İNCİ HOLDİNG

2024
Sustainability Report

Contents

About the Report

- Message from the President
- Message from the CEO
- Our ESG Performance for 2024

Sustainability Management

- Our Value Creation Model & Value Chain Representation
- Our Sustainability Strategy & Updated Sustainability Priorities
- Assessment of Current Competitive Risks in Our Sectors from an ESG Perspective
- Agile Adaptation to the Competitive Risks
- Sustainability Governance and Dissemination of Best Practices

Investment in Institutionalization for New Generations

- Our Strategic Preparedness Against Corporate Governance Risks
- Our Robust Risk and Audit Approach on the Path to Corporate Resilience
- Ethical Leadership and a Value-Creating Corporate Culture
- Collaborations with Global Partners

Investment in People and Society for New Generations

- Our Strategic Preparedness Against Global Social Risks
- Talent & Engagement Management
- Employee Health and Safety
- Contribution to Employment & Decent Work
- Gender Equality/Strengthening Employment with Women
- Support for Quality Education

Investment in Responsible Production and Responsible Consumption for New Generations

- Strategic Preparedness Against Global Risks Related to Climate Change
- Climate Change and Carbon Strategies – Energy and Emission Management
- Climate Change and Resource Conservation – Water Management and Circular Economy
- Environmentally Friendly Products and Services
- Sustainability in the Supply Chain
- Our Approach to Biodiversity

Investment in Innovation for New Generations

- Strategic Preparedness Against Global Risks Related to Technology and Innovation
- Investment in Future Business Areas
- Collaborations with the Ecosystem
- Digital Transformation

Appendices

- Performance Indicators (5-year)
- Reporting and Technical Terms Guide
- İnci Holding Sustainable Stakeholder Engagement for 2024
- Our Memberships & Awards & Certifications

GRI Content Index

About the Report

As İnci Holding, we continue to implement our sustainability efforts based on the principles of transparency, accountability, and continuous improvement. In this context, our fourth Sustainability Report comprehensively presents our activities between January 1st and December 31st, 2024, as well as our environmental, social, and governance (ESG) performance, strategic priorities, and our vision for a sustainable future.

In our 2024 report, we acted in line with the principle of double materiality by adapting to changing global dynamics. We considered both the environmental and social impacts of our operations as well as the effects of sustainability risks and opportunities on our business. Topics such as the climate crisis, depletion of natural resources, transition, and impact management across the value chain were at the core of our strategic agenda.

Our report highlights the practices that contribute to the achievement of the United Nations Sustainable Development Goals (SDGs) and this report has been prepared in accordance with the Global Reporting Initiative (GRI) standards. Covering all group companies affiliated with İnci Holding Inc., this document also serves as our annual Communication on Progress (CoP) as a signatory of the United Nations Global Compact (UNGC).
In this year's reporting approach, we adopted a results- and impact-oriented structure that is simplified yet enriched with strategic references. References to relevant policy documents, management systems, and programs support our approaches to priority sustainability topics and our performance in these areas.

The 2024 İnci Holding Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. Covering the activities of the İnci Group, the report includes İnci Holding Inc., Maxion İnci Wheel Industry Inc., Maxion Jantaş Wheel Industry and Trade Inc., İnci GS Yuasa Battery Industry and Trade Inc., İncitaş Motor Vehicles Industry Inc., Yusen İnci Logistics Trade Inc., ISM Minibar Machinery and Electrical Industry and Trade Inc., Vinci B.V. Venture Capital, and the Cevdet İnci Education Foundation. It focuses on activities between January 1, 2024 and, December 31, 2024.

As İnci Holding, we aim to advance our sustainability journey not only by sharing our achievements but also by sincerely acknowledging areas open to improvement. Your feedback is an important part of this process.

We would be pleased to receive any comments or suggestions you may have regarding the report: **surdurulebilirlik@inciholding.com**

You can access İnci Holding's Sustainability Report for the year 2023 from here.

Message from the President

CİHAN ELBİRLİK

PRESIDENT



Dear Stakeholders,

We consider sustainability reports as a strategic tool that enhances İnci Holding's sustainability journey and transparently connects it with our stakeholders. This report, which we are sharing with you for the fourth time, serves as a strong guide to make visible our responsibilities for the future, the risks we need to manage, the areas of opportunity, and the impact we will create together.

In a period marked by energy and raw material crises, unpredictable disruptions in supply chains, and the redefinition of competitiveness in Europe through climate change and industrial policies, we reaffirm the importance of our strategic priority: "Investment in Institutionalization for New Generations."

Our focus on institutionalization enables us to take proactive measures against current risks and build a resilient and sustainable structure in the face of long-term uncertainties and changes.

In our current areas of operation, we focus on environmentally friendly technologies and efficiency solutions based on digitalization. In our future-oriented investments, we concentrate on areas such as energy storage and mobile cooling. As always, we place innovation at the center of our existing production processes and our mutual relationships with the entrepreneurship ecosystem.

As a holding company, we continue to prioritize integrating a sustainability perspective into every stage of our value chain across all sectors in which we operate. The business world must be an effective solution partner for all stakeholders in the face of global challenges such as climate change, depletion of natural resources, and social inequality.

Acting in an environmentally conscious, human- and society-centered manner, adhering to ethical and transparent governance principles, and ensuring the sustainability of economic value creation will remain among our key priorities every year. This report not only provides a summary of our environmental, social, and governance (ESG) performance over the past year, but also serves as a concrete expression of our responsibility to society, the environment, and future generations.

I would like to extend my sincere thanks to our valued colleagues and stakeholders who contributed to the preparation of our 2024 Sustainability Report. This report reflects the progress İnci Holding has made on its sustainability journey and its determined advancement toward its goals.

Sincerely,

Message from the CEO

ZEKİ ŞAFAK OZAN

CEO & BOARD MEMBER



Dear Stakeholders,

We are pleased to share with you our fourth sustainability report this year. In our report covering the year 2024, we present the developments in our group's sustainability journey transparently, reviewing not only what we have achieved together but also the areas we need to improve, our responsibilities, and the risks ahead.

We are currently experiencing a period where global risks are diversifying, the need for updates and changes in EU regulations is accelerating from a competitiveness perspective, and the transformative impact of technologies such as artificial intelligence is intensifying. In this context, considering the transformative effects of global developments and risks on the business world, we reshaped our sustainability priorities and their significance in 2024 with a **"double materiality"** approach.

Aligned with our climate goals and our strategic priority of "Investment in Responsible Production and Responsible Consumption for New Generations," we reduced our **carbon emissions by 20% compared to the previous year,** bringing them down to 80,847 tCO_2e. This achievement demonstrates that we have gained substantial momentum toward our 2035 target of a 50% reduction in emissions. In terms of resource conservation and circular economy, our group-wide waste **recycling rate reached 94% and our water recovery rate reached 24%.** We consider these results, achieved through implemented projects and practices, as essential milestones and continue to deepen our efforts, with long-term goals that includes the circular economy, alternative energy investments, and full compliance with environmental regulations.

Under our priority of "Investment in Innovation for New Generations," İnci Holding continued to focus on innovative solutions in 2024 to address not only climate change and its environmental impacts but also digital and technological risks. Through our open innovation platform, **İnci Radar**, we continued to connect sustainability solutions from startups with our companies via collaborations with the entrepreneurship ecosystem. In line with our open innovation approach, we conducted 22 pilot projects between our group companies and startups in 2024, and **signed supplier agreements with 7 startups** to establish long-term partnerships.

Message from the CEO

Another critical focus area was measuring the impact of the projects implemented through our collaborations with the entrepreneurship ecosystem. For example, through our partnership with Apollo IoT in the field of energy monitoring, we have reduced carbon emissions by **350,000 kg CO_2**. With **3 open innovation calls** throughout the year, we took another step forward in our goal of combining sustainable solutions with technology. Our digital transformation projects, supported by AI-based systems, contributed to our goal of increasing operational efficiency while reducing environmental impacts.

Within the scope of our primary priority and goals "Investment in People and Society for New Generations," we completed another year of implementing sustainable practices that support equal participation of women in the workforce and access to quality education for young people. Under the leadership of our Cevdet İnci Education Foundation (İnci Vakfı), which has been active for nearly 40 years, and in collaboration with our Holding, we enabled young women to access various vocational training programs through new and strong stakeholder partnerships in our **"At Work and In Education" program**.

With the inclusive culture and corporate values we embrace as a holding company, we have taken holistic steps focused on employee engagement, talent management, leadership development, digital learning, and flexible working practices. Under our priority of "Investment in Institutionalization for New Generations," we strengthened our **corporate risk management** processes with an **ethical leadership** approach, making decisions based not on financial success but on sustaining our values and building long-term trust with all stakeholders.

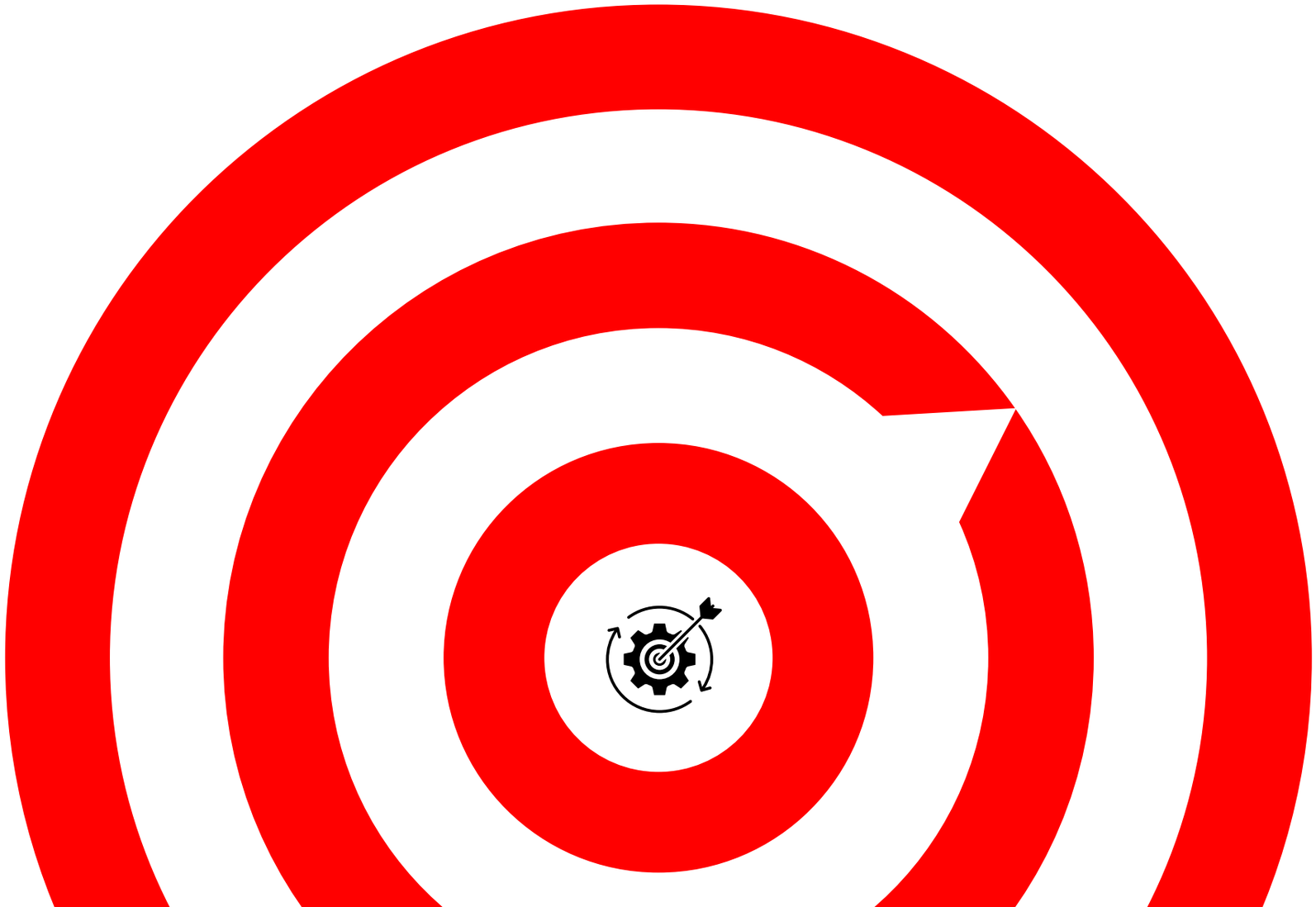
In the long term, institutionalization, along with supporting social development and societal progress, is among our most important topics to ensure preparedness against today's and tomorrow's social risks and to strengthen our corporate structure.

This report serves as a guide to make visible our responsibilities, risks, areas of opportunity, and the impact we will create together for the future. Through the transparency of our practices and results shared in this report, we reflect on our areas for development and view them as opportunities.

I would like to thank all our employees and stakeholders who contribute to our success and progress on this journey, where we always continually strive to do better.

Sincerely,

a Glance *at 2024*



a Glance at **2024**

OUR GROUP COMPANIES

automotive

MAXION İNCİ

MAXION JANTAŞ

İNCİ GS YUASA

service

Yusen Logistics
A Joint Venture of Yusen Logistics and İnci Holding

LSM minibar

incitaş

technology

VINCI

FLOW TECH

social responsibility

inci vakfı

inci akademi

a Glance at 2024

60%
Export to more than 100 countries, accounting for 60% of total production.

11 Organizations
Operations primarily span the automotive supply industry, as well as service and technology sectors, and social responsibility initiatives.

3200+
Employees

TİM*
1.000
3 companies are listed in the TİM 1000

3RD Generation
Since 2025, the President of the Board has been from the 3rd generation.

İSO*
500
3 companies are listed in the İSO 500.

Our Environmental Performance

Our Carbon Emissions (Scope 1 & 2)

80.847 CO_2 ↓

Our carbon emissions have decreased by

20 % *Compared to the 2023 reference year*

Our Total Waste Amount

54.496 tons ↓

Change in Our Total Waste Rate Compared to 2023

10 % ↓

Our Recycled Waste Rate

94 % ↓

Our Water Consumption Amount

1.401.959 m^3 →

Our Water Recovery Rate

24 % ↑

Rate of Recycled Input Materials Used

30 % ↑

The Ratio of New Suppliers Screened Using Environmental Criteria

29 % ↑

Amount of Electricity Generated from Solar Power Plant (SPP) Renewable Energy Investment

400.000 kWh ↑

Our Carbon Emission Reduction Rate Achieved Through the Renewable Energy Certificate (I-REC)

45 % ↑

İAmount of Carbon Emissions Prevented Through Inci Radar Matching

350.000 $kgCO_2/year$

Ratio of Our Facilities Certified with ISO 14001

84 % ↑

Change Rate of Our Carbon Emission Intensity (Based on Revenue in TRY)

32 % ↓

Please consider the following for evaluations based on the year 2023;

↑ Increase compared to 2023

↓ Decrease or reduction compared to 2023

→ No change compared to 2023.

Green arrows represent positive increases or reductions, while **Red** arrows indicate negative increases or reductions.

Our Social Performance

Ratio of Female Employees

9,7% ↑

Ratio of Female Senior Executives

32% ↓

Ratio of Female Mid-Level Managers

30% ↓

Ratio of Newly Hired Female Field Employees

5% ↑

Employee Turnover Rate

12,89% ↓



Accident Frequency Rate

36%

Fatal Accident

0 →

Occupational Disease

0 →

Average Training Hours per Employee

24,9 HOURS ↓

Overall Employment Rate of the 11th Term of the Genç İnci Talent Acquisition Program

67% ↓

Number of NGO Memberships

47% ↑

Click Here to Explore Our NGO Memberships

Our Inovation
Performance

Number of R&D Projects

99 ↑

Number of Patent Applications

7 ↑

Number of Startups We've Signed Supplier Agreements With

7 ↑

Open Innovation Call

3 ↑



Our Total R&D Investments

Increased by

3,2

Times!*

*Compared to the Year 2023

Number of Newly Scanned Startups

78 ↑

Our International Collaborations

4

Our Governance & Economic Performance

Our Group-Level Growth Rate Over the Last 5 Years (TRY)

50% ↑

Our Group-Level Growth Rate Over the Last 5 Years (EUR)

6% ↓

Portfolio Development and Number of Projects Reviewed for Investment

6% ↓

Change in Number of Ethics Cases

91 ↑

Violation Reports

Improvement in the Resolution Time of Cases Reported to the **Ethics Hotline**

20% ↑

TİM 2024

On Türkiye's Top 1000 Exporters List

3 COMPANY →

ISO 2024

On Türkiye's Top 500 Industrial Enterprises List

3 COMPANY →

Board Meeting Attendance Rate

98% →

Sustainability Management

OUR VALUE CREATION MODEL

OUR RESOURCES

OUR HUMAN CAPITAL
A culture that fosters talent, embraces inclusivity, and prioritizes engagement

OUR SOCIAL & RELATIONAL CAPITAL
Ethical relationships, stakeholder collaboration, and societal benefit

FINANCIAL RESOURCES
Strong capital structure & resource management
Sustainable growth and investments

OUR INTELLECTUAL & NATURAL CAPITAL
Data-driven, agile, and competitive digital infrastructure
ESG-oriented investment approach Strong ecosystem leadership

OUR PATH TO SUCCESS

VALUE-DRIVEN LEADERSHIP
A portfolio transformed through entrepreneurship and technology, unlocking new opportunities

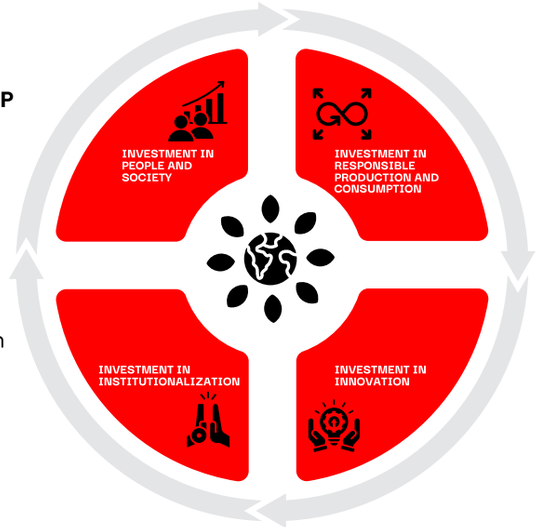
TRANSFORMATIONAL LEADERSHIP
Talent-oriented leadership that shapes the future

GROWTH THROUGH PARTNERSHIPS
Creating measurable value through strategic collaborations

SUSTAINABILITY
Alignment with climate goals, corporate governance, ethical management, and sustainable competitive strength through stakeholder engagement

İNCİ HOLDİNG

Our Sustainability Priorities



We transfer the value of the company to new generations by multiplying it with international investments in future business areas

VALUE CREATED

Development and Employment Opportunities through the Genç İnci Talent Acquisition Program: 132 graduates since inception and a 47% employment rate. 1,290 hours of training through Inci Academy. 32% female representation in senior management.

