

INCÍ HOLDING

SUSTAINABILITY REPORT 2023

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

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➤ About the Report

As İnci Holding, our third Sustainability Report outlines the results of our activities in 2023, our sustainability goals, and our current plans. This year, we adopted a results and output-oriented narrative approach. Clarifications regarding our priorities and many points within the report have been provided through references to relevant reports and informational content. Our report contributes to İnci Holding's sustainability goals in line with our vision and supports the United Nations Sustainable Development Goals.

The 2023 İnci Holding Sustainability Report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. The report encompasses the activities of the İnci Group, including 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 Machinery Electricals Industry and Trade Corp., Vinci B.V. Venture Capital, AZKarbon Electronic Trade and Services Inc., and Cevdet İnci Education Foundation, focusing on activities between January 1, 2023, and December 31, 2023.

The report is also aligned with our Progress Report (CoP), which we prepared as a signatory to the United Nations Global Compact. In our annual sustainability report, we aim to share not only our successful performance but also areas for improvement.

For any questions, comments, or suggestions regarding the report, you can reach us through surdurulebilirlik@inciholding.com.

You can access our [2022 Sustainability Report](#) that we published last year by clicking here.





ÇİHAN ELBİRLİK
CHAIRMAN OF THE BOARD

Our Dear Esteemed Stakeholders,

I am very pleased to present you our third Sustainability Report, which reflects our sustainability activities encompassing the 100th anniversary of our Republic.

As an institution that has successfully passed on its long-standing legacy to the third generation, we view sustainability as an inseparable part of our way of doing business. With the sense of responsibility that comes with carrying both our world and our business into the future, we continue to increase our contributions to society and nature.

“We find important solutions to the need for managing natural resources in a smarter, sustainable and responsible way through innovation that supports future growth, and we position innovation at the heart of entrepreneurship.”

With our approach of “Investment in For New Generations,” we also invest in Institutionalization and contribute to quality education for children and youth with the goal of raising strong individuals. We take actions to minimise the environmental impact of all our production activities in terms of resource consumption.

In the sectors we operate in, we continue to grow steadily within the framework of our sustainability principles, adding value to our economy and increasing our employment numbers.

“We develop practices and processes that promote women’s participation in the workforce on equal terms, support female leaders and role models, and observe gender equality.”

By utilizing technology, artificial intelligence, automation, and innovative solutions, we aim to take our institution further every year, as transparently shared on our sustainability journey.

I extend my gratitude to our esteemed colleagues and stakeholders who have contributed to the 2023 Sustainability Report, which reflects the sustainability strategy and determined progress of İnci Holding.

Sincerely,



ZEKİ ŞAFK OZAN
CEO AND BOARD MEMBER

Our Dear Esteemed Stakeholders,

With great pleasure, we bring you our sustainability report, which we have published for the third time this year, and share with you the efforts driven by the approach of transferring to new generations, which is the most important part of our vision. With the perspective of 'responsibility in production, awareness in consumption for a sustainable future', we work with all our responsibility to contribute not only to the environment but also to society.

In addition to the increasing effects of climate change, it is a fact that global uncertainty is increasing and geopolitical and economic problems are being fought. In this atmosphere, we prioritise our sustainability goals more than ever.

For sustainable production and sustainable consumption in line with climate targets, we have made significant progress by achieving a consolidated **14% reduction** in our **carbon emission target** in 2023 regarding our 2018 reference year.

However, considering the changing conditions, increasing capacities and expanding data sets, we have updated our reference year to 2023 and our target reduction year to 2035 in order to obtain more comprehensive and more precise results for our 50% carbon emission reduction target.

Furthermore, thanks to our circular economy policies in 2023, we increased our recycled waste ratio to 95% across our group companies. We improved the ratio of recycled input materials used compared to the previous year and brought it to 23%. In terms of water footprint reduction efforts, we continued our efforts to increase our awareness level, and with the projects developed in our operations, we calculated the amount of water recovered for the first time this year as 4%.

As for our gender equality and inclusion efforts, this year we have increased the contributions we received from global institutions such as UN WEPs and ILO Academy. We have extended our trainings such as 'Zero Tolerance' for Equality and Violence throughout the Group. We have also intensified our efforts in areas such as policy preparation studies and making our data gender sensitive.

With our '**Both in Work and Education**' (Hem İşte Hem Eğitimde) Programme, which was launched under the leadership of Cevdet İnci Education Foundation (İnci Vakfı) and with the support of our Holding, we have carried out important activities including collaborations with UNDP to strengthen employment with women. We will always continue to work for the better in this field..

We endeavour to address the priorities in our sustainability strategy in a way to impact our operations in all sectors in which we operate. We reach the sustainability solutions that our companies need by supporting the entrepreneurship ecosystem bilaterally through our open innovation platform İnci Radar. Through open innovation and technology development, we advance our goals in harmony with our global partners and create value. On the other hand, through our Foundation, we continue to support university projects that restore air, water and soil in line with our sustainability strategy with the Hasat Grant Programme (Hasat Hibe Programı).

Through this year's report, we have shared our results achieved in line with our sustainability priorities with our stakeholders in all transparency. I extend my heartfelt thanks to all our colleagues and stakeholders for their support and contributions on our journey to leave a better world for future generations, which is our foremost goal.

Sincerely,

➤ HIGHLIGHTS IN 2023 - OUR ENVIRONMENTAL PERFORMANCE



Total Greenhouse Gas Emissions Reduction



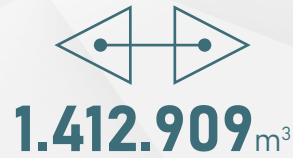
Total Recycled Waste Ratio



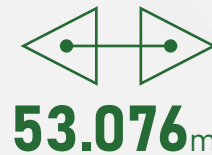
Ratio Of Recycled Input Materials Used



Total Waste Amount



Total Water Consumption



Total Recovered Water



The Ratio of New Suppliers Screened Using Environmental Criteria

➤ HIGHLIGHTS IN 2023 - OUR SOCIAL PERFORMANCE



Ratio of Senior Female Managers



Ratio of Female Employees



Ratio of Mid-Level Female Manager



Ratio of Newly Recruited Female Employee



Workforce Turnover Rate



Accident Frequency Rate



General Employment Rate of 10th Genç İnci Programme



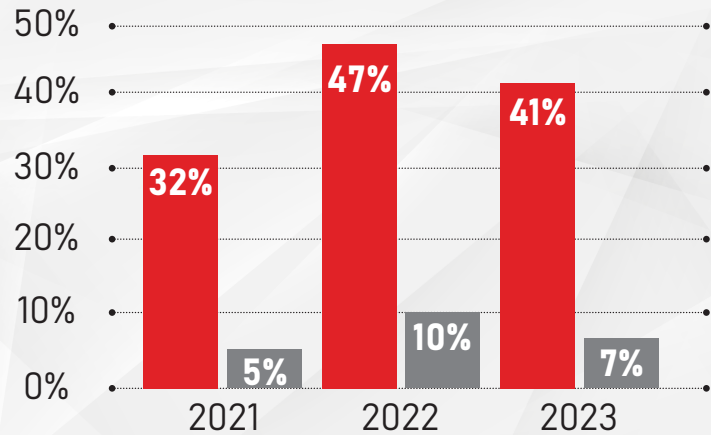
Annual Average Hours of Training per Employee