2 Distinct "Social Benefit Projects"
Social Benefit Programs
Civil society outreach to 59,920 individuals through Inci Foundation. 47 NGOs, with active board membership in 23% of them

50% Growth in the Last 5 Years (in TRY)
₺6.1 Billion in Taxes - Value Created for the Economy
1 New Strategic Partnership in Energy Storage
9 Portfolio Companies under Vinci Venture Capital
22 Entrepreneur-Group Company Matches via "İnci Radar"

20% Reduction in Greenhouse Gas Emissions
28% Reduction in Water Intensity (in TRY terms)
334,376 m² of Water Recovered
400,000 kWh of Electricity Generated
(via Renewable Energy Investment)

DIRECT

INDIRECT

Raw Material Selection & Responsible Procurement ▸ Design and R&D Activities ▸ Production ▸ Waste Recycling & Minimal Disposal ▸ Storage ▸ Logistics & Distribution Sustainable Supply Chain ▸ Product & Service Use ▸ Product Recycling ▸ Lifecycle Management

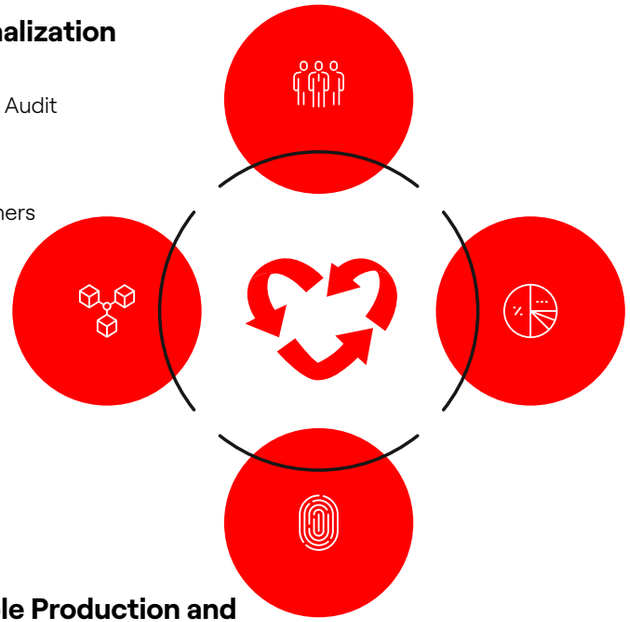
Our Sustainability Strategy

As İnci Holding, we have shaped our sustainability strategy by considering the transformative impact of global developments and risks on the business world. As we evolve our operations to align with the needs and technologies of the future, we regard environmental regulations linked to climate goals, strategic alignment, and resilient growth as our core priorities.

At the same time, we focus on social contribution and development by supporting youth and women's employment, and contributing to the growth of empowered individuals and an inclusive society through education and equal opportunities. Through ongoing dialogue with all our stakeholders and mutual engagement with civil society, we adopt a proactive, collaborative, and long-term value-creating strategy against environmental and social risks.

Investment in Institutionalization for New Generations

- Risk Management and Internal Audit
- Corporate Governance
- Ethical Management
- Collaboration with Global Partners



Investment in People and Society for New Generations

- Talent and Engagement Management
- Employee Health and Safety
- Contribution to Employment - Decent Work
- Gender Equality/Strengthening Employment with Women
- Support for Institutional Development
- Support for Quality Education

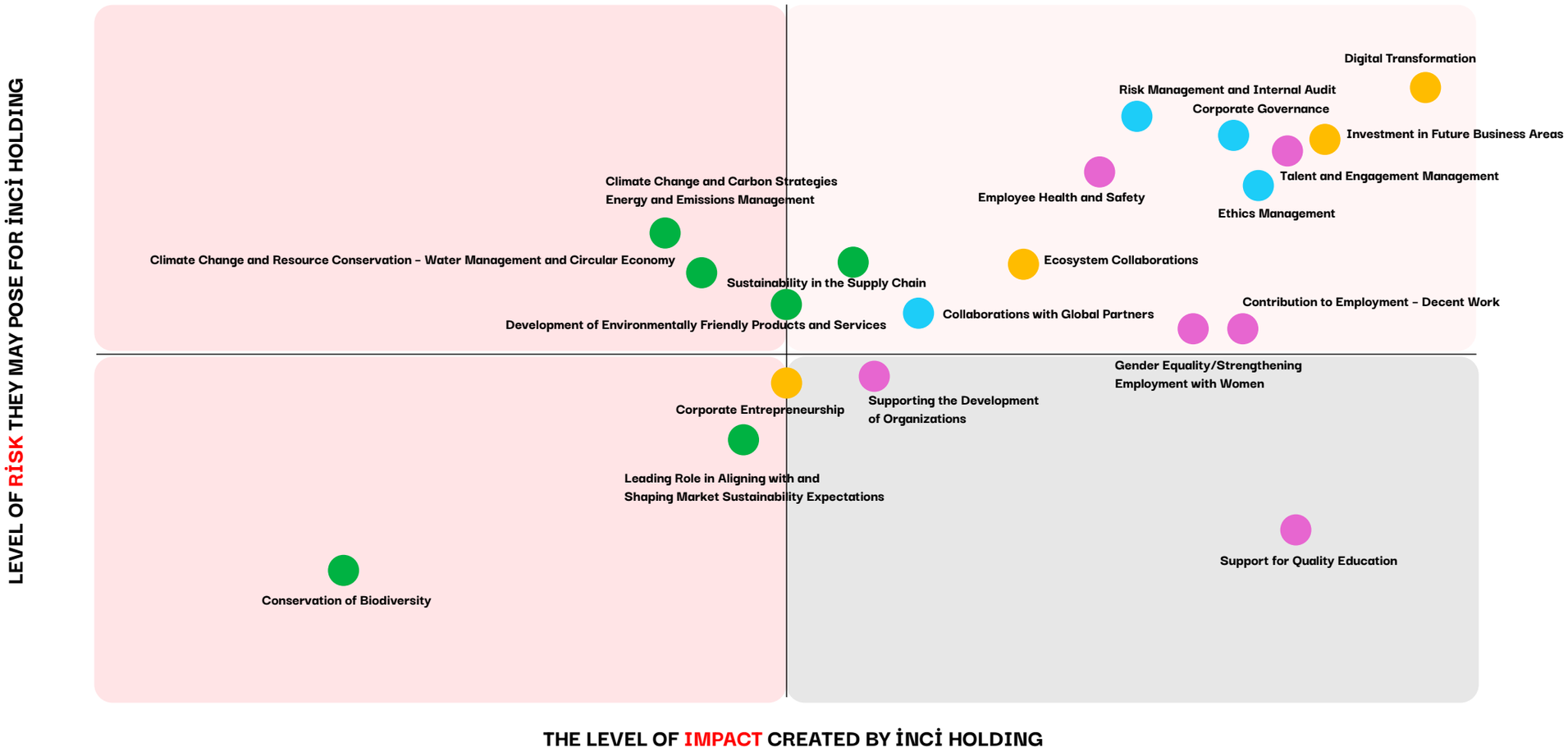
Investment in Responsible Production and Responsible Consumption for New Generations

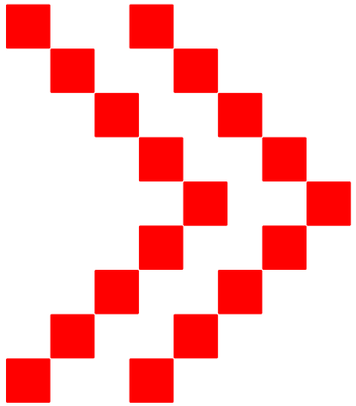
- Climate Change and Carbon Strategies - Energy and Emission Management
- Climate Change and Resource Conservation - Water Management and Circular Economy
- Sustainability in the Supply Chain
- Development of Environmentally Friendly Products and Services
- Pioneering Role in Adapting to and Shaping Market Sustainability Expectations
- Protection of Biodiversity

Investment in Innovation for New Generations

- Digital Transformation
- Investment in Future Business Areas
- Collabrations with the Ecosystem
- Corporate Entrepreneurship

Our Sustainability Priorities





VERY HIGH PRIORITY

- Digital Transformation
- Risk Management and Internal Audit
- Talent and Engagement Management
- Corporate Governance
- Investment in Future Business Areas
- Ethics Management
- Occupational Health and Safety
- Contribution to Employment & Decent Work
- Collaboration with the Ecosystem
- Gender Equality/Strengthening Employment with Women
- Sustainability in the Supply Chain
- Collaboration with Global Partners

HIGH PRIORITY

- Climate Change and Carbon Strategies – Energy and Emissions Management
- Climate Change and Resource Conservation – Water Management and Circular Economy
- Development of Environmentally Friendly Products and Services

PRIORTY

- Support for Quality Education
- Support for Institutional Development
- Corporate Entrepreneurship
- Pioneering Role in Adapting to and Shaping the Market's Sustainability Expectations
- Protection of Biodiversity

We Updated Our Sustainability Priorities And Priority Levels: **A New Assessment Based On The Double Materiality Approach**

In 2024, as we defined our sustainability priorities, we adopted the double materiality approach in alignment with the European Sustainability Reporting Standards. Within this framework, we assessed both the environmental and social impacts of our operations, as well as the strategic and financial implications of these impacts on our organization.

Our prioritization process progressed in two stages. In the first stage, we listed 18 sub-priorities previously identified through broad stakeholder engagement and incorporated them into a 36-question survey, evaluating both the risks created by İnci Holding and the risks to which İnci Holding may be exposed. In the next phase of the study, we conducted surveys with our internal and external stakeholders to determine the significance level of these topics.

Among our internal stakeholders were the Holding Board of Directors, senior management, management teams of group companies, our sustainability committee, and shareholders. Our external stakeholders included a diverse group ranging from financial institutions and public authorities to members of the entrepreneurial ecosystem, suppliers across various sectors, academics, civil society organizations, customers, and universities.

In the second part of our study, the collected data were analyzed to create our double materiality matrix. In this matrix, we assessed each topic based on the level of impact İnci Holding could generate (X-axis) and the level of risk it could pose to İnci Holding (Y-axis). As a result of this analysis, all topics were classified as “very high priority,” “high priority,” or “priority.”.

We evaluated each priority based on its risk and opportunity potential, alignment with stakeholder expectations, our organization’s capacity to create impact, and its relevance to strategic priorities. As shown in the matrix, alongside critical priorities that carry both high risk and high impact, we will continue to focus on all other areas that have high impact potential for İnci Holding and are therefore considered opportunity areas.

In summary, as İnci Holding, we have re-ranked 18 sustainability priorities in line with our strategic focus areas and evolving needs, gaining a new long-term, risk-based perspective. Without changing our focus approach among sustainability priorities, we will continue to share our goals and outcomes within this framework, which our Sustainability Committee has also approved. Through this approach, we have confirmed the science-based, data-driven, and stakeholder-oriented structure of our sustainability strategies, achieving a more meaningful and strategic outlook through future-oriented impact and risk assessments.

Assessment Of Current Competitive Risks In Our Sectors From An **From An ESG* Perspective**

Based on the Global Risks Report 2025 (WEF 2025), we assess the competitive risks affecting our core business areas from an ESG (Environmental, Social, and Governance) perspective, categorizing these risks as short-term, medium-term, and long-term. Aligning with ESG and climate goals across our group companies is becoming increasingly critical for proactively identifying risks and taking the right actions. Regulations enacted under the EU Green Deal require each of our companies to develop swift, sector-specific measures and implementations. At the same time, the need to closely monitor global trade dynamics and sector-specific risk trends is growing. In both our current operations and new investments, we aim to act in accordance with EU and national regulations, as well as market and customer expectations to strengthen our competitive edge through a sustainability-focused approach.



*Environmental, Social, And Governance

Automotive

	Short Term (0–3 years)	Medium Term (3–10 years)	Long Term (10+ years)
E	• Carbon taxes and green transition costs • Impact of extreme weather events on production • Increase in raw material prices (aluminum, steel, plastic)	• Electrification-driven transformation of the supply chain • Natural resource scarcity and raw material access issues	• Rising sea levels and ecosystem collapse • Loss of biodiversity
S	• Risk of single-source supply (dependence on Asia) • OEMs' factory closure decisions due to low sales volume • Transparency requirements in the supply chain • Digital and cybersecurity risks	• Impact of the transition to autonomous and electric vehicles on employment • Gradual effects of OEM factory closures on the supply industry	• Impact of demographic changes on workforce structure
G	• Transparency requirements in the supply chain • Digital and cybersecurity risks	• Increase in corporate sustainability regulations	• Stricter ESG regulations and carbon neutrality requirements

Energy Storage

	Short Term (0–3 years)	Medium Term (3–10 years)	Long Term (10+ years)
E	• Deficiencies in waste battery management and recycling • Emergence of new energy storage technologies	• Scarcity of lithium and critical minerals	• Transition to next-generation battery technologies (e.g., solid-state, etc.)
S	• Chemical risks and occupational safety	• Ethical mining and human rights risks (e.g., cobalt)	• Reshaping of employment through battery recycling
G	• Uncertainties in carbon taxes and incentives	• Tightening of criteria for access to green finance	• Further tightening of global battery regulations

Logistics

	Short Term (0–3 years)	Medium Term (3–10 years)	Long Term (10+ years)
E	• Fluctuations in fuel prices • Impact of extreme weather events on the supply chain	• Green logistics and carbon footprint requirements	• Mandatory transition to alternative fuels (e.g., hydrogen, biofuels)
S	• Trade wars and geopolitical conflicts	• Impact of digitalization on employment	• The impact of demographic changes on the structure of the workforce
G	• Cybersecurity risks (IoT and transportation systems)	• Customs and regulatory changes	• The enforcement of sustainable logistics standards

Commercial Refrigeration

	Short Term (0–3 years)	Medium Term (3–10 years)	Long Term (10+ years)
E	• Demand for energy-efficient and digitally focused hotel concepts • Adaptation to new technologies and rising costs, challenges in the energy efficiency of cooling systems	• The widespread adoption of carbon-neutral tourism policies • Compatibility of cooling systems in electric vehicles, caravans, and marine applications	• Transition to next-generation battery technologies (solid-state, etc.)
S	• International crises affecting tourist flows • Factory closure risks due to low automobile sales	• The impact of digitalization on employment.	• The changing dynamics of tourism due to the aging population and the demands of the new generation, and the impact of demographic changes on the workforce structure.
G	• Reduction of services like minibars due to regulations • New regulations concerning refrigerant gases	• Green certifications and sustainable tourism policies • Development of specific cooling standards for electric vehicles	• Stricter ESG regulations becoming mandatory in tourism. Zero carbon requirements for cooling equipment due to global warming and increasing environmental regulations



Our Agile Adaptation Approach

THAT CARRIES OUR COMPETITIVENESS INTO THE FUTURE

Agile Adaptation Approach
That Carries Our Competitiveness Into The Future

As İnci Holding, we adopt an agile and holistic approach to preserve and strengthen our competitiveness as we align with climate goals. We not only comply with current regulations but also build a resilient and future-ready structure.

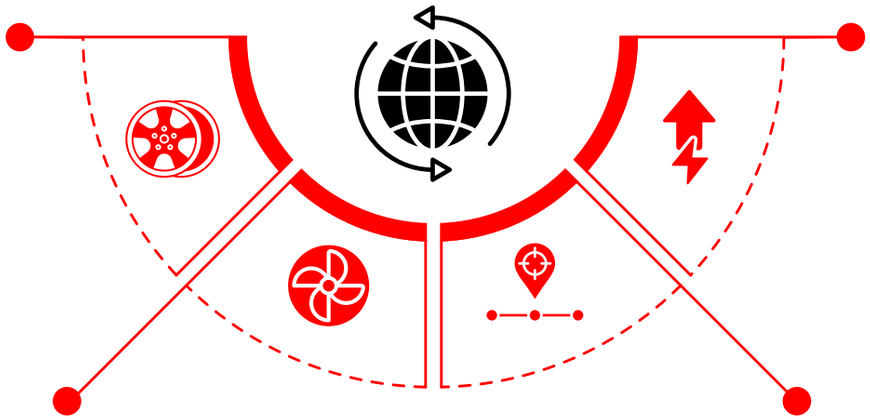
By closely monitoring all critical environmental regulations, especially the EU Green Deal, we have analyzed the short-term, medium-term, and long-term competitive risks for our group companies. We created tailored content for each business line using internal resources and took aligned steps with our global partners.

Wheels Manufacturing

In the wheel business line, we addressed the impacts of carbon regulations, border carbon taxes, and raw material regulations. We evaluated the financial effects of carbon reduction investments and sustainable supply practices. Through our focus on lightweight wheel technologies in this business line, we are enhancing our export competitiveness while ensuring regulatory compliance through carbon reduction in production operations. Additionally, with our investments in large wheels and other innovative products, we are making a difference in the global market with innovative and environmentally friendly solutions.

Commercial Refrigeration

We closely evaluate Eco-design regulations within the scope of cooling equipment, carbon footprint reduction, and circular economy practices. With our “Eco” series products, we made a difference in environmentally friendly design, while the lightweight and energy-efficient solutions developed in our design center strengthened our cost and export competitiveness.



Energy Storage

In the Energy Storage sector, our focus areas included compliance with regulations banning the sale of internal combustion engine vehicles by 2035, integration with battery regulations, and the potential of sustainability criteria to create a competitive advantage. At the same time, our initiatives aimed at the efficient use of grid-integrated renewable resources, such as our investment in VFlowTech, demonstrate complete alignment with energy transition policies and provide a strategic advantage in the shift toward low-carbon energy infrastructure.

Logistics

In logistics, we evaluated topics such as reducing the carbon footprint, the cost impact of carbon taxes, and the use of renewable energy. By monitoring our emissions in real time through digital systems, we enhance operational efficiency and ensure agile adaptation to supply chain demands.

SUSTAINABILITY GOVERNANCE

AND THE DISSEMINATION OF BEST PRACTICES



SUSTAINABILITY GOVERNANCE AND THE DISSEMINATION OF BEST PRACTICES

ABOUT OUR GOVERNANCE STRUCTURE

In 2021, we successfully implemented the sustainability governance structure we designed, enabling us to carry out our sustainability efforts across the group more effectively and in a coordinated manner. Through this structure, we integrated our sustainability approach into decision-making processes and made it a part of our corporate culture.

Regular communication between the Sustainability Committee, our group companies, and sustainability teams helped identify areas of synergy, while sharing best practices among companies enhanced collective learning and impact.

Click here to explore our Sustainability Governance Structure.

Sustainability Governance And Dissemination Of Best Practices

With the **Sustainability Best Practices Sharing Program** we launched in 2024, we aimed to enhance learning, inspiration, and collaboration among our group companies. Throughout the year, we organized meetings under four thematic topics, bringing together both sustainability and technical teams. The program enabled the dissemination of exemplary internal projects and fostered synergy among teams. During our sessions, we showcased best practices from within the company and also invited innovative technology startups from the entrepreneurship ecosystem, drawing inspiration from external stakeholders. In doing so, we brought current trends and regulations related to sustainability solutions to our agenda.






Thanks to this program, the visibility of sustainability practices across the group has increased, projects that will lead to mutual benefit have been identified, and a foundation for technological collaborations has been established. These efforts, undertaken with the understanding that we learn **and progress together,** continue to strengthen our sustainability journey.

The dissemination of best practices is a topic closely monitored by our senior management. At this year's **Synergy Group Meeting,** we held a sustainability-themed panel featuring the boards and senior executives of our group companies. During the panel, we jointly evaluated our strategic sustainability goals across the group and their alignment with global standards. We shared our best practices in key areas including circular economy, energy efficiency, water and waste management, as well as the sustainable collaborations we have established with the entrepreneurship ecosystem through the İnci Radar Open Innovation Platform.

Theme	Highlighted Initiatives	Shared Outcomes	Support for the Entrepreneurship Ecosystem
Waste and Water Management	Water conservation, return of waste to suppliers	Significant savings and efficiency in water and waste management	Water management regulations through the **Blueit** water management platform
Energy and Carbon Management	Energy savings, reduction of carbon emissions	Energy savings in kWh, reduction of CO_2 by tons	**Apollo IoT** energy monitoring system and platform applications
Sustainability in the Supply Chain	Digital supplier management, carbon reduction	Notable decrease in carbon emissions, sustainable processes	**ShipMind** data collection in logistics processes and CO_2 tracking
Gender Equality	“Both in Work and Education” Program, women’s employment and awareness efforts	Progress in gender equality, increased corporate awareness, and institutional approaches	

INVESTMENT IN INSTITUTIONALIZATION FOR NEW GENERATIONS



INVESTMENT IN INSTITUTIONALIZATION FOR NEW GENERATIONS

What Makes This A Strategic Priority For Us?

As İnci Holding, we prioritize institutionalization to carry our deep-rooted legacy into the future. To ensure sustainability, we continually improve our effective governance and communication mechanisms and manage our decisions and operations in accordance with ethical values. While proactively addressing financial, strategic, and environmental risks, we continue to create shared value by strengthening our collaborations through global partnerships.



Investment in Institutionalization for New Generations

- Risk Management and Internal Audit
- Corporate Govarnance
- Ethical Management
- Collaboration with Global Partners

HOW DO WE POSITION OURSELVES

AGAINST CORPORATE GOVERNANCE RISKS?

At İnci Holding, our proactive governance approach, enables us to identify global risks at an early stage and integrate them into the board agenda. We establish flexible yet robust systems across all areas, from cybersecurity to climate risks, and protect our brand against disinformation and geopolitical uncertainties through transparent communication and effective crisis management. In the medium term, we will strengthen our training and adaptation processes to comply with evolving regulations and enhance our strategic agility. In the long term, we continue to improve the effectiveness of our systematic governance tools that ensure sustainability.

In addition to the work of shareholders, boards of directors, and committees, the activities of the family council and family assembly also continue in alignment with the family constitution. We position our current structures, which are aligned with the future, both as a strategic preparation against corporate governance risks and as an integral part of our Holding's institutionalization process.

Ratio of Family Members on the Boards of Directors of İnci Holding and Its Affiliates

20%

Ratio of Independent Members on the Board of Directors

50%

Compliance with the Meeting Schedule of Board Committees

90%

Number of Reports to the Ethics Line

91

(82 via the Independent Line/ 9 via the Ethics Committee)

Number of Internal Audits

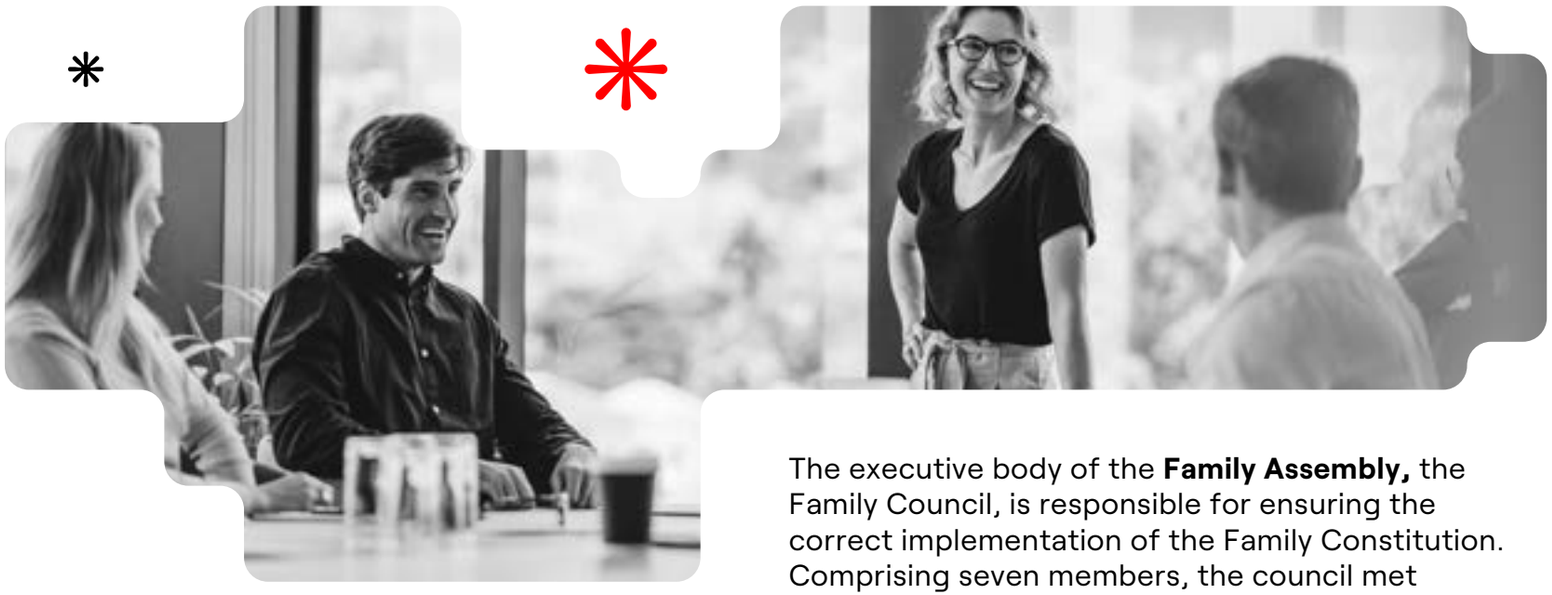
12

(covering both operational and financial areas)

THE JOURNEY OF THE INCI FAMILY ASSEMBLY AND FAMILY COUNCIL IN 2024

With the growth of business and institutionalization, the Family Assembly was established to bring together all generations. It creates moments that strengthen unity and togetherness in a democratic and loving environment, reinforces relationships by transferring family values across generations, and supports business continuity.

In 2024, the Family Assembly convened twice—in July and December. During these gatherings, the Chairperson of the Holding's Board of Directors shared updates on business development, at the same time the President of the Cevdet İnci Education Foundation (İnci Vakfı) presented developments within the foundation. Additionally, a special agenda titled **"Artificial Intelligence, Technology, Art, and Family"** was discussed to support intergenerational knowledge transfer.



The executive body of the **Family Assembly,** the Family Council, is responsible for ensuring the correct implementation of the Family Constitution. Comprising seven members, the council met regularly each month throughout 2024, holding a total of 12 meetings. These meetings addressed a wide range of topics, including organization, education and development, family events, communication and values, foundation and social responsibility, budgeting, and technology.

BUILDING CORPORATE RESILIENCE

With A Robust Risk And Audit Mindset

In 2024, the Risk & Audit Committee focused on strengthening corporate risk management processes and enhancing the efficiency of audit activities, in line with our priority of "Investment in Institutionalization for New Generations." The committee convened three times throughout the year to review group's risk inventories and update its risk management principles.

Under the leadership of the Internal Audit Unit, priority risks were assessed at the Board level, and intercompany alignment was improved through a new process and reporting calendar. The financial impacts of risks were calculated, and Internal Audit Unit initiated periodic evaluation meetings with the process owners.

As part of the risk-based annual internal audit program, operational and financial audits were conducted in 12 different areas. All audits were carried out in accordance with international standards, reinforcing the foundations of a sustainable corporate structure.

ETHICAL LEADERSHIP AND A VALUE-DRIVEN CORPORATE CULTURE

At İnci Holding, in line with our ethical leadership approach, we act not only with a focus on business outcomes but also with a sense of responsibility toward all our stakeholders. In 2024, the Ethics Committee continued its efforts to protect and enhance company values.

A total of 91 ethics notifications were reviewed in 2024, 9 were submitted directly to the Ethics Committee, and 82 were received through the independent ethics hotline.

Compared to 2023, the number of reports increased by 6%, and the majority of these were related to ethical principles we approach with a zero-tolerance policy, such as discrimination, psychological violence in the workplace, and the need for a fair, healthy, and balanced working environment.

While ensuring that necessary measures are taken regarding these cases, we continue to develop our ethics management programs to further spread our value-based management approach across the entire group.

While actively contributing through our membership in the TEİD Board of Directors; we provided stakeholder support to the TEİD İzmir Member Meeting, and we also made significant contributions to the dissemination of ethical culture by actively participating in events such as the Impact and Ethics Summit and the 11th International Ethics Summit.



91

Ethics Notifications reviewed



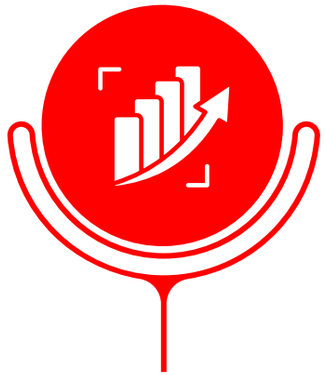


COLLABORATIONS WITH GLOBAL PARTNERS

New Era In High-Value-Added Production:

Strong Growth Through The Forged Aluminum Wheel Project

As İnci Holding, together with our global partner Iochpe-Maxion, we are expanding our wheel production capacity in Manisa to exceed 13 million units and commissioning our **sixth** factory by the end of 2025. Thanks to the investment in Forged Aluminum Wheel, we are strengthening our sustainability and promoting export-oriented growth. With this project, the production of forged aluminum wheels in Türkiye, adding value to the region through employment, technology transfer, and international collaboration.



Innovative investments today **for the world of tomorrow.**



INVESTMENT IN PEOPLE AND SOCIETY

FOR NEW GENERATIONS

INVESTMENT IN PEOPLE AND SOCIETY FOR NEW GENERATIONS

What Makes This A Strategic Priority For Us?

As İnci Holding, we believe that long-term success is possible through a people-centered approach and social equity. In this direction, we support access to quality education for children and youth, and create social value in collaboration with the local ecosystem.

We consider gender equality one of our core priorities; we develop practices that promote equal participation by women in the workforce, leadership opportunities, and an inclusive organizational culture. While improving today, we invest in an equal and empowered tomorrow.



Investment in People and Society for New Generations

- Talent and Engagement Management
- Employee Health and Safety
- Contribution to Employment – Decent Work
- Gender Equality/Strengthening Employment with Women
- Support for Institutional Development
- Support for Quality Education

How Do We Position Ourselves

For Global Risks In The Social Sphere?

As İnci Holding, we view social sustainability as a strategic responsibility. We establish transparent communication channels to strengthen information security and public trust, and we prioritize creating equal opportunities, especially for women and youth.

In the medium and long term, we contribute to regional development through projects that enhance social inclusion, aiming to build a learning, productive, and resilient society through collaborations. In doing so, we are building a fair and resilient structure that is prepared not only for today's but also for future social risks.

Talent And Engagement Management

What We Aim To Achieve?

As İnci Holding, we aim to build a sustainable work culture in the areas of talent management and employee engagement. Through the **Great Place to Work** approach, we implement action plans to enhance the employee experience, reinforce the "Achieving Together" culture through regular performance evaluation processes, and continually develop our talent management system to further engage our employees.

2024 Results:



Average Training Hours per Employee

24,9 HOURS

(Classroom + Online + E-Learning)



Ratio of Employees Subject to Regular Performance Evaluation

68,4%



2024 Group-Wide Employee Turnover Rate

12,89%

How Do We Proceed?

SUSTAINABLE SUCCESS DRIVEN BY HUMAN VALUE

Throughout 2024, people remained at the center of our sustainability strategy. Because we recognize that long-term success is not determined by economic indicators, but ruther by a intense experience built on employee engagement, development opportunities, an inclusive culture, and corporate values. With this understanding, we took holistic steps in many areas, including engagement, talent and performance management, leadership development, digital learning, flexible practices, and inclusion.

EMPLOYEE ENGAGEMENT AND OUR EMPLOYER BRAND

Strengthened by the motto “We Shine With You,” our employer brand is evolving into an employee experience focused on development, sharing, knowledge, and well-being. Through İnci Academy, the Genç İnci Talent Acquisition Program, social events, and our internal communication platforms, we enhance employee belonging and continue to attract new talent with practices that appeal to different generations and expectations.We position our employer brand as an engagement strategy that grows from the inside out.