İnci Group NGO Membership Number

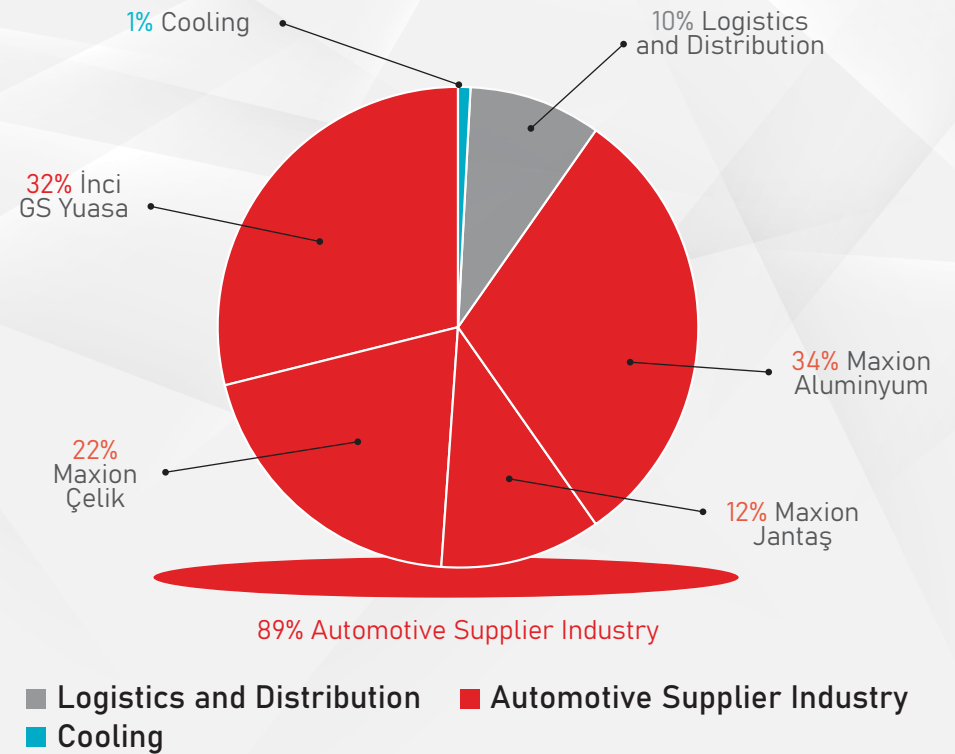
➤ OUR ECONOMIC PERFORMANCE AND MAJOR BUSINESS STEPS

İNCİ GROUP CUMULATIVE GROWTH RATE FOR LAST 5 YEARS



- Cumulative growth rate for last 5 years (TL)
- Cumulative growth rate for last 5 years (EUR)

SALES DISTRIBUTION



➤ OUR ECONOMIC PERFORMANCE AND MAJOR BUSINESS STEPS

78

Number of Projects Analysed for Portfolio Development and Investment

43

Number of Scanned New Initiatives

18

Number of PoCs in Entrepreneur & Group Company Matching

4

International Collaborations

3

Number of Connections Created with our Group Companies through Vinci

70

Total Number of R&D Projects

360

Number of Ventures Contacted by Vinci Venture Capital

3

Number of Supplier Agreements with Entrepreneurs



201.600 kWh

Annual Energy Saving*

2.596.356 kgCO₂

Annual Carbon Emission Reduction Impact*

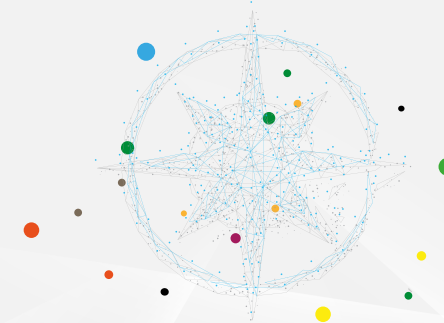
4,5%

Annual Electricity Cost Saving Rater*

*Example project impact results.

➤ OUR GLOBAL RISK AND OPPORTUNITIES APPROACH

We, as Inci Holding, evaluate global risks that may affect all our processes and outputs in general and in terms of their impact on our sector. To contribute to the world, the environment, and society, we form the core elements of our strategic approach by identifying the areas of impact of these risks and the preventive measures that can be taken to mitigate them. As we believe in the importance of collaborations in the face of increasing global risks and evaluate all developments, risks, and opportunities together in our efforts to build resilience against unpredictable and fluctuating geopolitical conditions.



Risk Descriptions *	Assessment of the Precautionary Repository for Inci Holding	Objectives	Impact Period
<p>Artificial Intelligence Technologies</p> <ul style="list-style-type: none"> • Potential destabilisation of global economic and security dynamics as the negative effects of AI technologies increase • Misinformation and disinformation generated by AI can affect the flow of information and increase instability at the global level 	<ul style="list-style-type: none"> • Leveraging the transformative power of technological acceleration • Effective collaboration with stakeholders in overcoming sectoral challenges brought by adaptation to new technologies and market demands • Precautions and positioning for expanding markets (e.g. Electric Vehicles) in line with the pace of technology • Utilizing opportunities from digitalization in production, open innovation, Industry 4.0, and increasing mobility • Focusing on supply chain solutions that keep pace with technological acceleration 	<ul style="list-style-type: none"> • Focusing on Sustainable Technological Solutions • Transitioning to Secure In-House AI Applications 	<p>- Short Term</p>
<p>Climate Change</p> <ul style="list-style-type: none"> • The consequences of climate change on Earth systems have become a critical structural force • The impacts caused by anthropogenic actions or inaction pose significant risks to the environment, societies and economies and the need for urgent action plans • Adverse effects of extreme weather events on supply chains (e.g. extended ship voyages due to drought in transit channels, increased freight and product prices) • Loss of biodiversity, ecosystem impact, natural resource scarcity and increased pollution 	<ul style="list-style-type: none"> • Raise awareness and increase our actions to reduce our carbon footprint • Shift to sustainable technologies • Focusing on renewable and clean energy alternatives • Increasing energy storage investments • Expanding water-saving projects across all group operations • Monitoring Environmental Management System (EMS) scores in Supply Chain Management, supplier development • Maintaining our innovative approach and proactive risk management steps • Continuing to support air-water-soil improvement projects through the Inci Foundation Hasat Grant Programme 	<ul style="list-style-type: none"> • Reducing our Consolidated Carbon Footprint by 50% by 2035 • Increasing the Recycling Rate of Our Wastes • Reducing Water Usage • Making Investments with High Environmental, Social, Governance (ESG) Scores • Enhancing Supplier Development 	<p>- Short Term</p>