Promoting Talent, Performance, And Equal Opportunity

Each year, following the 360° behavioral evaluation process, our Talent Committee:

- Plans the continuity of critical roles,
- Identifies employees with high development potential,
- Systematically monitors the leadership pool.

In performance management, we adopt a transparent, development-oriented approach based on the OKR system, evaluating goals and behaviors together. Across all our processes, we move forward without compromising the principles of equal opportunity, objective evaluation, and inclusion.



inci akademi

Training, Development, And Preparing For The Future

Through İnci Digital Academy, we offer accessible, personalized, and needs-specific content to all employees. Within the framework of the 70-20-10 approach, we extend learning beyond the classroom to include experience, interaction, and technology. With internal trainers, microlearning modules, and project-based learning practices, we are building a learning organization culture. At the same time, we closely follow the competencies required for the future and design experiential learning setups and digital skill-focused development journeys to enable employees to use artificial intelligence as an active assistant in business processes.

A MODEL FROM İNCİ HOLDING IN EMPLOYEE WELL-BEING AND ORGANIZATIONAL DEVELOPMENT:

MY DEAR TEAM – WE'RE IN THE KITCHEN



At İnci Holding, we care not only about our employees' professional development but also their well-being and team solidarity. As part of our organizational development planning and leadership behavior model competencies, we came together with our Head Office employees for a team-building event at the Köstem Olive Oil Museum in Urla. This experience reinforced organizational competencies, including time management, quick decision-making in crisis, effective communication skills, and team trust. It provided a valuable development opportunity that enhanced employee engagement and well-being.

Cevdet İnci
Incentive Awards

PIONEERING STEPS IN SUSTAINABILITY AND INNOVATION: CEVDET İNCİ INCENTIVE AWARDS



Since 2005, we have been presenting the Cevdet İnci Incentive Awards annually to recognize individuals and teams within our group companies who make tangible contributions to improving production, efficiency, and service quality in their respective units. Projects developed by our employees in the categories of Production, Service, Corporate Social Responsibility, and especially Innovation not only contribute to business outcomes but also support the transformation of our corporate culture toward innovation and sustainability. Award-winning projects in the Innovation category create added value in areas such as the development of new technologies, digitalization, reduction of environmental impacts, and resource efficiency—paving the way for sustainable business models. These projects are elaborately evaluated by a selection committee composed of academics and senior executives. They stand out not only for their potential to drive internal company development but also for their capacity to generate social and environmental benefits. The Cevdet İnci Incentive Awards foster our employees' innovative thinking and contribute to the widespread adoption of an innovation culture that is integrated with sustainability.

EMPLOYEE HEALTH AND SAFETY

What We Aim To Achieve?

We consider employee health and safety the foundation of our people-centered management approach, and we continue to implement the highest occupational health and safety standards across all our facilities. For 2025 and beyond, we aim to advance workplace safety through proactive accident prevention strategies, digital risk analyses, and AI-supported systems. In addition to physical safety, we prioritize programs that prevent psychosocial risks and promote flexible working models to support our employees' mental well-being. We keep knowledge levels up to date with specialized training for different job groups and build a participatory safety culture based on open communication, where everyone contributes to the process. Through this approach, we create not only a safe but also an inclusive and sustainable working environment.



2024 Results:

Accident Frequency Rate

%36

Fatal Accidents

0

Occupational Disease

0

MAXION JANTAŞ

OCCUPATIONAL HEALTH AND SAFETY CULTURE AND PERFORMANCE IMPROVEMENT PROJECT

At Maxion Jantaş, we launched a comprehensive project involving all departments to enhance our performance in occupational health and safety and to foster a strong safety culture. As part of this initiative, we reduced workplace accidents by 23% and the overall incident rate by 20%. We increased the number of behavior-based observers from 5 to 45, resulting in a 60% rise in observations. The “Stop – Think – Act” practice has been widely adopted by employees, resulting in a 68% increase in its application. Through these efforts, we have made significant progress not only in performance but also in awareness, and ownership of safety culture. Our goal for 2025 is to eliminate accidents by supporting behavioral change. We remain committed to creating a healthy and safe working environment.

İNCİ GS YUASA

PARTICULATE AND DUST MEASUREMENT IMPLEMENTATION PROJECT

To protect employee health and minimize workplace risks, our engineering teams have developed a proprietary dust measurement device. This device instantly measures respirable particulate matter (PM), transmits the data to the Digital Traceability System (DTS) platform, and visualizes dust density regionally using heat maps.

System enables the immediate identification of high-risk areas and the rapid implementation of necessary precautions. Since the system was launched, air quality in workspaces has significantly improved, and employees’ blood lead levels have decreased by 58%. Thanks to digital process tracking, both transparency and traceability have increased, while compliance with occupational health and safety standards has been further strengthened.

This innovative technology, developed entirely with our own resources, not only improves employee health but also contributes to sustainable business processes, providing substantial support to our company’s environmental and social responsibility goals.

CONTRIBUTION TO EMPLOYMENT & DECENT WORK

What We Aim To Achieve?

As İnçi Holding, our goal is to increase the participation of young people and women in the workforce, raise the female ratio in our Genç İnci Talent Acquisition Program to at least 50%, and offer professional development opportunities to female engineering students. By supporting equality in education and employment, we aim to contribute to social development through an inclusive approach.

2024 Results:

Total Number of Employees
3.180

Female
310

Male
2.870

Full Time
3.174

Part Time
6

Under 30 Years Old
634

Employees Aged 30-50 Years
2.280

Employees Over 50 Years Old
241

Through İnci Academy:

610 hours of classroom training

680.8 HOURS online training (including 91.8 hours via İnci Digital Academy)

4,7/5 Satisfaction Rate

62 DISTINCT Training Topics

Number of Graduates from the Genç İnci Talent Acquisition Program
9

General Employment Rate of the 11th Term of the Genç İnci Talent Acquisition Program
66%

Female Employment Rate of the 11th Term of the Genç İnci Talent Acquisition Program
50%

Training Hours During the Genç İnci Talent Acquisition Program
86,5 **hours per participant**

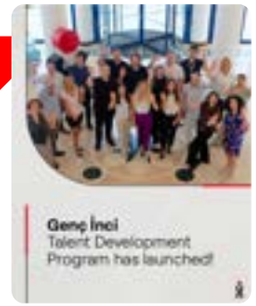
Number of Training Topics
35

Competency Improvement Rate at the End of the Program
32,6%

How Do We Proceed?

İNCİ HOLDİNG GENÇ İNCİ
TALENT ACQUISITION PROGRAM

The 11th Term of the Genç İnci Talent Acquisition Program, which we have positioned as a sustainable tool for talent development, has been successfully completed. To date, **47% of the 132 individuals who participated in the program** are still working within our group companies.



Genç İnci
Talent Development
Program has launched!



DESIGNING THE FUTURE TOGETHER:
FIRST MEETING WITH WOMEN ENGINEERS

As İnci Holding and İnci Academy, we held the first edition of our "Women Engineers Meeting" in 2024 to support the empowerment of women in engineering and society. We welcomed future women engineers from İzmir Institute of Technology (departments of Mechanical, Industrial, Materials, Meteorology, and Electrical-Electronics Engineering) to our headquarters. By sharing our practices focused on gender equality, we built an inspiring connection with the students. Following our company presentations, we conducted interview simulations to provide participants with real-life experience. This meeting was not just an event; it was a powerful reflection of our commitment to equal opportunity, inclusivity, and the potential of young talent.

GENDER EQUALITY / STRENGTHENING OF EMPLOYMENT WITH WOMEN

What We Aim To Achieve?

As İnci Holding, we prioritize inclusive practices that strengthen gender equality, driven by our responsibility to shape the future workforce. To increase female employment and ensure equal access to the labor market, we are expanding our “Both in Work and Education” program and actively supporting women’s professional development. We continue to improve working conditions to make them more inclusive and safe. Through the Genç İnci Talent Acquisition Program, we offer employment opportunities to young women. By promoting stronger representation of women in professional life, we aim to foster both economic and social development.

2024 Results:

Women on the Board of Directors

38%

Female Senior Executives

32%

Female Mid-Level Managers

30%

Overall Workforce Representation:

9,7%



Among Newly Hired Office Employees

35%

Among Newly Hired Field Employees

5%

Female Employee Turnover Rate

15,06%



How Do We Proceed?

İNCİ GROUP'S MARCH 8th COMMUNICATION AND GENDER EQUALITY AWARENESS

At İnci Group, we view March 8th, International Women's Day, not merely as a celebration but as an opportunity to raise awareness about gender equality. In our communication efforts, we prioritize using inclusive and equality-focused language that avoids reinforcing gender stereotypes. This language is crafted collaboratively with our internal teams to align with our corporate culture. Starting with leadership communication, we aim to establish a unified narrative across all departments. Through events featuring inspiring women leaders, we support our female employees in showcasing their potential. We enrich this special day with meaningful gifts that highlight women's contributions, personalized gift cards, and awareness-raising activities. Increasing women's participation in the workforce and ensuring equal access to opportunities is a vital part of our journey to sustainable success.











İNCİTAŞ

Women Employee Empowerment Project

As İncitaş, we launched a comprehensive development program to support our female employees in becoming more active and empowered individuals in both their professional and social lives. This program came to life through a series of workshops focused on personal and professional development, specifically designed for our female employees. Training sessions provided on topics such as first aid, stress management, and the use of artificial intelligence which helped enhance the knowledge and skills of our female colleagues, encouraging their more active participation in decision-making processes.

Additionally, by creating shared experience spaces, we have strengthened solidarity beyond the workplace. Our project continues to promote gender equality awareness in the workplace, while making significant contributions to preparing women for leadership roles and increasing their visibility in social life. Through this approach, we support women in realizing their potential, adding value not only to our employees but also to society as a whole.

Sustainable And Inclusive Transformation In Women's Employment At

YUSEN İNCİ LOGISTICS

As Yusen İnci, our initiatives focused on gender equality aim to increase female employment, enhance inclusivity in the workplace, and sustainably support women's participation in professional life through concrete actions.

We set a target of a 3% increase in the number of female employees, particularly in blue-collar roles, and accordingly welcomed 10 new women to our team. Additionally, to improve the comfort and safety of female employees in the workplace, we implemented shift adjustments, upgraded ergonomic equipment, and made improvements to physical spaces.

MAXION İNCİ WHEEL GROUP
PUBLICATION OF DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY PRINCIPLES ON CORPORATE WEB PAGES

We consider diversity, inclusion, and equal opportunity principles to be integral to our corporate culture. To reflect this understanding not only in our internal processes but also on public platforms, we have created a dedicated section on our corporate website that showcases these values. This step enabled us to communicate our commitment to both internal and external stakeholders clearly. In doing so, we not only demonstrated a corporate stance but also strengthened our employer brand with inclusive values.

MAXION İNCİ WHEEL GROUP
CORPORATE POLICY ON DOMESTIC VIOLENCE AWARENESS AND 16 DAYS OF ACTIVISM CAMPAIGN

We always prioritize the safety and well-being of our employees. Through the corporate policy we published as part of our efforts to combat domestic violence, we formalized our sensitivity on this issue. As a member of BADV, we conducted a communication campaign during the 16 Days of Activism period to inform our employees. We addressed the topic from multiple perspectives through seminars, film screenings, and reading recommendations. This initiative helped raise individual awareness and facilitated access to support resources for employees who may need them. With such steps that contribute to gender equality, we continue to deepen our social impact.

MAXION İNCİ WHEEL GROUP
RECRUITMENT DAY FOR DISADVANTAGED GROUPS

Building an inclusive workforce is one of the cornerstones of our social responsibility. To support the employment of individuals with disabilities and other disadvantaged groups, we organized a recruitment day that brought our vision to life through concrete action. Through this event, we implemented our inclusive hiring policies and reinforced the principle of equal opportunity in practice. With this initiative, we aimed not only to promote employment but also to set an example as an organization that supports inclusion in society.

İNCİ VAKFI BOTH IN WORK AND EDUCATION PROGRAM

Lead by the Cevdet İnci Education Foundation (İnci Vakfı) and in collaboration with İnci Holding, our "Both in Work and Education" program aims to support the participation of NEET (Not in Education, Employment, or Training) young women in İzmir and Manisa in the workforce through vocational training. Within the scope of the program, we aimed at activities focused on raising awareness, developing vocational skills, and promoting employment opportunities.

In 2023, we provided training to 70 young women in İzmir through courses tailored to the automotive sector, with 55 successfully completing the program. In 2024, we completed a course on "Oxygen Welding" and offered scholarship support to female vocational high school students. In Manisa, we launched 21st-century skills training for vocational high schools through new partnerships.

In 2025, we initiated a "CNC Operator" course in collaboration with Konak Municipality, supporting 12 young women with training designed to prepare them for technical roles and professional life. The program continues to grow as a holistic model that strengthens young women's participation in production.



▲ *In 2024, from our oxy-fuel welding course*

Click here for detailed information

about the "Both in Work and Education" Program

55 Successful Graduates
From Our Automotive Courses in 2023!

9 Graduates
From Our Oxygen Welding Course In 2024!

SUPPORT FOR QUALITY EDUCATION

What We Aim To Achieve?

As İnci Holding and Cevdet İnci Education Foundation (İnci Vakfı), we view increasing the number of productive individuals through experience and encouragement as one of the key pillars of sustainable development. In this direction, we set concrete goals to both enhance efficiency and expand our sphere of impact. We prioritize the development of individuals who contribute to productivity in society and support sustainable growth. We remain committed to advancing equal opportunities in education, employment, and social entrepreneurship.

How Do We Proceed?

İnci Vakfı Programs

Through All Foundation Programs

14.430 Children and 550 Youth Reached

Through the Youth Development and Scholarship Program

194 Students (Success, MYİ, and Future for Youth)
53 Graduates
10 Awareness Sessions with 21 Volunteers
2 Scholarship Holder Gatherings

All Scholarship Recipients

794 Students
Primary School: 58% girls, 42% boys
High School: 56% girls, 44% boys
University: 54% young women, 46% men

Through KodİnCi

22 Students
12 Volunteers
Participation in the First Lego League
3 Corporate Collaborations:

Through the Apprenticeship School

77 Students, including 14 Female Students
14 Graduates, 8 Employed
4 Different Workshop Activities

Through the Orchestra

11 Months, 6 Hours per Week
61 Students, 1 Conductor, 5 Instructors
1 Concert

Through the European Solidarity Corps (ESC) Program

29 Volunteers
Exchange Program with 8 Projects
Reached 1,293 People
In 6 Different Countries
6 Partner Organizations

Through the Mobile Library

1 Vehicle, 19 Schools
2,913 Student Members
13,074 Books Loaned
14,082 Visitors
4 Different Activities
School & Volunteer Engagement Programs

INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION

FOR NEW GENERATIONS



INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

What Makes This A Strategic Priority For Us?

In As İnci Holding and its group companies, we continually review our production processes to enhance energy efficiency, reduce carbon emissions, and minimize our environmental impact. We actively promote the use of renewable energy sources and develop products and services throughout our value chain that either do not harm the environment or help mitigate such harm. We embrace circular economy practices that include waste reduction, reuse, and recycling. We manage environmental, social, and governance (ESG) risks within our supply chain and develop sustainability solutions that improve overall performance. Our goal is not only to comply with regulations but to lead our sector in sustainability. We take responsibility for the preservation of natural resources and the sustainability of biodiversity.



Investment In Responsible Production and Responsible Consumption for New Generations

- Climate Change and Carbon Strategies – Energy and Emission Management
- Climate Change and Resource Conservation – Water Management and Circular Economy
- Sustainability in the Supply Chain
- Development of Environmentally Friendly Products and Services
- Pioneering Role in Adapting to and Shaping Market Sustainability Expectations
- Protection of Biodiversity

HOW DO WE POSITION OURSELVES

FOR GLOBAL RISKS RELATED TO CLIMATE CHANGE?

As İnci Group, we systematically analyze risks arising from climate change, regulatory developments, and technological transformation. We develop resilient business models in areas such as supply chain management, energy security, resource efficiency, and water scarcity. In the short term, we focus on energy efficiency, carbon management, and supply chain diversification. In the medium term, our priority is the transition to digitalization and low-carbon technologies.





In the long term, we deepen our efforts with a focus on circular economy practices, investments in alternative energy sources, and full compliance with environmental regulations. By integrating sustainability criteria into all our business processes, from production to consumption, and from automotive to logistics, we promote conscious consumption and low-carbon production. We view climate risks not merely as threats but as opportunities for transformative and sustainable growth.

CLIMATE CHANGE AND CARBON STRATEGIES

ENERGY AND EMISSIONS MANAGEMENT

What We Aim To Achieve?

As İnci Holding, we have updated our long-term sustainability goals focusing on combating climate change and enhancing resource efficiency. In 2023, we established a new baseline year, supported by an extensive dataset reflecting increased production volume and capacity across our facilities. Our target is to reduce greenhouse gas emissions by 50% by 2035. We are accelerating the transition to clean energy by increasing the use of renewable sources in our operations. Our objective is to reduce both carbon and energy intensity, measured on a per-unit-of-revenue and per-product basis.





2024 Results:

Total Direct Energy Consumption
219.261MWh
Total Indirect Energy Consumption
211.905 MWh
Energy Intensity Reduction Rate
28%
(based on revenue-based intensity reduction compared to 2023)

Direct Greenhouse Gas Emissions (Scope 1)
37.428 tCO_2
9% reduction compared to 2023
Indirect Greenhouse Gas Emissions (Scope 2)
43.288 tCO_2
30% reduction compared to 2023
Total Greenhouse Gas Emissions Reduction Compared to 2023 Baseline Year:
20%

Carbon Footprint Intensity per Product
0,01* tCO_2 per unit
Reduction Rate of Carbon Footprint Intensity per Product
17%*
*Excluding Yusen İnci Logistics

Revenue-Based Carbon Footprint Intensity Reduction Rate (TRY)
36%
(based on intensity reduction compared to 2023)

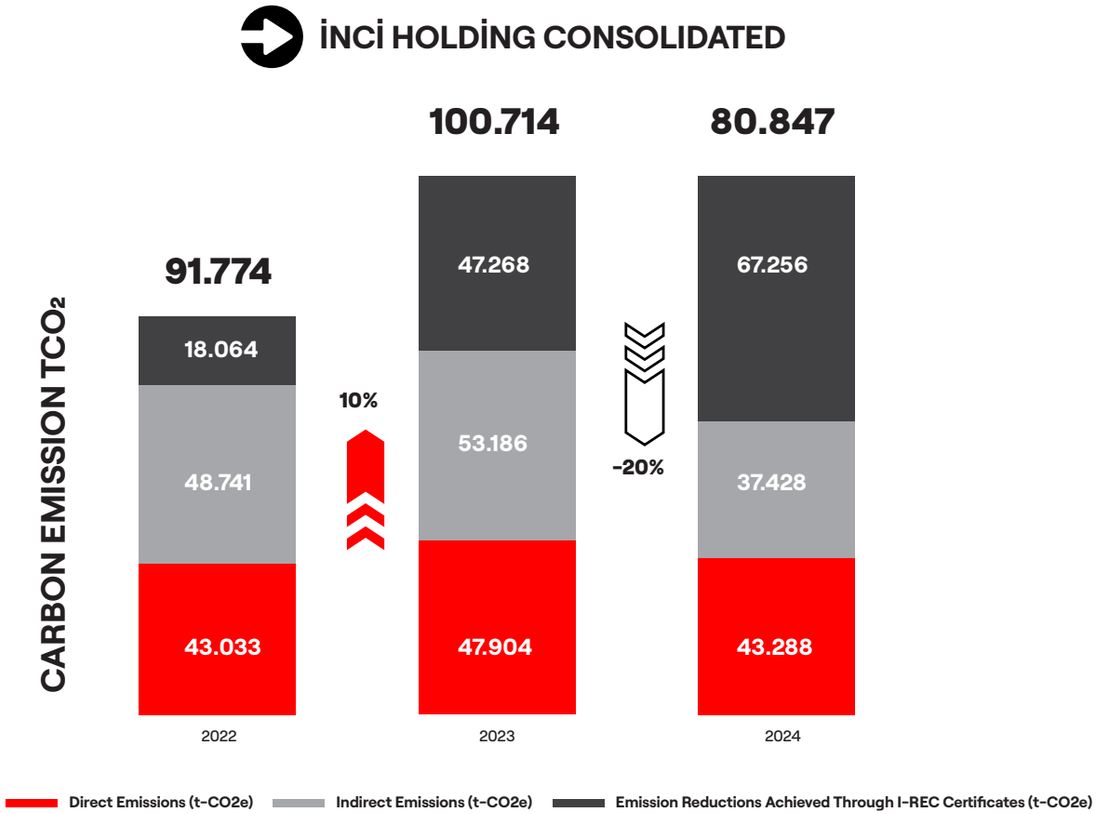
HOW DO WE PROCEED?

Our Carbon Management Efforts:
A Strong Step Towards 2035

In 2019, taking 2018 as the baseline year, we set our absolute carbon emission reduction target for 2030 at 50%. This target was shaped in line with the Science Based Targets Initiative (SBTi) constraint of a 4.2% annual reduction, aligned with the 1.5°C pathway.

Over time, our energy consumption monitoring has become more detailed and holistic. As of 2023, we expanded the dataset included in our carbon calculations. In addition to electricity, natural gas, fuel oil, diesel, and hot water, we now also account for LPG, propane, gasoline, off-road gasoline and diesel, refrigerants (R410, R407, R134A, R404), and HFC-236FA.

With this change, we restructured our calculation system to reflect a more realistic framework and designated **2023 as our new baseline year.** Accordingly, we updated our target to a **50% reduction by 2035.**

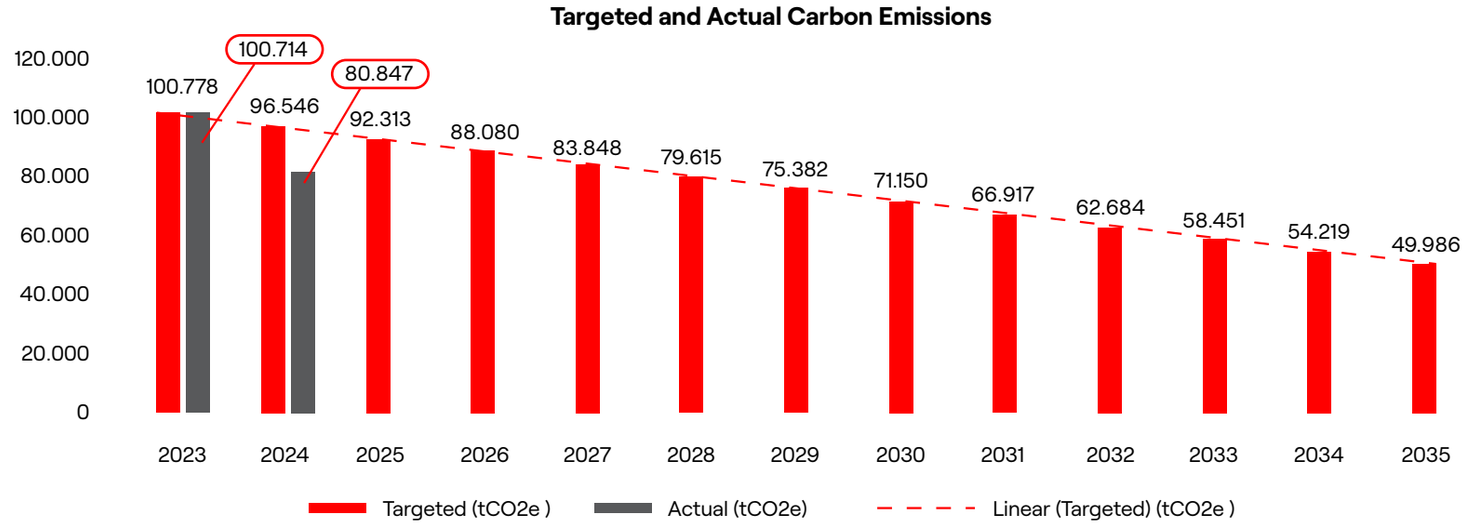


Where Do We Stand On Our 2035 Target?

In 2024, as a result of our group-wide energy and emission management efforts, we achieved a 20% reduction in carbon emissions, bringing the total down to **80,847 tCO_2e** (including I-REC renewable energy certifications).

This outcome significantly exceeds our annual 4.2% reduction target and demonstrating the strong momentum we've gained on our sustainability journey.

Targeted and Actual Carbon Emissions



Targeted Reduction Percentages & Emission Quantities Based on the Year 2023

Change	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035
Targeted (%)	Base year	4,20%	8,40%	12,60%	16,80%	21,00%	25,20%	29,40%	33,60%	37,80%	42,00%	46,20%	50,40%
Actual (%)	-	20%	-	-	-	-	-	-	-	-	-	-	-
Targeted (tCO2e)	100.778	96.546	92.313	88.080	83.848	79.615	75.382	71.150	66.917	62.684	58.451	54.219	49.986
Actual (tCO2e)	100.714	80.847	-	-	-	-	-	-	-	-	-	-	-

MAXION JANTAŞ
DIGITAL ENERGY MANAGEMENT THROUGH ENERGY MONITORING SOFTWARE: COLLABORATION WITH APOLLO IoT

To enhance energy efficiency and reduce our carbon footprint, Maxion Jantaş has focused on energy monitoring in collaboration with Apollo IoT, as part of the İnci Radar initiative. Through this system, designated users can monitor energy consumption in real time across annual, monthly, weekly, and hourly intervals. It also enables detailed analysis of consumption point distribution, costs, and carbon emissions.

The system not only provides monitoring capabilities but also allows us to quickly and effectively identify areas that require control or improvement in energy usage. The system has enabled us to adopt a more proactive approach in our energy management processes. By offering transparency and real-time intervention opportunities in energy use, Apollo IoT continues to support our sustainability goals through digital solutions.

ISM
COMPRESSOR MINIBAR PROJECT

At ISM, we have moved beyond traditional peltier and absorption cooling systems by developing a new minibar equipped with compressor cooling technology. In laboratory tests conducted on our 40-liter model, we achieved an 81% reduction in annual energy consumption. The project has completed competitor analysis, material selection, design, and prototype production, and the product has now entered mass production. In parallel, we are continuing development efforts for new models in various capacities. Additionally, we have filed patent and utility model applications for our original designs. With this innovation, we have strengthened our sustainability goals by delivering energy-efficient and environmentally friendly solutions.

YUSEN İNCİ LOGISTICS
A NEW ERA IN TRANSPORTATION AND OPERATIONS THROUGH DIGITAL EMISSION MONITORING

To monitor the environmental impact of our transportation operations in real time, we have implemented the **CO_2 E-Calculator System.** Developed in collaboration with EcoTransIT World, this system operates in full compliance with ISO 14083 and the GLEC Framework. Thanks to its user-friendly interface, all relevant stakeholders can easily view transport-based carbon emissions and analyze environmental impacts instantly. This advancement accelerates our decision-making processes and marks a significant step forward in transparency and sustainability.

Additionally, as of 2024, we have begun digitally reporting our Scope 1, 2, and 3 emissions via the **ZeroBoard Platform.** This platform provides seamless access to emission data, eliminating the need for manual intervention and enhancing both traceability and data accuracy. It allows us to manage our processes more efficiently and with less time investment, while tracking our environmental performance more effectively in a digital environment.

Through these two implementations, we are reinforcing our carbon reduction strategies with robust data foundations and strengthening our sustainability journey through the use of technology.

CLIMATE ACTION AND RESOURCE CONSERVATION – WATER MANAGEMENT AND CIRCULAR ECONOMY

What We Aim To Achieve?

Considering the risks posed by climate change and the water crisis, we adopt a holistic approach to efficient water use and circular resource management. While implementing technical improvements to reduce water consumption in our production processes, we are expanding projects for wastewater recovery and reuse, aiming to reduce both waste and water intensity across all our operations. By integrating circular economy principles into our business processes, we strive to use resources efficiently, minimize waste generation, and increase reuse rates.

2024 Results:

Total Waste Amount
54.496 tons ↓

Reduction Rate in Total Waste
10% ↓

Change Rate in Total Hazardous Waste
→

Change in Recycled Waste Amount
12% ↓

Recycled Waste
51.233 tons ↓

Recycling Rate
94% ↓

Waste Intensity
0,004 tons per product unit ↓

Reduction Rate in Waste Intensity per Product
20% ↓

Rate of Recycled Input Materials Used
29% ↑

Total Water Consumption
1.401.959 m³ →

Water Intensity
0,10 m3 per product unit

Revenue-Based Water Intensity Reduction Rate (TRY)
28% ↓

How Do We Proceed?

MAXION JANTAŞ

GREEN BELT SIX SIGMA PROJECT FOR REDUCING WATER CONSUMPTION

As part of our commitment to the sustainable use of water resources, we launched a Green Belt Six Sigma project focused on reducing water consumption, particularly in our painting facilities. In the first phase of the project, we installed additional meters to more precisely monitor water usage. This allowed us to identify areas for improvement with concrete data.

Our analyses revealed that automating spesific manually operated systems offered significant savings potential. Accordingly, we initiated automation efforts in water-consuming systems within the painting area, leading to more efficient processes. Thanks to these improvements, we successfully reduced clean water consumption per wheel by 20% compared to 2023 data. In doing so, we not only minimized our environmental impact but also enhanced resource efficiency, contributing to our circular economy goals.

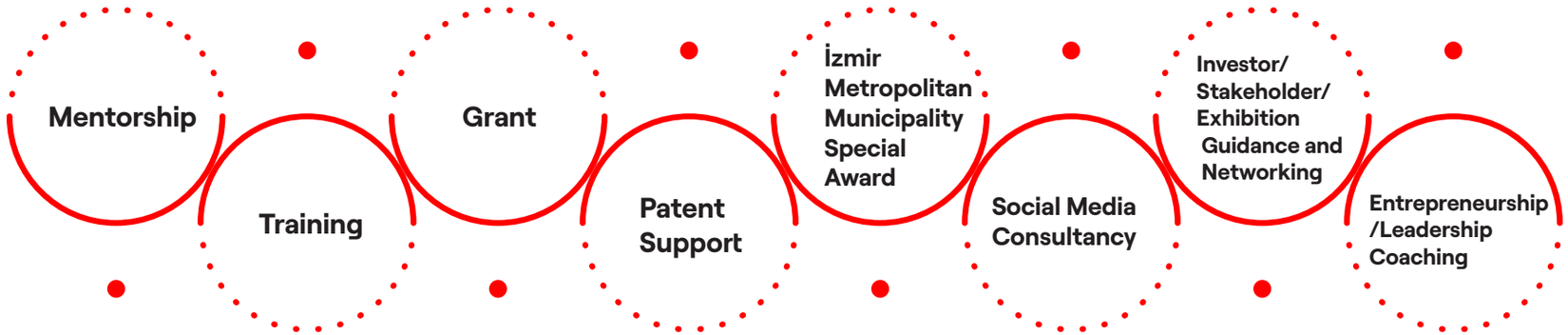
CEVDET İNCİ EDUCATION FOUNDATION HASAT GRANT PROGRAM – THIRD TERM

Led by the Cevdet İnci Education Foundation (İnci Vakfı) and in collaboration with İnci Holding, the application process for the Third Hasat Grant Program, which will be held again in 2024–2025, was launched in December 2024.

Aligned with İnci Holding's sustainability strategy, the program focuses on supporting projects under the priority theme of "Responsible Production and Consumption and Climate Action." For the first time this year, the program also includes an award presented by İzmir Metropolitan Municipality under the theme "Sustainable Living Solutions for İzmir's Future."

The Hasat Final Day will be held in June 2025 at the Historic Gasworks Factory in İzmir.

:hasat
hibe programı



Click here for detailed information about the Hasat Grant Program.

Sustainability In The Supply Chain

What We Aim To Achieve?

Supply chains are becoming increasingly complex and fragile due to climate change, resource scarcity, geopolitical uncertainties, regulatory pressures, and social impact risks. In this context, strengthening environmental and social sustainability within our supply chain is not only a compliance responsibility but also a fundamental guarantee of our business continuity.

As İnci Holding, we aim to build a more resilient, transparent, and sustainable value chain together with our suppliers. To mitigate the environmental impact stemming from the supply chain, we will continue to promote supplier practices that align with low-carbon, energy-efficient, and circular economy principles.



Number of New Suppliers Screened Using Environmental Criteria

49



Rate of New Suppliers Screened Using Environmental Criteria

38

How Do We Proceed?

SMART TRANSFORMATION IN SUSTAINABLE LOGISTICS THROUGH MAXION JANTAŞ X SHIPMIND COLLABORATION

As Maxion Jantaş, within the scope of the İnci Radar initiative and with support from the entrepreneurship ecosystem, we have focused on digitalization and sustainability-driven transformation in our supply chain processes. Our primary goal is to fully digitize our logistics operations ensuring data integrity, reducing communication errors, and making our environmental impacts measurable. Through the ShipMind platform, we manage all logistics processes - from freight procurement to delivery - within a single digital environment. This has enabled us to achieve up to 10% savings in logistics costs, up to 20% reduction of unexpected expenses (e.g., demurrage), and up to 80% decrease in email traffic. Additionally, we now monitor our carbon footprint by transportation mode through container-based CO_2 emission calculations. The platform also advances our sustainable supply chain management approach by enabling the tracking of carbon emission, digital document management, and centralized supplier interactions.

YUSEN İNCİ - SCAPP (Global Supplier Management System)

Through the SCAPP platform developed by Yusen Global, we aim to digitalize supplier management processes enhancing operational efficiency and sustainability. Once operational teams register second-tier suppliers in the SCAPP system, documents such as the Supplier Preliminary Assessment Form, Code of Conduct (CoC), Environmental Awareness Declaration, and Confidentiality Agreement can be completed directly within the system eliminating the need for manual signatures. This enables processes to proceed in a more digital and traceable manner, while also establishing a supplier tracking mechanism that contributes to building institutional memory.