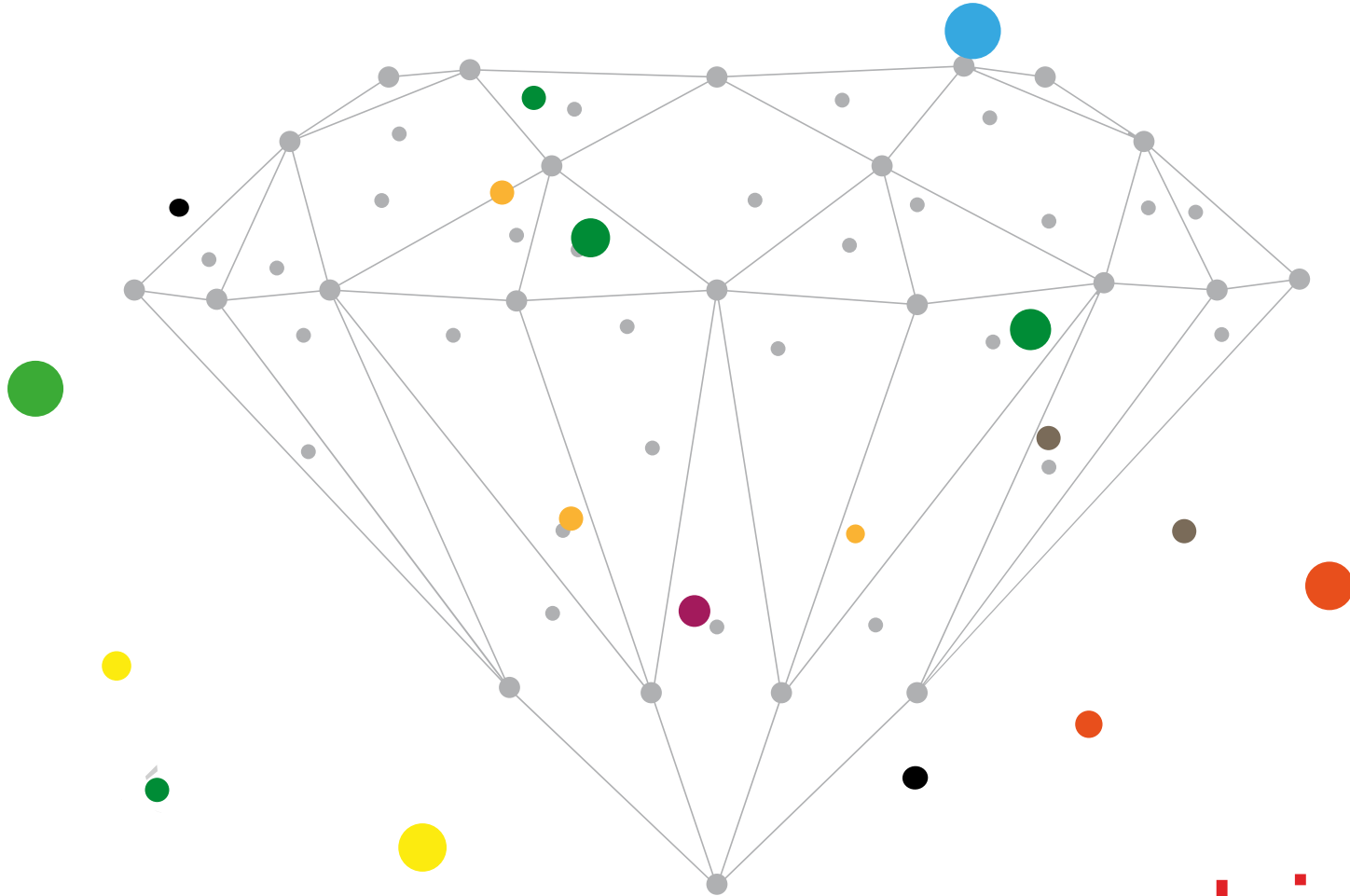
➤ OUR GLOBAL RISK AND OPPORTUNITIES APPROACH

Risk Descriptions *	Assessment of the Precautionary Repository for İnci Holding	Objectives	Impact Period
<p>Regulatory Changes</p> <ul style="list-style-type: none"> • Diversification of legal regulations in different countries or regions, such as the USA, the European Union, the UK and China, creating compliance risks for the business world • Delays or inconsistencies in legislation adapting to rapidly changing technology impact companies' operational plans and investment decisions (e.g., the need for global and similarly ethical legal regulations concerning artificial intelligence) • Implementation packages for environmental protection and carbon limitation such as the Carbon Border Adjustment Mechanism (CBAM), Emissions Trading System, etc. within the scope of the European Green Deal turn into economic transformation tools rather than environmental sensitivities 	<ul style="list-style-type: none"> • Providing regular information on CBAM, digital battery labelling, waste regulations, German Supply Chain Act, national emission trading system • Assessments on rapid adaptation to the regulations concerning all our sub-sectors • When determining the projects to be focussed on in our group companies, acting in line with our company strategy within the scope of the European Green Deal and critical regulations • Alignment with our global partners in adapting to regulatory changes and developments 	<ul style="list-style-type: none"> • Taking Immediate Actions in Compliance of Our Companies with Regulatory Risks 	<ul style="list-style-type: none"> • Short & Medium Term
<p>Human Development/Equal Opportunity</p> <ul style="list-style-type: none"> • Inequality of economic opportunity becomes a persistent risk affecting vulnerable populations and countries • Economic uncertainties and inequalities in income distribution shaping the future global economic structure • Inequalities have a negative impact on economic mobility in the long term, depriving a significant segment of the population of economic opportunities • The isolation of countries vulnerable to climate change from investments, technologies, and employment opportunities, triggering further exclusion 	<ul style="list-style-type: none"> • To address global risks in this area through joint actions and actions that intersect environmental, technological, social and economic factors • Expansion of inclusion policies • To take proactive measures to reduce the potential effects of inequalities on societies and to ensure development through collaborations with the Both in Work and Education Programme we carry out together with İnci Foundation • Supporting children and youth through programs run by the İnci Foundation, such as Kodİnci, Young Development and Scholarship Programme, Mobile Library, Apprenticeship School, and Children and Youth Orchestra • Playing a leading role in addressing inequalities through sectoral collaborations 	<p>Within the scope of our Both in Work and Education Programme;</p> <ul style="list-style-type: none"> • Ensuring that 100 NEET (Not in Education, Employment, or Training) women successfully complete the program • Providing employment to at least 40% of the participants • Increasing the participation of female students in vocational training • Reaching 10,000 individuals through awareness-raising activities • Including at least 50 female students studying at vocational high schools in the Manisa and Izmir regions in the scholarship program • Partnering with 10 institutions in the Manisa and Izmir regions for the program • Implementing capacity-building activities for an equitable institutional culture 	<ul style="list-style-type: none"> • Medium Term

➤ OUR GLOBAL RISK AND OPPORTUNITIES APPROACH

Risk Descriptions *	Assessment of the Precautionary Repository for Inci Holding	Objectives	Impact Period
<p>Geostrategic Changes</p> <ul style="list-style-type: none"> • Geopolitical power dynamics bring about changes in international alliances, relationships and strategic objectives; impact on trade models, supply chains and market access • Changes have broad implications for global stability and security • The emergence of potential hazards that could impede the flow of food and energy resources • Extra cost and time cost of alternative maritime routes arising from conflict zones • The increase in forced migration and economic inadequacies due to wars and crises blocking the flow of food and energy resources 	<ul style="list-style-type: none"> • Identifying Geopolitical Risks Across All Our Sub-Sectors and Keeping Strategies and Business Plans Updated • Managing processes with our global partners to minimize exposure to geopolitical regressions following global sanctions or measures against regional or national dominances, particularly in the automotive sector (e.g., China) • Developing proactive approaches to ensure that ongoing conflicts and power struggles worldwide do not impact the supply chains and investment strategies across all our sectors 	<ul style="list-style-type: none"> • Rapid Adaptation, Global Tracking, Strategic Review and Seamless Communication with Global Partners 	<ul style="list-style-type: none"> ▪ Medium Term
<p>Demographic Changes</p> <ul style="list-style-type: none"> • In addition to demographic changes indicating the size, increase and speed of changes in the structure of the population; factors such as migration, slowing fertility rate and increasing ageing population 	<ul style="list-style-type: none"> • Addressing socio-economic and political outcomes as tools for creating value and social development alongside demographic changes • Considering consumer preferences and segments in line with changing demographic characteristics and focusing on mobility solutions • Product design and product development in line with demographic trends 		<ul style="list-style-type: none"> ▪ Long Term

(*It is based on the World Economic Forum, 2024 Global Risks Report. In addition to the Consolidated Risk Approach, there are Corporate Risk Inventories on the basis of Group companies.)



sustainability management

> İNCİ HOLDİNG SUSTAINABILITY JOURNEY



1952 İncitaş, our first subsidiary, was established



1985 Cevdet İnci Education Foundation Established!



1998 Family Constitution Drafted!



2007 Shareholders' Agreement Signed!



2013 İnci Family Office Established!