Development Of Environmentally Friendly Products And Services

What We Aim To Achieve?

In line with climate change, environmental compliance regulations, and evolving consumer expectations, we are enhancing our product and service development approach with a sustainability perspective. While maintaining our high-quality standards across the sector's value chain, we develop solutions that minimize environmental impact, have a low carbon footprint, and promote resource efficiency. We reinforce this approach with solutions supported by the entrepreneurship ecosystem, transforming it into more innovative and environmentally friendly products and services through sustainable technologies and business models. We prioritize sustainability at every stage of the product life cycle, integrating environmental responsibility into our business processes - from design to recycling.

How Do We Proceed?

İNCİ GS YUASA

PRODUCT LIFE CYCLE ANALYSIS PROJECT (LCA)

At İnci GS Yuasa, we have initiated product life cycle analysis and carbon footprint calculation processes for industrial batteries over 2kWh, in line with the EU Battery Regulation. With the support of the Green Transformation URGE Project by Uludağ Exporters' Association (UİB), we conducted on-site reviews of our production processes and completed data verification. The report, to be finalized in 2025, will mark our company's first calculation in this field. Beyond preparing for regulatory compliance, the project has also established a carbon footprint model for other battery types. The data obtained has laid the groundwork for developing projects that support our carbon reduction targets. This initiative has become a pioneering and exemplary practice in our industry, reinforcing our commitment to sustainable production.

ISM

ZERO NITROGEN SUPPLY PROJECT

At ISM, we have started producing the nitrogen gas used in our polyurethane facility in-house. Previously sourced from external suppliers, nitrogen is now generated on-site through an air separation process enabled by our recent investment in a nitrogen generator. This shift has significantly reduced our costs by eliminating external dependency. With this transformation, we have also minimized occupational safety risks, eliminated transportation and labor expenses, and reduced our Scope 3 carbon footprint. We now meet our entire annual nitrogen demand through internal production, achieving an 82% cost saving compared to external procurement. This investment, with a payback period of 20 months, has made a substantial contribution to both environmental and operational sustainability.

BIODIVERSITY CONSERVATION
What We Aim To Achieve?

As the impacts of the climate crisis intensify, disruptions in ecosystem services have begun to threaten both natural life and human activities. At İnci Holding, we consider biodiversity conservation a climate-related sub-priority within our sustainability agenda for 2025 and beyond. Considering the sensitive coastal and terrestrial ecosystems of the Aegean Region, where we operate, we aim to monitor and interpret our environmental impacts through the lens of potential biodiversity footprint. To this end, we plan to initiate preliminary studies on developing nature-based risk and impact maps for our facilities in the medium term. Additionally, we aim to establish the necessary infrastructure to report our biodiversity performance transparently and comparably.

How Do We Proceed?

CONTRIBUTING TO EDUCATION THROUGH GOOD AGRICULTURAL PRACTICES IN THE İNCİ FOUNDATION GARDENS

As the Cevdet İnci Education Foundation (İnci Vakfı), we have been practicing environmentally responsible agricultural production for many years in our 51,275 m² gardens, located in Aydın Sultanhisar, which were donated by our founder, Cevdet İnci. We cultivate products such as olives, oranges, tangerines, plums, and pomegranates from trees that are between 30 and 50 years old. Our olives are processed using the cold-press method to produce natural extra-virgin olive oil under our **VİVO** brand.

Until September 2024, we operated our gardens in line with sustainable agriculture principles under the “Good Agricultural Practices Certification.” All revenue generated from this production is transferred to the Cevdet İnci Education Foundation (İnci Vakfı) Scholarship Fund, transforming the fertility of the soil into life-changing support for young people's education. In doing so, we invest in both nature and the

For our Vivo branded products: https://www.incivakfi.org/collections/dukkan

INVESTMENT IN INNOVATION
FOR NEW GENERATIONS



INVESTMENT IN INNOVATION FOR NEW GENERATIONS

What Makes This A Strategic Priority For Us?

The climate crisis and its associated ecological, social, and economic challenges necessitate the more efficient, responsible, and sustainable management of natural resources. These challenges position innovation not only as a tool for competitiveness but also as a strategic catalyst for sustainable growth.

At İnci Holding, we believe that innovation must be at the core of our culture of entrepreneurship, technology, and collaboration. We are prioritizing investments in this area to shape a future that responds to the expectations of new generations, driven by artificial intelligence and digital transformation. As all our companies internalize innovation, they create opportunities for products and services that transcend industry boundaries. We adopted a learning-oriented approach in collaboration with a diverse ecosystem, encompassing universities, technology companies, suppliers and customers.



Investment in Innovation for New Generations

- Digital Transformation
- Investment in the Jobs of the Future
- Collaboration with the Ecosystem
- Corporate Entrepreneurship

How Do We Position Ourselves

FOR GLOBAL RISKS RELATED TO TECHNOLOGY AND INNOVATION?

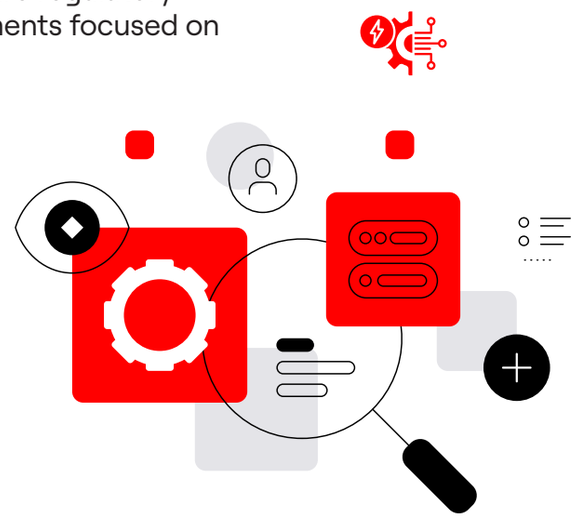
Climate change is creating systemic vulnerabilities on a global scale—not only through environmental impacts but also through economic, digital, and technological risks. At İnci Holding, we are developing agile, innovative, and data-driven solutions to enhance our strategic resilience against these risks. By leveraging AI-powered analytics tools and automation systems, we are improving resource efficiency and reducing environmental impacts. At the same time, we are addressing the disinformation and ethical risks associated with digitalization through the principles of transparency and trustworthy communication. In this process, we prioritize investments in emerging technologies and high-potential areas, positioning innovation not only as a driver of business processes but also as a strategic lever shaping our vision for a sustainable and resilient future.



DIGITAL TRANSFORMATION

What We Aim To Achieve?

In our digital transformation journey, we aim to establish flexible and agile systems supported by artificial intelligence promoting a data-driven decision-making culture in the short and medium term. By enhancing our smart manufacturing infrastructure with applications such as predictive maintenance, quality control, and production optimization, we seek to improve efficiency. We prioritize deepening digital integration across processes by expanding AI-supported smart manufacturing solutions throughout all our sub-sectors. At the same time, we aim to strengthen our competitiveness and ensure regulatory compliance through digitalization investments focused on cybersecurity and sustainability.

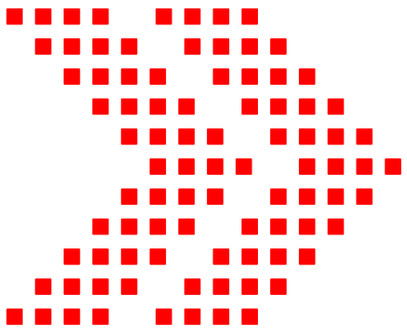




How Do We Proceed?

ADAPTING TO THE DIGITAL WORLD AND PREPARING FOR THE FUTURE WITH ARTIFICIAL INTELLIGENCE THROUGH İNCİ ACADEMY: THE DIGITAL ATLAS DEVELOPMENT JOURNEY

With the Digital Atlas Development Journey, launched to strengthen our employees' digital competencies and enhance their ability to work alongside artificial intelligence, we have taken a significant step in building the cultural foundation for digital transformation at the corporate level. As part of this initiative, we completed a development journey consisting of three modules. Following our development planning approach—training, experience, and exposure—we delivered sessions on AI-Assisted Presentation Design, Project-Based Group Work Using AI Tools, and an Introduction to Microsoft Copilot. Throughout this comprehensive 16-hour training program, employees also learned how to craft accurate and goal-oriented prompts to effectively leverage the benefits of AI. Through this journey, our employees not only gained proficiency in using digital tools but also developed strategic thinking, productivity, and collaboration skills empowered by artificial intelligence.



İNCİ GS YUASA
DIGITAL TRANSFORMATION INITIATIVES

At İnci GS Yuasa, we have developed the Digital Traceability System (DTS) to enhance operational efficiency, reduce environmental impact, ensure quality assurance, and improve customer satisfaction in line with our sustainable production goals. The increasing need for data and the limitations of manual methods highlighted the necessity of DTS. The system enables proactive intervention by digitally monitoring environmental and occupational health and safety risks. By centralizing data from various sources, DTS supports transparent and sustainable decision-making through functions such as analysis, reporting, security, and integration. Going beyond traditional systems, DTS synchronizes with SCADA, PLC, IoT sensors, and environmental devices, integrating with ERP and MES systems to analyze process performance using methods like Statistical Process Control. The ability to monitor environmental and social indicators from a single platform positions DTS as a pioneering tool in sustainability. Its modular structure allows for expansion with artificial intelligence, digital twin technologies, and autonomous decision-making systems.

Thanks to DTS, manual work time in pilot areas was reduced by 89%, human resources were redirected to strategic tasks, and customer feedback response time improved by 67% using critical data. Real-time air quality measurements led to a 58% reduction in employee lead exposure. Additionally, corporate-level digital competencies and environmental awareness were significantly enhanced. DTS represents an innovative transformation model that combines sustainable production, agility, and social impact.

The project has quickly achieved both corporate and academic recognition, winning the first prize at İGYA Stars 2024, as well as the Service Category First Prize and the Special Innovation Award at the Cevdet İnci Incentive Awards 2024.

DIGITAL TRANSFORMATION AT ISM

As part of the ISM Digital Transformation Project, we aimed to digitize our production processes to enhance traceability, strengthen data-driven decision-making mechanisms, and improve operational efficiency through the use of AI-supported systems. By implementing assembly line monitoring, performance test data tracking, final quality reporting, and AI-powered analytics, we have enhanced our processes to be faster, more reliable, and more sustainable. We reduced test durations by 40%, thereby lowering our Scope 1 carbon footprint, decreasing energy consumption, and minimizing the need for physical space. Our quality control processes have become faster and more data-driven, contributing significantly to our sustainability and efficiency goals.

MAXION TRO DIGITAL TRANSFORMATION INITIATIVES

At Maxion Jantaş, we launched a project to digitize our production processes and strengthen our data-driven decision-making capabilities. By integrating the Manufacturing Execution System (MES) and Programmable Logic Controller (PLC) systems, we enabled real-time cycle time analysis, optimized energy consumption, and automated robot positioning. This transformation led to increased production efficiency and a 22.5% improvement in Overall Equipment Effectiveness (OEE).

As Maxion İnci Wheel Group, our digital transformation journey aims to fully digitize our production processes, enhancing traceability, improving quality, and sustainably boosting operational efficiency. In this context, we implemented 53 digital projects by integrating MES, ERP, and OT systems. Through AI-supported analytics, we reduced quality losses and optimized energy and maintenance processes.

As a result of these projects, we achieved a 36–44% improvement in X-ray scrap rates and gained an additional 4,200 units annual production capacity by reducing mold failures. By lowering energy consumption and unplanned downtimes, we not only reduced costs but also enhanced production continuity. This transformation has reinforced our data-driven decision-making culture, delivering tangible and measurable gains.

DIGITALIZATION INITIATIVES AT YUSEN İNCİ LOGISTICS

At Yusen İnci, we launched an optimization project to enhance both physical efficiency and operational safety within our warehouse areas, while supporting this transformation through a digitalization perspective. Through this project, we restructured traditional back-to-back shelving modules by increasing the spacing between them to create dedicated picking zones. This allowed for more effective use of space and reduced the risk of workplace accidents by preventing simultaneous human and equipment activity in the same area.

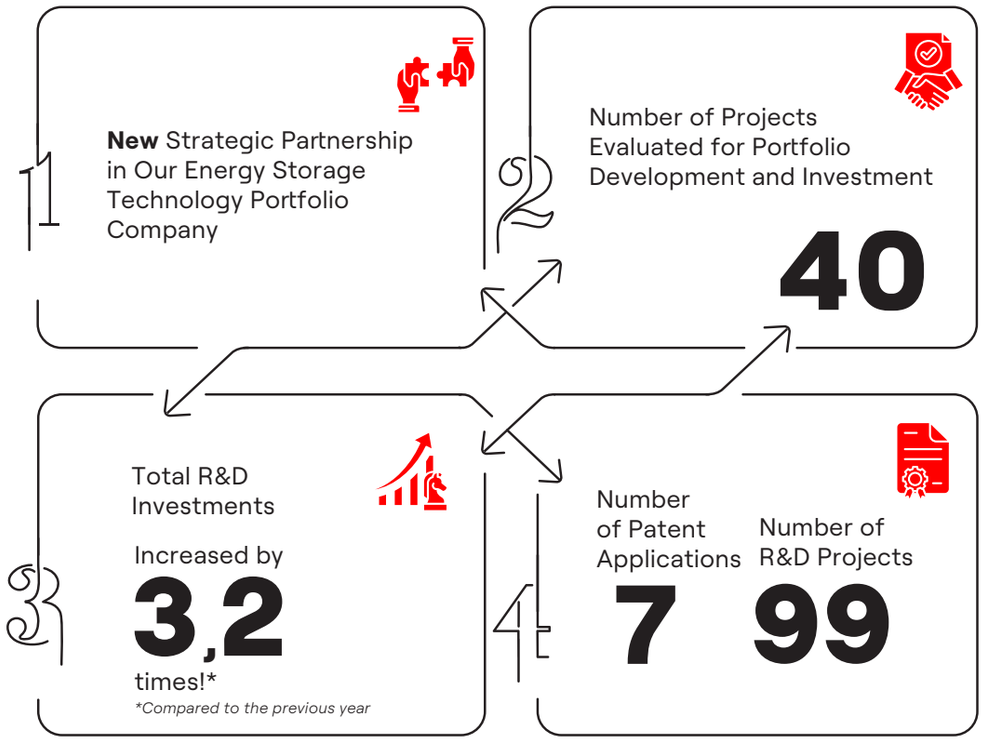
As a result, we achieved a 30% space gain, 25% route shortening, and significant financial savings in operational terms. Within the scope of our digital transformation efforts, this implementation supports a lean and data-traceable warehouse management approach, establishing a more flexible, safer, and sustainable operational infrastructure.

INVESTMENT IN FUTURE BUSINESS AREAS

What We Aim To Achieve?

At İnci Holding, in line with our sustainable growth and innovation strategy for 2025 and beyond, we prioritize investing in high-value-added business areas that align with our fields of activity. Through Vinci Venture Capital and direct technology investments by the Holding, we support ventures and technologies developed by strong teams that align with our innovation goals. Our focus is on high-potential future fields including Industry 4.0 (sensor technologies, artificial intelligence, sustainable production, big data, and robotics), energy (battery technologies, energy storage and management, and new business models), and automotive technologies (autonomous and electric vehicle solutions). With applicable and scalable technologies, we aim to generate both environmental and economic impact.

2024 Results:



HOW DO WE PROCEED?

WE ARE TRACKING THE TECHNOLOGIES OF THE FUTURE THROUGH OUR VENTURE CAPITAL FUND "VİNCİ"

Founded in June 2018 to closely follow future trends and secure a place in tomorrow's the jobs, Vinci has made investments between 2019 and 2023 in Octovan, TIM, Surve Mobility, Herotech8, Mobilus, Shipsgo, Turbit, SungreenH₂, and Thingtrax. In addition to these, in 2024, Vinci invested in Perciv AI, a company developing AI-powered radar sensing software for autonomous systems.

Perciv AI's radar and radar-camera fusion technology delivers performance comparable to LiDAR at a significantly lower cost. It enables reliable and scalable perception under all conditions for applications in automotive, robotics, and aerospace.



Ghost objects and misclassifications by **market-leading automotive tier-1 supplier**

Clean, actionable radar perception output by **PercivAI**

Click to Explore Vinci's Venture Capital Portfolio.

NEWS FROM OUR PORTFOLIO

- SungreenH₂ was selected as a finalist at Tech Tour and announced strategic partnerships at the Asia Clean Energy Summit.
- Turbit joined the EU Data Act Working Group, contributing to cross-sector collaboration.
- ShipsGo partnered with Climateware to enable zero-carbon shipping and provide sustainability certifications.

VALUE-DRIVEN GROWTH:

A STRATEGIC MOVE IN THE COOLING BUSINESS LINE

As of 2024, we have initiated a new strategic expansion to build upon the expertise we gained in the cooling sector through ISM Minibar. In this context, we are focusing specifically on mobile cooling solutions.

With this potential business line, we aim to expand into segments such as buses, trucks, caravans, and marine vehicles, strengthening our market position and enhancing our global competitiveness through new business development opportunities.