2014 We published our Code of Ethics!



2016 We became a UN WEPs Signatory



2018 We Founded Vinci, Our Venture Capital Company



2019 We became a signatory to the UN Global Compact



2020 We Determined the Sustainability Priorities of our Group Companies



2021 We Created Our Sustainability Strategy



2021 We Established Our Sustainability Governance Structure



2021 As a Group, we calculated our carbon footprint and set a target of 50% reduction by 2030



2022 We published our first Sustainability Report and UN Progress Report



2022 We Commissioned İnci Holding Sustainability Data and Reporting System



2022 We Implemented Hasat Grant Programme with İnci Foundation



2022 We started to support the entrepreneurship ecosystem with İnci Radar



2023 We Completed İnci Holding Sustainability Development Programme



2023 Together with İnci Foundation, we launched the Both in Work and Education Programme!



2024 We Updated Our Carbon Footprint Target to 2035! (Ref. year: 2023)

> INCI HOLDING SUSTAINABILITY GOVERNANCE CAPABILITY MATRIX

	Holding Board of Directors	Company Boards of Directors	Company Sustainability Teams	Sustainability Committee	General Secretariat / Sustainability Officer
Holistic Thinking	●	●		●	●
Vision Defining	●	●			
Integration of ESG into Company Values, Policies and Strategies	●	●	●	●	●
Inclusivity	●	●	●	●	●
Sustainable Investment Management	●	●		●	
Global Partners and Shareholder Relations	●			●	
Information and Technology Management	●	●		●	
Sustainability Leadership	●	●	●	●	●
Operational Excellence			●		
Innovation Based on Sustainability	●	●	●	●	●
Value Creating Leadership	●	●	●	●	
Technology Monitoring and Adaptation	●	●	●	●	●
Talent Management	●	●		●	
Audit	●			●	

> INCI HOLDING SUSTAINABILITY GOVERNANCE CAPABILITY MATRIX

	Holding Board of Directors	Company Boards of Directors	Company Sustainability Teams	Sustainability Committee	General Secretariat / Sustainability Officer
Enterprise Risk Forecasting and Management	●	●	●	●	●
Efficiency & Circularity & Planning			●		
Creating Sustainability Solutions Based on Open Innovation with the Startup Ecosystem			●	●	●
Global and Strategic Perspective	●	●	●	●	●
Effective Finance Management	●	●		●	
Investment Evaluation	●	●		●	
Resource Management	●	●		●	
Corporate Governance	●	●		●	●
Human and Culture Management	●	●		●	
Coordination & Guidance & Planning			●	●	●
Shareholder Management	●	●			●

You can explore our comprehensive Sustainability Governance Structure in greater detail in our [2021 Sustainability Report](#).

OUR VALUE CREATION MODEL

OUR RESOURCES

HUMAN RESOURCES

Company Culture & Values
Talent and Loyalty Management
Safe Working Environment
Equal Opportunity and Inclusiveness

OUR SOCIAL & RELATIONAL CAPITAL

NGO Membership & Relationship Management
Reputation Management
Ethical Approach
CSR Approach
Qualified Education / Academy

OUR FINANCIAL RESOURCES

Strong Capital Structure
Effective Resource Management
Sustainable Growth
Sustainable Investments

OUR INTELLECTUAL & NATURAL CAPITAL

Technology Infrastructure & Digital Transformation
ESC Approach in Investments
Strong Ecosystem Agents Network
Sustainability Management

OUR WAY OF GAINING

VALUE ORIENTATED LEADERSHIP

Assessing the startup ecosystem for the portfolio's technological transformation and investment opportunities
New initiatives with leading technologies

LEADERSHIP OF TRANSFORMATION

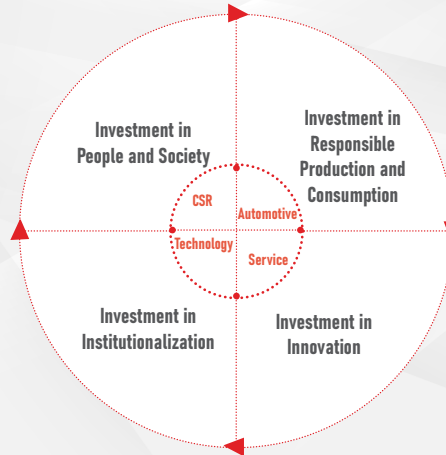
Recruiting and retaining talent for critical positions

EXPANDING THROUGH PARTNERSHIPS

Identification, progression and follow-up of the value adding projects

SUSTAINABILITY

Acceleration in critical priorities for competitive sustainability
Effective Structurisation in Corporate Governance
Collaboration and co-operation oriented shareholder management
Community benefit programmes focused on creating shared value



Through international investments in the business areas of the future, we multiply the value of the company and transfer it to new generations.

You can review our [2021 Sustainability Report](#) for Shareholder Relations Management.

VALUES CREATED

- Development and employment opportunities with the "Genç (Young) İnci Programme"
- Total training of 90.405 hours
- 35% women among senior management
- 2 different "Social Benefit Projects"
- Grants for 10 projects and patent support for 1 project with (Hasat Hibe) Harvest Grant Programme
- Scholarship support for 604 students
- Civil society access to 73,700 people with İnci Foundation
- 6,338 hours of training through İnci Academy
- 14 graduates and 10 employments from our apprenticeship school
- 46 NGO memberships and active board membership in 28 % of them
- 41% growth in the last 5 years (TL)
- 1 new factory investment
- Investment in energy storage area
- 9 different portfolio companies of Vinci Venture Capital
- 4 billion TL value added tax and added value created for the economy
- Exporting over 60% of production to more than 100 countries
- 14% reduction in consolidated greenhouse gas emissions
- 25% reduction in our water intensity in TL terms
- 53.076 m³ Water Recovery
- Matching 18 entrepreneurs & group companies with our open innovation platform 'İnci Radar'

DIRECTLY



INDIRECT

➤ OUR SUSTAINABILITY PRIORITIES

We designed our Sustainability Strategy in 2021 with the participation of all our internal and external stakeholders, and identified our primary sustainability priorities by assessing the impact our group has created and could create in the environmental, social and governance areas. Our sustainability strategy and dual prioritisation study were approved by İnci Holding Board of Directors and Sustainability Committee.