In 2025, our focus will be on deepening this research process in line with our core priorities and identifying the most effective steps to support our long-term growth strategy in mobile cooling.

COLLABORATIONS WITH THE ENTREPRENEURSHIP ECOSYSTEM

What We Aim To Achieve?

As İnci Holding, we aim to deepen our collaboration with the entrepreneurship ecosystem by increasing our open innovation calls through the İnci Radar platform, focusing on sustainability and digital transformation-driven needs. By expanding our strategic partnerships with universities, technoparks, and technology transfer offices, we seek to accelerate access to emerging technologies and position startups as potential suppliers for our group companies. While creating impact through innovative solutions within the ecosystem, we prioritize aligning every collaboration with the creation of environmental and social value.

2024 Results:

Number of Startups Scanned

78

Number of PoCs Between Entrepreneurs and Group Companies

22

Number of Startups with Supplier Agreements

7

Open Innovation Calls

3

International Collaborations

4

HOW DO WE PROCEED?



İNCİ RADAR: TRANSFORMING THROUGH OPEN INNOVATION

As of 2024, İnci Radar Open Innovation Platform has completed its second year, helping us shape a more systematic, effective, and visible approach to entrepreneurship and innovation. Throughout the year, we worked closely with OPEX, innovation, engineering, production, logistics, and sustainability teams across our group companies to identify our needs and pain points. We successfully carried out the scanning and matching processes with innovative startups capable of addressing these needs - contributing to internal transformation while building strong ties within the entrepreneurship ecosystem. With İnci Radar, we not only find solutions but also embed open innovation into our culture, collectively strengthening our journey toward sustainable growth.

inci radar

HOW DO WE PROCEED?







İNCİ HOLDING ENTREPRENEURSHIP AMBASSADORS PROGRAM

In 2024, we launched the **Entrepreneurship Ambassadors Program** to more effectively evaluate the entrepreneurship ecosystem in terms of investment opportunities and technological developments. Entrepreneurship Ambassadors, selected from various departments, take on responsibilities aligned with the program's core objectives: promoting an entrepreneurial culture within the Holding, establishing fast and sustainable collaborations with external stakeholders, and supporting and expanding the open innovation platform, İnci Radar.

OPEN INNOVATION CALLS LAUNCHED THROUGH İNCİ RADAR IN 2024

The İnci Radar open innovation platform is a strategic tool that enables us to develop solutions for the needs of our group companies not only internally, but also by leveraging the national and international entrepreneurship ecosystem. Through these efforts, we have once again seen in practice that open innovation is not only about integrating external ideas into the organization but also plays a vital role in delivering flexible, agile, and creative solutions to rapidly evolving needs. The three open innovation calls we launched throughout 2024 reflect our pursuit of solutions to İnci Group's concrete needs, ranging from sustainability to operational efficiency.

- For **Maxion Jantaş,** we sought pallet solutions for container shipments that are environmentally friendly and offer higher product capacity.
- For **İnci GS Yuasa,** we focused on heat management and climate control technologies designed to enhance energy efficiency and improve employee comfort in production environments.
- For **Yusen İnci Logistics,** we issued a call for innovative storage methods and sustainable packaging products to enhance inventory management and logistics.

HOW DO WE PROCEED?





GLOBAL AND NATIONAL COLLABORATIONS IN ENTREPRENEURSHIP THROUGH İNCİ RADAR

In 2024, through İnci Radar, we strengthened our focus on entrepreneurship and sustainability via national and international collaborations, advancing together toward global solutions. As part of the Hello Cleantech Program, we met with European startups for the second time, focusing on energy, battery, and carbon technologies. Through the Canada-Türkiye Sustainability Challenge, we evaluated 38 startups and established new connections in the fields of energy efficiency and hydrogen. At the TÜSİAD Digital Türkiye Conference, our Vinci-backed startups showcased their technologies on stage.

During our sponsorship of the Here2Next ’24 Summit, we shared inspiring stories about the future through our collaborations with Apollo IoT and Shipmind.

A PIONEERING STEP IN CORPORATE ENTREPRENEURSHIP: AKÜMGELSİN BY İNCİ GS YUASA

Akümgelsin, an innovative service developed by our İnci Akü brand with a customer-centric approach, stands as a successful example of our corporate entrepreneurship strategy. No matter where they are in Türkiye, drivers can call **444 5 258 (AKÜ),** share their vehicle details and location with our expert team, purchase the correct battery over the phone, and benefit from on-site installation, receiving isolated service and quickly resuming their journey. Designed to meet battery needs independently of time and place, and supported by expert assistance, this tech-enabled solution has set a new standard for customer satisfaction in the industry by offering on-site battery replacement services nationwide. Awarded **“Best Internal Corporate Entrepreneurship Project”** at the **6th Corporate Entrepreneurship Awards,** organized in collaboration with **Özyeğin University** and t**he Entrepreneurial Institutions Platform (GKP),** Akümgelsin is a powerful example of how innovative ideas born within the company can be effectively commercialized and integrated into the business model.



APPENDICES

OUR PERFORMANCE INDICATORS FOR 2024

SOCIAL	2020	2021	2022	2023	2024
Total Number of Employees	2.786	3.054	3.166	3.266	3.180
Female	245	283	304	307	310
Male	2.541	2.771	2.862	2.959	2.870
Full Time	2.707	2957	3158	3259	3174
Part Time	7	97	8	7	6
Under 30	444	664	648	719	634
Between 30-50	2.157	2.247	2.351	2.331	2.280
Over 50	185	143	167	216	241
Number of Senior Managers	88	93	125	68	56
Female	22	23	31	24	18
Male	66	70	94	44	38
Number of Middle Managers	142	159	113	166	162
Female	39	47	35	53	48
Male	103	112	78	113	114
Total Number of Newly Recruited (Office Employees)	68	130	207	115	80
Female	23	55	53	58	28
Male	45	75	154	57	52
Under 30	33	56	98	61	27
Between 30 - 50	34	70	69	51	52
Over 50	1	4	3	3	1

OUR PERFORMANCE INDICATORS FOR 2024

SOCIAL	2020	2021	2022	2023	2024
Total Number of Newly Recruited (Field Employees)	156	407	364	480	241
Female	8	16	19	12	12
Male	148	391	345	468	229
Under 30	-	206	177	264	118
Between 30 - 50	-	188	185	208	120
Over 50	-	13	2	8	3
Number of Employees Returning to Work After Maternity Leave	-	168	163	56	46
Female	-	8	8	7	4
Male	-	160	155	49	42
Number of Employees Subject to Regular Performance Evaluation	2.736	2.991	2.289	2.230	2.458
Employee Turnover Rate (%)	4	3,00	13,96	19,90	12,89
Female	-	17,3%	17,4%	15,0%	15,06
Male	-	13,4%	13,6%	20,5%	12,66
Total Training Hours	-	37.023	74.959	90.405	104.983
Female	-	5.745	11.855	14.005	10.711
Male	-	31.278	63.104	76.400	94.271

OUR PERFORMANCE INDICATORS FOR 2024

SOCIAL	2020	2021	2022	2023	2024
Average Annual Training Hours per Employee	13	22	24	28	25
Female	-	-	39	46	30
Male	-	-	22	26	24
Accident Frequency Rate*	5,76%	6,72%	6,12%	40%	36%
Number of NGOs Subscribed To	43	35	42	46	47
Number of NGOs with Management Involvement	5	12	15	16	15
Vakıf Projeleri ile Temas Edilen Kişi Sayısı	-	4.809 children/239 youth	5.518 children/289 youth	17.489 children/734 youth	14.430 children / 550 youth

OUR PERFORMANCE INDICATORS FOR 2024

ENVIRONMENTAL	2020	2021	2022	2023	2024
Total Direct Energy Consumption (MWh)	186.945	172.030	218.493	223.594	219.261
Total Indirect (Purchased) Energy Consumption (MWh)	279.769	233.883	278.854	209.666	211.905
Energy Intensity (MWh/product)* **	-	-	0,082	0,035	0,030
Change in Energy Intensity (Based on Revenue in TRY)	-	-	-	58%	-28%
Total Direct Greenhouse Gas Emissions (Scope 1) (tons CO_2)	35.925	40.538	41.511	40.339	43.420
Total Indirect Greenhouse Gas Emissions (Scope 2) (tons CO_2)	53.940	64.474	48.419	45.630	37.242
Total Greenhouse Gas Emissions (Scope 1 + Scope 2) (tons CO_2)**	89.86 5	105.012	89.930	85.969	80.662
Greenhouse Gas Intensity per Product (CO_2e/product)* **	-	-	0,00695	0,00688	0,00569
Change in Greenhouse Gas Emission Intensity (Based on Revenue in TRY)	-	-	-	-29%	-32%
Total Water Consumption (m^3)	1.316.414	1.429.874	1.408.960	1.412.909	1.401.959
Municipal Water	935.315	1.096.569	1.085.423	1.104.408	1.071.955
Groundwater	381.019	333.225	323.445	308.456	329.964
Other	80	80	92	45	40

OUR PERFORMANCE INDICATORS FOR 2024

ENVIRONMENTAL	2020	2021	2022	2023	2024
Amount of Recycled Water (m³)	-	-	-	53.076	334.376
Water Intensity per Product (m³/product)* **	-	-	0,11	0,11	0,10
Change in Water Intensity (Based on Revenue in TRY)	-28%	-35%	-57%	-25%	-28%
Total Waste (Tons)	55.695	66.834	61.025	60.576	54.496
Total Hazardous Waste (Tons)	17.457	19.044	8.761	9.054	9.083
Total Non-Hazardous Waste (Tons)	38.238	47.790	52.264	51.522	45.413
Amount of Recycled Waste (Tons)	45.445	54.526	47.930	58.345	51.233
Waste Intensity* (tons/product)**	-	-	0,005	0,005	0,004
Change in Waste Intensity (Based on Revenue in TRY)	-	-	-	-30%	-18%
Weight of Recycled Materials Used for Product Manufacturing and Packaging (Tons)	-	-	28.497	45.420	51.968
Total Weight of Materials Used for Product Manufacturing and Packaging (Tons)	-	-	165.104	196.956	176.532
Number of New Suppliers Screened Using Environmental Criteria	-	1	66	37	49
Proportion of New Suppliers Screened Using Environmental Criteria	-	-	4%	19%	30%

OUR PERFORMANCE INDICATORS FOR 2024

ECONOMIC	2020	2021	2022	2023	2024
Growth Rate Over the Last 5 Years (TRY)	23%	32%	47%	41%	50%
Growth Rate Over the Last 5 Years (EUR)	3%	5%	10%	7%	6%
Total Number of R&D Projects	21	28	60	70	99
Total Number of Patent Applications	6	5	6	4	7
Number of Identified Ethical Violations	-	44	86	49	65
Percentage of Employees Trained on Ethics Compliance (%)	80%	80	79	67	Once every 2 years
Resolution Time for Cases Reported to the Ethics Line (Days)	26	34	21	56	45
Ethics Compliance Stakeholder Survey Score	4,19	4,7	4,3	4,9	4,1
Average Percentage of Family Members on Boards of Directors (%)	23	23	23	16	20
Ratio of Held to Planned Board Meetings (%)	-	126	108	123	1,29
Board Meeting Attendance Rate (%)	98,84%	99,7	96	97	98
Compliance of Board Committees with Meeting Schedule (%)	-	100	98	96	90

NOTES:
*The 2023 and 2024 Accident Frequency Rates have been recalculated and updated according to the Global Reporting Initiative – GRI 403:2018 "Rate of Recordable Work-Related Injuries (TRIR)." Accordingly, incidents that resulted in at least one day of lost work time have been included in the accident frequency rate.
(TRIR – Total Recordable Injury Rate = Number of Work Accidents (Recordable Injuries) / Total Working Hours * 1,000,000)
**The 2024 Total Direct Greenhouse Gas Emissions (Scope 1) and Total Indirect Greenhouse Gas Emissions (Scope 2) were calculated using the data sets assessed in comparison with our 2023 base year. The calculations include the I-REC Renewable Energy Certificates obtained by our facilities.
***In the calculation of "Greenhouse Gas Intensity / Waste Intensity / Water Intensity per Product," the number of products belonging to Yusen İnci Logistics operations has not been included in the scope.

Reporting Scope and Guideline

This Reporting Guideline includes definitions of specific concepts and data mentioned in İnci Holding's Sustainability Report.

SOCIAL

Full-Time Employee	An employee whose weekly, monthly, or annual working hours are defined according to national legislation and practice.
Part-Time Employee	An employee whose weekly, monthly, or annual working hours are less than those defined as "full-time" above.
Senior Executive	The highest-level employees in an organization's management who report directly to the CEO / General Manager or the highest governance body.
Mid-Level Manager	Employees who manage teams but are not included in the definition of senior executives.
Newly Hired Employee	An employee who was not previously employed by the employer and was added to the payroll during the reporting period.
Employee Turnover	An employee who has left voluntarily or due to dismissal, retirement, or death in service.
Employee Turnover Rate	The ratio that shows the share of personnel entering or leaving the business within a year compared to the average number of personnel.
Accident	An incident that occurs during work and may result in injury or health problems.
Accident Frequency Rate	Calculated by multiplying the ratio of the total number of accidents to the total working hours by one million.
Fatal Accidents	Work-related incidents that result in death often used as a key indicator in occupational health and safety performance assessments.
Occupational Diseases	A health condition or illness directly caused by exposure to risk factors arising from work activities or the work environment, typically recognized under occupational health and safety regulations.
Child/Youth	Individuals aged 0–18 are considered "children," and those above 18 are considered "youth."

Reporting Scope and Guideline

SOCIAL

OKR (Objectives and Key Results)	A goal-setting framework that helps organizations define clear objectives and measurable key results to align teams, track progress, and drive performance in a transparent and development-focused way.
Stop – Think – Act	A behavior-based safety practice that encourages individuals to pause before starting a task, assess potential risks, and take action in the safest way possible to prevent accidents and promote a proactive safety culture.
BADV (Business Against Domestic Violence)	A corporate initiative led by Sabancı University's Corporate Governance Forum, supported by TÜSİAD, Sabancı Foundation, and UNFPA, aims to prevent domestic violence by promoting gender equality, raising awareness in workplaces, and encouraging companies to adopt supportive policies and practices.
Code of Conduct (CoC)	A written set of ethical principles and responsibilities expected from employees, managers, and all stakeholders in business operations. It contributes to the preservation of corporate culture, trust, and reputation.
Corporate Social Responsibility (CSR)	A strategic approach that integrates ethical practices, stakeholder engagement, and community investment into business operations to generate long-term societal and environmental value.
MYİ (Mesleki Yönlendirme ve İyileştirme) (Vocational Guidance and Improvement)	A development-focused initiative aimed at supporting young people's career orientation and professional growth through scholarships, mentoring, and educational programs.

Reporting Scope and Guideline

ENVIRONMENTAL

Direct Energy Consumption	Energy sourced from primary fuel sources including electricity, steam, natural gas, diesel, LPG, and fuel oil.
Indirect Energy Consumption	Electricity, thermal, or other energy sources provided by a retail supplier or from facilities not owned or operated by the energy user.
Energy Intensity	Energy consumed per product unit.
Change in Energy Intensity	Change in energy intensity based on consolidated revenue in TRY.
Direct (Scope 1) Greenhouse Gas Emissions	Greenhouse gas emissions resulting from sources owned or controlled by an organization. A greenhouse gas source is any physical unit or process that releases greenhouse gases into the atmosphere. Direct (Scope 1) emissions may include CO_2 emissions from fuel consumption.
Indirect Energy (Scope 2) Greenhouse Gas Emissions	Greenhouse gas emissions resulting from the generation of purchased or acquired electricity, heating, cooling, and consumed steam by an organization.
Carbon Footprint Intensity	Greenhouse gas emissions released per unit of product.
Change in Carbon Footprint Intensity	Change in carbon footprint intensity based on consolidated revenue in TRY.
Water Consumption	Total amount of water withdrawn and incorporated into products, used in production, or generated as waste, including water that evaporates or becomes contaminated to the extent that it is no longer usable by other users.
Water Intensity	Amount of water consumed per unit of product.
Change in Water Intensity	Change in water intensity based on consolidated revenue in TRY.
Groundwater	Water retained in a subsurface formation and recoverable. This definition is based on ISO 14046:2014.
Waste	A material or substance that must be discarded by an entity upstream or downstream in the reporting organization's value chain. (United Nations Environment Programme (UNEP), Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, 1989)

Reporting Scope and Guideline

ENVIRONMENTAL

Hazardous Waste	Wastes possessing any of the characteristics listed in Annex III of the Basel Convention or considered hazardous under national legislation. (United Nations Environment Programme (UNEP), Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and Their Disposal, 1989)
Non-Hazardous Waste	Industrial wastes that cannot be disposed of in a trash bin or sewer line according to regulations.
Recycled Waste	Wastes recovered through any reclamation process in which waste materials are reprocessed into products, materials, or substances for their original or other purposes.
Waste Intensity	Amount of waste generated per unit product.
Weight of Recycled Materials Used for Product Manufacturing and Packaging	Weight of recycled materials or raw inputs used in products manufactured and packaged by the organization.
PM (Particulate Matter)	Airborne solid or liquid particles that can be inhaled and pose health risks, especially in workplace environments. Respirable PM refers to fine particles small enough to penetrate deep into the lungs, often monitored to ensure occupational safety.
Science-Based Targets Initiative (SBTi)	An international initiative that helps companies set greenhouse gas emission reduction targets aligned with climate science and the Paris Agreement. For example, the 1.5°C pathway requires a 4.2% annual decrease in emissions.
GLEC Framework	A global methodology developed for calculating and reporting carbon emissions in the logistics sector. It provides transparent and comparable data.
ISO 14083	An international standard for calculating and reporting greenhouse gas emissions from transport activities. It ensures consistency across different modes of transport.
EU Green Deal	The EU's strategic plan to become the world's first climate-neutral continent by 2050, transforming its economy, energy, transport, and industry sectors through sustainable and inclusive growth.

Reporting Scope and Guideline

ECONOMIC

Ethical Violation	An identified and verified ethical violation.
Ethics Compliance Stakeholder Survey Score	The average score of ethics-related questions from the Employee Survey, Board Performance Evaluation Survey, and Corporate Services Survey.
Corruption Case	A verified corruption case. It does not include cases still under investigation during the reporting period.
Ratio of Held to Planned Board Meetings	The ratio of board meetings held during the year to the number of board meetings planned for the same year.
Board Meeting Attendance	The average attendance rate of board members at board meetings held during the year.
Compliance of Board Committees with Meeting Schedule	The compliance rate of all board committee meetings with the scheduled calendar during the year.
Double Materiality	An approach that considers both financial materiality and environmental-social impacts simultaneously in decision-making and reporting processes.
OEM (Original Equipment Manufacturer)	A company that produces components or products used in another company's end products, playing a crucial role in the supply chain, particularly in sectors such as automotive and electronics.
OPEX (Operational Expenditures)	Refers to the operational expenditures carried out in collaboration with innovation, engineering, production, logistics, and sustainability teams across group companies. Throughout the year, needs and pain points were identified, and matching processes were conducted to address these areas through innovative initiatives.

Sustainable Stakeholder Engagement of İnci Holding in 2024

In 2024, as İnci Holding, we shared our best practices, experiences, and expertise with various stakeholders through different institutions and events.

Solarex Istanbul Panel on Managing the Environmental Impacts of Batteries	Panelist
Izmir Institute of Technology Chemical Engineers Summit – Sustainability Session	Speaker
Izmir Institute of Technology Green Summit	Speaker
Dokuz Eylul University Sustainability Week	Speaker
TEİD Aegean Region Working Group Event	Local Stakeholder Engagement
TEİD Roundtable Meeting in Izmir	Local Stakeholder Engagement / Speaker
ESİAD – Circular Economy Model: Best Practices in Paper and Plastic	Moderator
Place-Based Impact Investment in Izmir – EYDK Event	Local Stakeholder Engagement
Unspoken Topics in Sustainability Event	Local Stakeholder Engagement / Panelist
UNGC Izmir Climate Target Sharing and Experience Exchange (November–December)	Participant
Dokuz Eylul University – Women at Work in Today's World	Speaker
From Words to Action – WEPs Program	Speaker
Ace of MICE Awards 2024 Program	Jury Member
OİB Board of Directors Meetings	Board Member
Malaysia & Singapore Automotive Sector Trade Delegation	Board Member / Participant
Automechanika Istanbul	Board Member / Participant
2024 Learning Elite Awards – Chief Learning Officer	Board Member / Participant
Istanbul Technical University Career Fair – Promotional Booth	Fair Participation
Izmir University of Economics Career Days	Promotion / Speaker
İYTE Women Engineers Meeting and Interview Simulation	Moderation
Enocta Izmir Gathering – "İnci Digital Academy and Best Practices for the Future Workforce"	Speaker

Sustainable Stakeholder Engagement of İnci Holding in 2024



In 2024, as İnci Holding, we shared our best practices, experiences, and expertise with various stakeholders through different institutions and events.

Gelecek Daha Net Youth Platform – Youth Side Project Trainings	Trainer
Both in Work and Education Project – Practical CV Preparation and Interview Techniques	Trainer
Take the Stage – Effective Presentation Techniques with Generative AI	Trainer
Feedback4E Employee Experience Event	Speaker
TAİDER Anatolian Panels 2024 / Balıkesir – "Intergenerational Transfer in Family Businesses"	Panelist
TAİDER Anatolian Panels 2024 / Aydın – "Corporate Governance and Sustainability"	Panelist
TAİDER & TÜRKONFED – Institutionalization and Constitution Work in Family Businesses	Panelist
TÜSİAD United Kingdom & Saudi Arabia Delegation Visits	Board Member / Participant
Farklabs IndustX Innovation Call	Jury Member
Global Relations Forum (GIF) 15th Anniversary UK Meeting	Panelist
TAİDER Family Gathering / Denizli	Speaker
TÜSİAD Digital Turkey Conference – "Disruptive Power in Transforming Competition"	Speaker
MAKFED Machinery Summit – "Sustainability and Twin Transition in Manufacturing and Machinery Sector"	Panelist
METU Digital Transformation and Smart Systems Conference	Speaker
TÜSİAD SD2 STEP Event	Speaker
Ankara TED University SY Course	Speaker
33rd Quality Congress – "Reloading Technology: How Will We Manage Corporate Transformation?"	Speaker
Independent Professional Platform – "Transformative Power of Industries"	Panelist
ANTGİAD Transformation in the Age of Change – "Challenges and Adaptation Strategies"	Speaker
Entrepreneurial Institutions Platform – Izmir Gathering	Speaker

OUR MEMBERSHIPS

- ADANA CHAMBER OF COMMERCE
- ADVANCED LEAD ACID BATTERY CONSORTIUM (ALABC)
- FAMILY BUSINESS NETWORK (FBN)
- ASSOCIATION OF ACCUMULATOR AND RECYCLING INDUSTRIALISTS (AKÜDER)
- ASSOCIATION OF EUROPEAN AUTOMOTIVE AND INDUSTRIAL BATTERY MANUFACTURERS (EUROBAT)
- EUROPEAN ASSOCIATION OF AUTOMOTIVE SUPPLIERS (CLEPA)
- UN WOMEN'S EMPOWERMENT PRINCIPLES (UN WEPS)
- UN GLOBAL COMPACT
- AEGEAN YOUNG BUSINESSPEOPLE ASSOCIATION (EGIAD)
- AEGEAN INDUSTRIALISTS AND BUSINESSPEOPLE ASSOCIATION (ESIAD)
- AEGEAN STRATEGIC SYNERGY PLATFORM (ESSIP)
- ETHICS AND REPUTATION SOCIETY (TEID)
- EUROPEAN TYRE AND RIM TECHNICAL ORGANIZATION (ETRTO) - BRUSSELS
- FAST COMPANY TALENT COUNCIL
- IMPACT 2030 TÜRKİYE IMPACT COUNCIL - SOCIAL IMPACT PLATFORM
- ISTANBUL CHAMBER OF COMMERCE
- ASSOCIATION OF FORKLIFT DISTRIBUTORS AND MANUFACTURERS (ISDER)
- BUSINESS COUNCIL FOR SUSTAINABLE DEVELOPMENT TÜRKİYE (SKD TÜRKİYE)
- ITALIAN CHAMBER OF COMMERCE AND INDUSTRY IN IZMIR
- IZMIR CHAMBER OF COMMERCE (IZTO)
- CORPORATE COMMUNICATORS ASSOCIATION (KID)
- CORPORATE RISK MANAGEMENT ASSOCIATION (KRYD)
- MANISA R&D AND DESIGN CENTERS COLLABORATION PLATFORM (MATIP)
- MANISA CELAL BAYAR UNIVERSITY - UNIVERSITY-INDUSTRY COLLABORATION
- TECHNOLOGY APPLICATION AND RESEARCH CENTER
- MANISA ORGANIZED INDUSTRIAL ZONE
- MANISA ORGANIZED INDUSTRIAL ZONE ASSOCIATION
- MANISA CHAMBER OF COMMERCE AND INDUSTRY
- MANISA OIZ EDUCATION, RESEARCH AND DEVELOPMENT FOUNDATION
- AUTOMOTIVE TECHNOLOGY PLATFORM (OTEP)
- AUTOMOTIVE INDUSTRY EXPORTERS' ASSOCIATION (OIB)
- BATTERY MANUFACTURERS AND SUPPLIERS ASSOCIATION (PILDER)
- SOLARBABA CLEAN ENERGY TRANSFORMATION PLATFORM
- SUSTAINABILITY ACADEMY
- TAIDER FAMILY BUSINESS ASSOCIATION
- PORTABLE BATTERY MANUFACTURERS AND IMPORTERS ASSOCIATION (TAP)
- AUTOMOTIVE SUPPLIERS ASSOCIATION OF TURKEY (TAYSAD)
- TURQUALITY
- TURKISH INDUSTRY AND BUSINESS ASSOCIATION (TUSIAD)
- CIRCULAR ECONOMY PLATFORM OF TURKEY (TDEP)
- TURKISH INSTITUTE OF INTERNAL AUDITING (TIDE)
- TURKISH HUMAN MANAGEMENT ASSOCIATION (PERYÖN)
- TURKISH QUALITY ASSOCIATION (KALDER)
- CORPORATE GOVERNANCE ASSOCIATION OF TURKEY (TKYD)
- TECHNOLOGY DEVELOPMENT FOUNDATION OF TURKEY (TTGV)
- THIRD SECTOR FOUNDATION OF TURKEY (TUSEV)
- INTERNATIONAL SOLAR ENERGY SOCIETY - TURKEY SECTION (GUNDER)
- YANINDAYIZ ASSOCIATION

AWARDS

İNCİ HOLDİNG

2024 – We received the "Great Place to Work" certification for the second consecutive year from the Great Place to Work Institute.

2024 – Neşe Gök was recognized among the "50 Sustainability Leaders" published by Fast Company.

2024 – We were included in the "Fortune Türkiye 50 CHRO" list with Elif İçören.

2024 – We were included in the "Fortune Türkiye 50 CFO" list with Batur Asmazoğlu.

2024 – We were included in the "Acquisition International Magazine CFO Excellence Awards" list with Batur Asmazoğlu.

2024 – We were included in the "Fortune Türkiye 50 CTO" list with Mehmet Tunçkanat.

MAXION İNCİ WHEEL GROUP

2025 – Automotive Manufacturers Association _Supplier Industry Achievement Award

2024 – Anadolu ISUZU "40-Year Supplier Award"

2024 – Anadolu ISUZU "Best Sustainability Practices" Award

2024 – Toyota Motors "Special Recognition Certificate"

2023 – Peryön People Value Awards _1st Place in the "Creating Value in Difficult Times" Category

2023 – Fast Company "Top 50 Most Innovative HR Leaders" Award

2023 – Istanbul Chamber of Industry Green Transformation Awards _Energy Efficiency Category Award

2023 – Automotive Manufacturers Association _Supplier Industry Contribution to Sustainability Award

İNCİ GS YUASA

2023 – Ranked 214th on the ISO 500 List

2023 – Ranked 218th on the TİM 1000 List

2023 – Golden Export Award from the Uludağ Automotive Industry Exporters' Association

2023 – Brand Finance / İnci Akü – Turkey's Most Valuable Battery Brand for 5 Consecutive Years

2023 – Brandverse Awards / İnci Akü – Automotive Aftermarket Gold Award for 5 Consecutive Years

ISM MİNİBAR

2024 – Aegean Region's Best Employers Award, GPTW

YUSEN İNCİ LOJİSTİK

2025 – Great Place To Work Certification

OUR CERTIFICATIONS



IATF 16949 Automotive Quality Management Systems Certificate

ISO 9001 Quality Management System Certificate

ISO 14001 Environmental Management System Certificate

ISO 45001 Occupational Health and Safety Certificate

ISO 50001 Energy Management System Certificate

ISO 10002 Customer Satisfaction Certificate

ISO 27001 Information Security Management System Certificate

I-REC Renewable Energy Certificate

BREEAM Certificate

Ministry of Industry and Technology Approved R&D Center

TS EN 50341-1, TS 1352-1, EN 60896-11, TS 1352-2, EN 60896-21

cUL-US Underwriters Laboratories Inc.

EMC Electromagnetic Compatibility

CB Electrical Product Safety Certification

LVD Basic Safety Test Report

G-Mark Gulf Countries Technical Compliance Certificate

TÜV-GS Quality Approval Certificate

EAC Russia Quality Compliance Certificate

RoHS Chemical Test Analysis Report

AEO Authorized Economic Operator Certificate

Turquality

GRI CONTENT INDEX

GRI Standards	Answers and Page Numbers	
GRI 2-1	About the Report	3
GRI 2-2	About the Report	3
GRI 2-3	About the Report	3
GRI 2-4	The data under Social Performance Indicators for Accident Frequency Rate has been updated based on the review of data and the 2023 consolidated results.	11, 42, 81
GRI 2-5	An independent assurance provider has not verified the data presented in the report.	-
GRI 2-6	A Glance At İnci Holding, Our Value Creation Model	8, 9, 14
GRI 2-7	Our Social Performance, Contribution to Employment & Decent Work, 2024 Performance Indicators	11, 44, 79, 80, 81
GRI 2-8	There are no non-payroll employees.	-
GRI 2-9	Sustainability Governance, Corporate Governance	25, 29, 30
GRI 2-22	Our Sustainability Strategy	15, 16
GRI 2-28	Our Social Performance – Number of NGO Memberships, Our NGO Memberships	11, 92
GRI 2-29	2024 İnci Holding Sustainable Stakeholder Engagement	91
GRI 3-1	A New Assessment with a Double Materiality Approach	18
GRI 3-2	Our Sustainability Priorities	15, 16, 17
GRI 3-3	Our Sustainability Priorities	15, 16, 17
GRI 200 Economic Standards Series		
Economic Performance		
GRI 201-2	Assessment of Current Competitiveness Risks in Our Sectors from an ESG Perspective; Our Agile Adaptation Approach that Carries Our Competitiveness into the Future	19, 20, 21, 23
Indirect Economic Impacts		
GRI 203-1	Investment in Innovation for New Generations	66-77

GRI CONTENT INDEX

GRI Standards

Answers and Page Numbers

GRI 300 Environmental Standards Series

Energy Management		
GRI 302-1	Our Environmental Performance, Efficient Use of Resources, Climate Change and Carbon Management, 2024 Performance Indicators	10, 56, 82
GRI 302-2	Our Environmental Performance, Efficient Use of Resources, Climate Change and Carbon Management, 2024 Performance Indicators	10, 56, 82
GRI 302-3	Efficient Use of Resources, Climate Change and Carbon Management; 2024 Performance Indicators	82
GRI 302-4	Efficient Use of Resources, Climate Change and Carbon Management; Performance Indicators	55, 56, 57, 58, 82
Emissions Management		
GRI 305-1	Our Environmental Performance, Efficient Use of Resources, Climate Change and Carbon Management; Performance Indicators	10, 56, 57, 58
GRI 305-2	Our Environmental Performance, Efficient Use of Resources, Climate Change and Carbon Management; Performance Indicators	10, 56, 57, 58
GRI 305-4	2024 Performance Indicators	82
GRI 305-5	Our Carbon Management Efforts; A Strong Step Toward 2035	57, 58, 59
Waste Management		
GRI 306-3	Our Environmental Performance, Climate Change and Conservation of Resources – Water Management and Circular Economy, 2024 Performance Indicators	10, 60, 61, 82

GRI CONTENT INDEX

GRI Standards

Answers and Page Numbers

GRI 400 Social Standards Series		
Supplier Assessments		
GRI 308-1	Our Environmental Performance, Sustainability in the Supply Chain	10, 62, 63
Employment		
GRI 401-1	Our Social Performance, Gender Equality and Empowering Employment with Women Employees, 2024 Performance Indicators	11, 46, 81
GRI 401-2	Talent and Engagement Management	37–41
Talent Management		
GRI 404-1	Our Social Performance, 2024 Performance Indicators	11, 37, 81
GRI 404-2	Talent and Engagement Management	37–40
GRI 404-3	2024 Performance Indicators	81
Diversity, Equity, Inclusion		
GRI 405-1	Gender Equality / Empowering Employment with Women Employees	47–50
Community Relations		
GRI 413-1	"Both in Work and in Education" Program, Support for Quality Education, Hasat Grant Program	50, 51, 61

İNCİ HOLDİNG

Thank You

We would like to express our gratitude to all individuals and organizations who supported us during the preparation of our report.

For any questions, comments, or suggestions regarding our report, please get in touch with us at **surdurulebilirlik@inciholding.com**

Note: The reference links included in our report remain valid as of 2024.
Content and Reporting: İnci Holding A.Ş.
Design: Puple Idea

“For a sustainable future: responsibility in production, awareness in consumption.” 2024–2025

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