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

1. Investment in Corporatisation for New Generations

- 1.1. Corporate Governance
- 1.2. Working with Global Partners
- 1.3. Ethics Management
- 1.4. Risk Management and Internal Audit

2. Investment in People and Society for New Generations

- 2.1. Supporting Quality Education through İnci Foundation
- 2.2. Contribution to Employment - Decent Work
- 2.3. Gender Equality/Strengthening Employment with Women
- 2.4. Talent and Loyalty Management
- 2.5. Employee Health and Safety
- 2.6. Support for the Development of Institutions

3. Investment in Responsible Production and Consumption for New Generations

- 3.1. Efficient Use of Resources - Climate Change & Carbon Management
- 3.2. Improvement of Environmentally Friendly Products and Services
- 3.3. Waste Management and Circular Economy
- 3.4. Sustainability in the Supply Chain
- 3.5. Leading Role in Compliance with Sustainability Expectations in the Market and in their Sectors

4. Investment in Innovation for New Generations

- 4.1. Collaboration with the Ecosystem
- 4.2. Investing in Business Areas of Future
- 4.3. Digital Transformation
- 4.4. Corporate Entrepreneurship

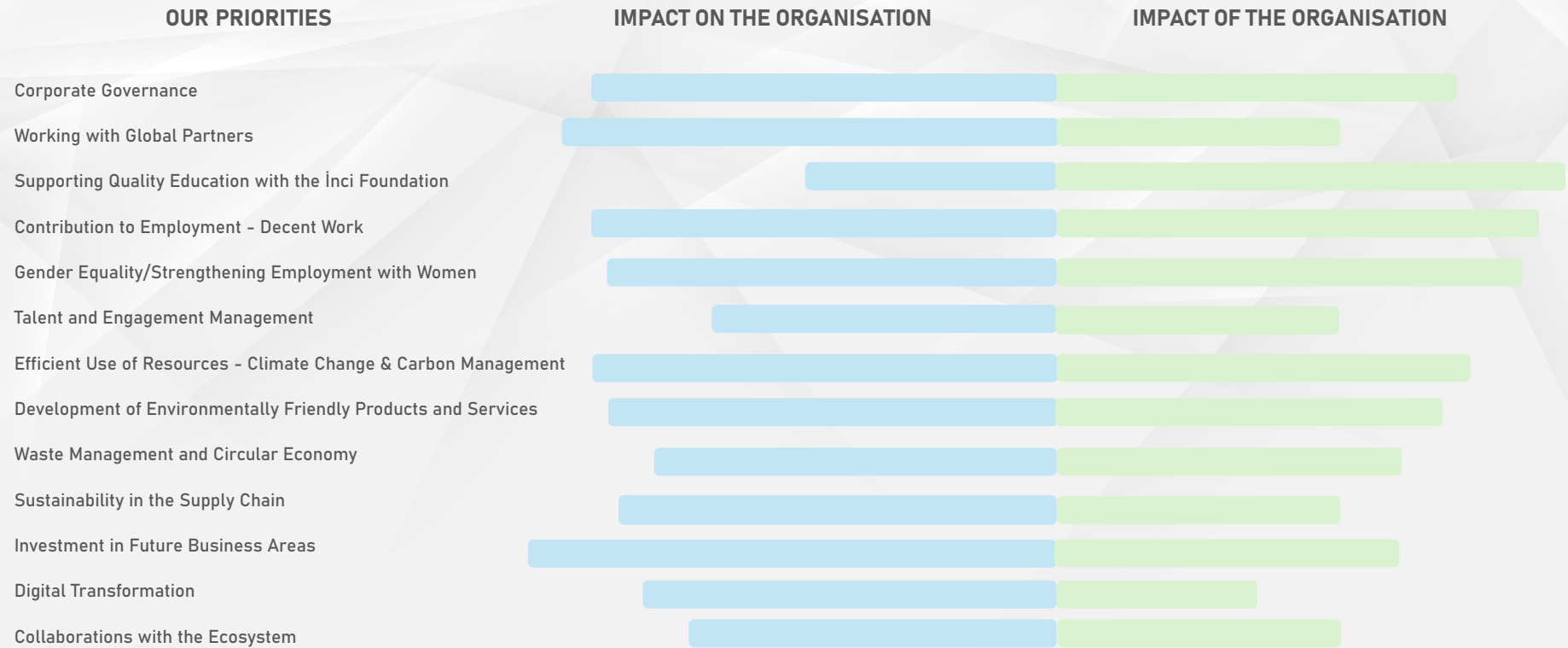
> OUR SUSTAINABILITY PRIORITIES

This year, in line with the participation and approval of our Sustainability Committee, we evaluated our priorities from the perspectives of 'impact on the corporation' and 'impact on the organisation' according to the 'double materiality' perspective. In addition to our primary priorities in the double materiality dynamic impact chart shared below, we also evaluated new dimensions;

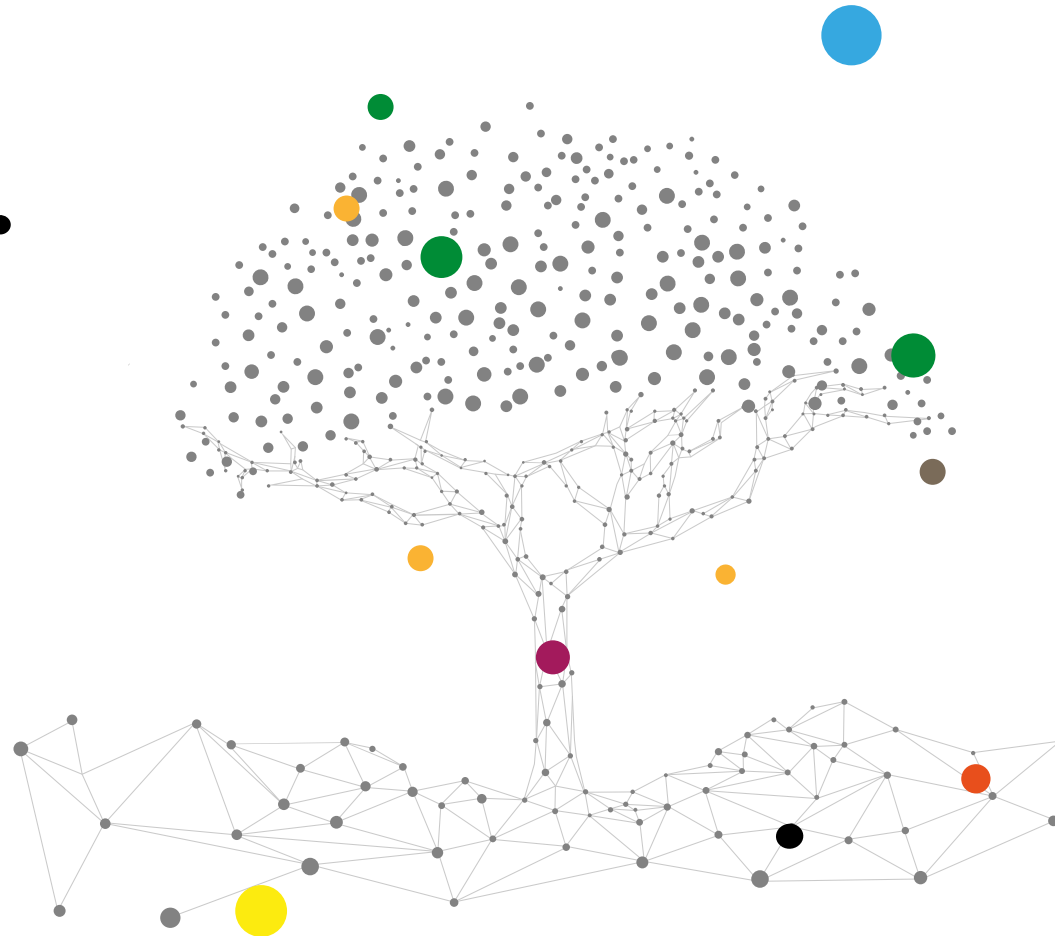
Within the framework of 'Investing in People and Society for New Generations', we take into account the 'Sustainability Leadership' and 'Social Investment' dimension in our 'Both in work and Education' Programme. At the same time, we are updating our 'Gender Equality/ Strengthening Employment with Women' sub-priority as 'Gender Equality/Strengthening of Employment with Women'.

'As part of 'Responsible Production and Responsible Consumption for New Generations', we include the 'Energy Storage' dimension among our priorities in a way to create synergy with our sub-sectors.

Within the scope of 'Investment in Innovation for New Generations', we evaluate our activities, actions and targets within the framework of 'Investment in Open Innovation' dimensions.



You can review our [2021 Sustainability Report](#) for the details of our Sustainability Priorities Analysis.



investment in people and society for new generations

➤ INVESTMENT IN INSTITUTIONALISATION FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Corporate Governance	<ul style="list-style-type: none"> Level of Attendance to Board of Directors Meetings : 97% Actual/Planned Board Meeting Ratio: 123% Ratio of Family Members on the Boards of Directors of İnci Holding and its Subsidiaries : 15% Ratio of Women in the Board of Directors : 42% Ratio of Independent Members in the Board of Directors : 14% Compliance of the Board Committees with the Meeting Schedule: 96% Number of Committees : 6 Average Annual Meeting Frequency of Committees : 6 Number of Notifications to the Ethics Hotline : 86 (82 Independent Notification/4 Notification to Ethics Committee) Number of Internal Audits : 13 (operational and financial) 	<ul style="list-style-type: none"> To ensure the necessary improvements by analysing our business processes in the best way with our corporate governance perspective To provide the Board of Directors with the healthiest outputs by maintaining the effective and dynamic structure of our committees Raising awareness on corporate risk management and internal control system To contribute to the development of corporate culture and the realisation of sustainability goals To increase our in-group practices and studies at the level of good practice To disseminate our knowledge and experience sharing on 'Ethical Management' in the most effective way in the ecosystem we are in and in our region
Working with Global Partners	<ul style="list-style-type: none"> Number of Global Partnerships : 4 1 New Factory Investment (Maxion İnci Wheel Group) 2 New Partnership Concept 1 New Business Area 1 New Market Expansion Number of Projects Reviewed : 78 	<ul style="list-style-type: none"> Evaluating artificial intelligence-supported technologies in a way to create synergy in all our focus areas Expand into new markets with our existing investment in energy storage 1 new investment in technology Introducing the automotive refrigeration business

You can review our [2021 Sustainability Report](#) for our Detailed Explanations on our Priority of Investment in People and Society for New Generations.

➤ INVESTMENT IN INSTITUTIONALISATION FOR NEW GENERATIONS



'As ESIAD, we receive the regular support and contribution of İnci Holding in the development and realisation of our Sustainability Round Table projects. It is considered that İnci Holding is highly competent in this field as it has a good command of national and international developments and legislation on sustainability.

While providing information on sustainability developments, İnci Holding can also show examples of practices and explain how the legislation or obligations are fulfilled through examples. It can lead other stakeholders to improve themselves.

We would like to express that İnci Holding has been conducting an exemplary co-operation with our association.'

Özlen KAVALALI
AEGEAN INDUSTRIALISTS AND BUSINESS PEOPLE
ASSOCIATION GENERAL SECRETARY



investment in people and society for new generations

➤ INVESTMENT IN PEOPLE AND SOCIETY FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Contribution to Employment & Decent Work	<ul style="list-style-type: none"> Total Number of Employees : 3.266 Female: 307 Male: 2.959 Full Time : 3.259 Part Time : 7 Under 30 Years: 719 Between 30-50 Years : 2.331 Over 50 Years: 216 Number of Graduates of İnci Holding Genç İnci Talent Acquisition Programme: 10 İnci Holding Genç İnci Talent Acquisition Programme Employment Rate : 80% Hours of Training Received During the Programme : 90 Number of Training Titles : 40 End of Programme Competency Development Rate : 26% 	<ul style="list-style-type: none"> To promote the labour force participation of young people and women To support social development Minimum 50% of the İnci Holding Genç İnci Talent Acquisition Programme participants in 2024 to be women To continue professional promotion activities for female engineering students in 2024

You can review our [2021 Sustainability Report](#) for our Detailed Explanations on our Priority of Investment in People and Society for New Generations.

10. Dönem Genç İnci Programı
"Kendi Kendinin Koçu Olmak" Kişisel Farkındalık Eğitimi



06.11.2023

inci akademi  inci vakfi

İNCİ HOLDİNG GENÇ İNCİ TALENT ACQUISITION PROGRAMME

İnci Holding continues to offer career opportunities to new graduates for 10 years with the Genç İnci Programme. In the 6-month hybrid development journey designed in accordance with the competencies of İnci Holding Leadership Behaviour Model, **participants received a total of 90 hours of training in the modules 'I Discover İnci, I Discover Myself, I Discover My Business, I Discover My Team'.**

With the programme, which was held for the tenth time in 2023, young pe-

ople discover their own potential, progress by doing and learning from each other, unlike traditional learning methods, and have the chance to do face-to-face group work with other young talents. Our participants showed an increase of 26% in their development evaluations before and after the programme. In the 100th year of the Turkish Republic, the number of young people who graduated from the Genç İnci Programme exceeded 100, reaching an employment rate of 45% with a total of 123 young people to date.

"In my business life, which started with my participation in the Genç İnci Programme, the concept of sustainability has become more meaningful for me thanks to the trainings I have attended at İnci Holding and Maxion Jantaş and the various organisations I have been involved in."

EMİNE GÖKSU ŞAHAN
MAXION JANTAŞ
OPEX PERSONNEL

➤ INVESTMENT IN PEOPLE AND SOCIETY FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Talent and Loyalty Management	<ul style="list-style-type: none"> Average Training Hours per Employee : 28 (In Class + Online + E-Learning) Ratio of Employees Subjected to Regular Performance Evaluation : 68% 2023 Group-wide Labour Turnover Rate : 19,9% 'Great Place to Work' Employee Survey General Perception Score : 70 (Inci Holding A.Ş. Evaluation) 	<ul style="list-style-type: none"> Creating and implementing a Great Place to Work action plan Maintaining our "Employee Survey General Perception" score Conducting regular performance evaluations across the group with the "Achieving Together" approach Ensuring the continuity of the talent management system

You can review our [2021 Sustainability Report](#) for our Detailed Explanations on our Priority of Investment in People and Society for New Generations.

İNCİ HOLDİNG GREAT PLACE TO WORK CERTIFICATION



In 2023, we **addressed** improvement and development practices on the agenda with the perspective of 'Investment in People and Society for New Generations' and the main strategy of '**Focus on development to create winning teams**'. As a result of the trust index survey conducted in cooperation with Great Place To Work (GPTW) in November 2023, **İnci Holding A.Ş. was awarded the 'Great Place to Work Certificate' for the second time.**

İNCİ HOLDİNG INTERNAL TRAINER DEVELOPMENT PROGRAMME



We designed the Internal Trainer Development Programme in order to spread the culture of learning from each other throughout İnci Group and to transfer İnci culture and know-how to future generations through education. We also restructured the programme in order to contribute to projects that create social benefit with our expertise. A total of 21 internal trainers, distinguished by different areas of expertise from İnci Holding and Group Companies, participated in the internal trainer program. A development plan consisting of 3 modules specially designed for internal trainers was implemented. Having completed their development plans, our internal trainers provided a total of 109 hours of training within the scope of our collaborative projects. Our satisfaction rate for the trainings organised with the participation of internal trainers was 4.7 out of 5.

➤ INVESTMENT IN PEOPLE AND SOCIETY FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Gender Equality/Empowerment of Employment with Women	<p>Female Employee Ratio</p> <ul style="list-style-type: none"> In İnci Holding Board of Directors : 42% In Middle Management Positions : 32% In Senior Executive Positions : 35% In Total Labour Force : 9,4% In Newly Recruited Office Workers : 50% In Newly Recruited Field Employees : 2,5% In Female Employee Retention Rate : 14,9% 	<ul style="list-style-type: none"> Continuation of activities to increase the female employment rate in new recruitments across the group Strengthening the recruitment needs of our group companies with female employees through our 'Both in Work and Education' Programme Opening courses for our group companies within the scope of the 'Both in Work and Education' Programme Continued improvement of our working conditions in the field Increasing the number of women employed under the İnci Holding Genç İnci Talent Acquisition Programme

You can review our [2021 Sustainability Report](#) for our Detailed Explanations on our Priority of Investment in People and Society for New Generations.



<p>GENDER SENSITIVE REPORTING & GENÇ İNCİ PROGRAMME</p> <p>Increasing & Reporting of Gender Sensitive Data Sets</p> <p>Objective to increase the number of women employed under the Genç İnci Programme</p>	<p>CO-OPERATION WITH SHAREHOLDERS</p> <p>"International Day for the Elimination of Violence against Women" Awareness Webinar</p> <p>(Held with Group HR and Sustainability Teams)</p>	<p>TRAININGS</p> <p>Free training cooperation with ILO Academy</p> <p>Open to participation of all our group companies!</p> <ul style="list-style-type: none"> -I Support Equality - "Zero" tolerance to violence 	<p>SUSTAINING DEVELOPMENT THROUGH DIFFERENT PLATFORMS SUPPORTING TCE</p> <p>30% club membership of women's associations in the Boards of Directors</p> <p>EPIC Membership (Equal pay Int. Coalition)</p>
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UN WEPs "From Promise to Action" Project Participation

We were selected as one of the 10 companies from Türkiye to participate in the Women's Empowerment Principles (WEPs) 'From Promise to Action' Project in 2023, which is one of the most important global private sector initiatives aiming to empower women in order to ensure that women can increasingly take part in economic life in all sectors and at all levels.

As signatories of the WEPs since 2016, we aspire to be a leader in our region regarding the implementation of WEPs practices, transitioning from the "development" phase to the "successful" phase. Our goals include utilizing WEPs tools more effectively by "taking action," improving our journey towards gender equality with WEPs consultancy, and serving as a guiding entity for our group companies in the area of gender equality.

➤ INVESTMENT IN PEOPLE AND SOCIETY FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Supporting Quality Education with İnci Foundation	<p>Through All Foundation Programmes;</p> <ul style="list-style-type: none"> • Contacted 17,489 Children, 734 Young <p>With Young Development and Scholarship Programme;</p> <ul style="list-style-type: none"> • 895 Number of Students Benefited • 17 Awareness Session • 2 Scholars Meeting • 968 Individual Supporter • 26 Corporate Supporter <p>With Kodinci;</p> <ul style="list-style-type: none"> • 66 Students • 4 Instructors • 13 Volunteer Coding Instructors <p>With Apprenticeship School ;</p> <ul style="list-style-type: none"> • 69 -Students • 14 -Graduate • 10 Employment <p>With the Mobile Library ;</p> <ul style="list-style-type: none"> • 13 Schools • 16.884 Members • 9.849 Book Exchange <p>With Children and Youth Orchestra;</p> <ul style="list-style-type: none"> • 115 Students • 5 Concerts <p>With İnci Academy;</p> <ul style="list-style-type: none"> • 6,338 Hours of Training, 2,385 Participants • 96% Satisfaction Rate • 120 Number of Training Sessions 	<ul style="list-style-type: none"> • To finalise the information system data management tool, to implement it in all projects • To realise all activity and volunteering follow-ups through the information system • To revise and implement the 'Volunteer Governance System' • To open 1 vocational training course in Manisa within the scope of the 'Both in Work and Education' Programme • To organise 1 ticketed concert with İnci Foundation Children and Youth Orchestra • To complete and report the impact analysis of the Mobile Library for 2023-2024

You can review our [2021 Sustainability Report](#) for our Detailed Explanations on our Priority of Investment in People and Society for New Generations.

Cevdet İnci Eğitim Vakfı'ndan mesleki eğitim yoluyla, kadın istihdamında fark yaratacak program:

Hem İşte Hem Eğitimde

İSTE EĞİTİMDE İnci vakfı İNCİ HOLDİNG



Click Here for Detailed Information About 'Both in Work and Education' Programme

in
[@hemistehegretimde](https://www.linkedin.com/company/hemistehegretimde)

ig
[@hemistehegretimde](https://www.instagram.com/hemistehegretimde)

'BOTH IN WORK AND EDUCATION' PROGRAMME

'Both at Work and in Education (HiHE)' within the scope of our sustainability priority 'Investment in People and Society for New Generations' The programme was launched in 2023 by İnci Foundation in cooperation with İnci Holding. Serving 8 different Sustainable Development Goals, the target group of the programme is women between the ages of 15-29 who are not in education or employment (NEET), students and institutions in the Izmir and Manisa regi-

ons. With the 'Both at Work and in Education' Programme, we encourage young women to participate in production through vocational and social skills training.

While facilitating our companies in achieving their women's employment targets in the field, another important goal of ours is to generate social benefit in terms of women's employment.

➤ INVESTMENT IN PEOPLE AND SOCIETY FOR NEW GENERATIONS

MAXION İNCİ JANT GROUP - Kahramanmaraş Earthquake Aid Campaign



As Maxion İnci Jant Group, we took action to help the earthquake victims affected by the earthquakes of 6th February. In cooperation with organisations such as AFAD, AKUT and AHBAP, we contributed to search and rescue, tent erection and other support activities. We continued to raise awareness through internal and external communication activities. We prepared aid packages to meet the needs of people in the earthquake zone on 8 March International Women's Day and 23 April National Sovere-

ignty and Children's Day and sent them to the earthquake zone. We also provided blood donations, tent support, canned food, water, cash aid and employment support for post-earthquake needs. In this context, we continue our aid efforts in the earthquake zone. In 2023, we won the 1st prize in the Creating Value in Difficult Times Category at the Peryön Human Value Awards and the first place award for CSR category at the Cevdet İnci (Teşvik Ödülleri) Incentive Awards.





investment in responsible production and responsible consumption for new generations

➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Efficient Use of Resources, Climate Change and Carbon Management	· Total Direct Energy Consumption : 223.594 MWh	<ul style="list-style-type: none"> · As İnci Holding, we have updated our greenhouse gas emission reduction target to 50% reduction by 2035! In updating the target, we have set 2023 as our new reference year based on the data sets that have been expanded due to the increasing production and developing capacity in our facilities · Focusing on the use of renewable energy in order to continue our operations with clean energy · Increasing the awareness of our Group on water consumption and supporting it with recycling projects · Reducing our carbon, energy and water intensities based on turnover and per product
	· Total Indirect Energy Consumption : 209.665 MWh	
	· Energy Intensity Reduction Rate : 70% (Turnover-based intensity reduction by 2022)	
	· Direct Greenhouse Gas Emission (Scope 1): 40.339 tCO₂	
	· Indirect Greenhouse Gas Emissions (Scope 2): 45.629 tCO₂	
	· Carbon Footprint Intensity : 0,01 tCO₂/product	
	· Our Carbon Footprint Intensity Reduction Rate : 29% (Turnover-based intensity reduction by 2022)	
	· Total Water Consumption : 1.412.909 m³	
	· Water Density : 0,11 m³/product	
· Water Density Reduction Rate : 25% (Turnover-based intensity reduction by 2022)		

You can review our [2021 Sustainability Report](#) for our Detailed Explanations on our Priority to Investment in Responsible Production and Responsible Consumption for New Generations.

➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

HASAT GRANT PROGRAMME



:hasat hibe programı

Click For Detailed Information About [Hasat Grant Programme](#)

Hasat Grant Programme, the first thematic grant programme implemented in cooperation with civil society and the private sector in Türkiye, was organised for the second time in 2023 under the leadership of İnci Foundation and in cooperation with İnci Holding. This year, the programme was designed within the framework of the main theme of **'Responsible Production and Responsible Consumption & Climate Change'**, one of the main priorities of İnci Holding Sustaina-

bility Strategy. In 2023, 36 project applications were received from 10 cities and 19 universities. Unlike last year, in addition to the grant support of up to 1 million TL, 14 project owner teams approved by the thematic jury received a 3-week training programme with 6 trainers, one-to-one 70-hour mentoring meetings with 13 mentors, investor and stakeholder guidance, and patent support within the scope of the special innovation award.

With the support of the programme, young people implement sustainability projects that restore air, water and soil with a focus on responsible consumption, production and climate action.

Hasat Final Day was held in January 2024.

➤ 2023 OUR HASAT JOURNEY

APPLICATIONS



36 APPLICATIONS



10 CITIES



19 UNIVERSITIES



23 MASTER STUDENTS



12 DOCTORATE STUDENTS



1 INTEGRATED DOCTORATE STUDENT



18 WOMEN PROJECT LEADERS



18 MEN PROJECT LEADERS

AFTER APPLICATIONS



14 TEAM



3 WEEKS



6 INSTRUCTORS



13 MENTORS



6 JURY



8 HOURS OF TRAINING



70+ HOURS OF MENTOR INTERVIEW



67 DELIVERY

> INCI HOLDING 2023 SUSTAINABILITY DEVELOPMENT PROGRAMME

As Inci Holding, within the framework of our sustainability business plan for 2023, we determined the group-wide training needs as a result of the “**Training Needs Analysis**” study we conducted for our sustainability and technical teams. We completed the development programme we developed with the participation of our sustainability teams and group employees throughout 2023.



07 March Carbon Workshop Training and Regulations

21 March Let's Reduce Our Carbon Footprint

29 March Global Sustainability Regulations and Trends

24 April Energy Management and Decarbonisation Training

24 May Sustainability Awareness Renewal

22 June Waste Management and Circular Economy Training

09 August Water Management and Water Footprint Training

15 August Global Sustainability Regulations and Trends

25 September Waste-Free Life

23 November Sustainability in Supply Chain Training

15 December Sustainability Finance & Regulation and Trends

> AZKARBON GREEN TRANSFORMATION CENTRE



In this project, which we initiated to ensure sustainability, energy efficiency and environmental awareness; we aimed to inform individual and corporate users with current and green transformation topics in the system. Blogs on current issues are published every week under the title of Green Transformation Centre and we also publish videos supporting the blogs. So far, we have shared nearly 100 blogs and 30 different videos on AZKARBON Green Transformation Centre. The number of reads and views of the content we regularly upload to AZKARBON Green Transformation Centre is increasing day by day.

Click Here to Access [AZKARBON](#) Green Transformation Centre



AZKARBON - 100TH ANNIVERSARY OF OUR REPUBLIC, "SUSTAINABLE DEVELOPMENT GOALS" WORKSHOP PROGRAMME WITH 100 CHILDREN ON 16 OCTOBER WORLD PHILOSOPHY DAY

On the 100th anniversary of our Republic, we discussed the importance of ensuring access to affordable, reliable, sustainable and modern energy for all in the **"Sustainable Development Goals"** workshop programme on **16 October World Philosophy Day** with

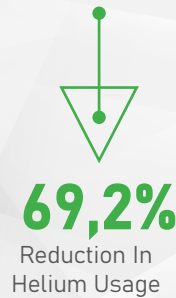
100 children. By presenting the book **"Sustainable Development Goals for Children"** to our friends who participated in the programme, we enabled our little ones to become our clean energy ambassadors and to transfer what they learned to their families and

friends. In our programme, which consists of **"Think-Feel-Act"** sections to support cognitive, social, emotional and behavioural learning, we gained knowledge, awareness and action for access to affordable, reliable, sustainable and modern energy for all.

➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

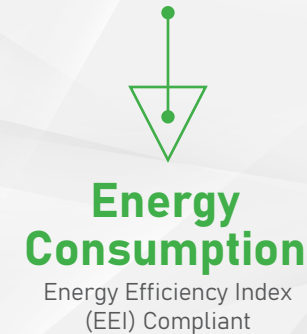


ISM- ABSORPTION COOLER UNIT FILLING MACHINE AUTOMATION



The Automatic Gas Filling Machine, which we designed and manufactured as ISM, increased our productivity by providing cycle time improvement at the bottleneck point in the refrigeration unit production line. With automation, the filling process was also changed and precise filling standardisation was achieved, resulting in significant savings in material costs. We reduced environmental impact by reducing the use of ammonia and helium.

ISM - COMPLIANCE WITH THE 2024 ENERGY REGULATION



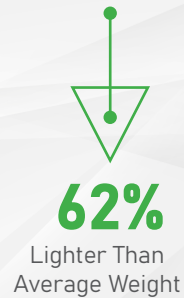
We have worked on various improvements to achieve energy consumption values according to the EU "EcoDesign" Regulation. By combining our theoretical and practical experience with literature and patent research, we have adopted systematic studies aimed at increasing product quality and standards, increasing efficiency and continuously improving production costs in existing products and processes. We have achieved design and component changes in order to achieve the Energy Efficiency Index (EEI) values specified by the energy regulation.

➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

MAXION İNCİ

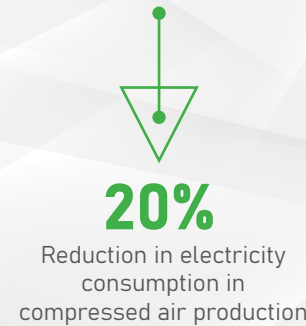
Steel

MAXION İNCİ ÇELİK - LIGHTEST STEEL WHEEL PROJECT (CARGOBIKE)



Maxion discovered a new business area as design & manufacture cargo-bike wheels, firstly started with european brands. With a focus on ergonomic and efficient production, our innovation and engineering teams worked on alternative wheel designs. The teams identified 3 models that are suitable for production capabilities and process designs. In this process, process optimisations were made and the most suitable wheels were introduced to the market. In addition, 60% more efficient and compact wheels were produced compared to conventional diesel cargo vehicles. Contribution was also made to employee ergonomics; with a net wheel weight of 3.52 kg, the average weight of factory production parts was reduced by 62%, reducing the burden on employees and increasing their motivation.

MAXION İNCİ ÇELİK - MINIMISATION OF COMPRESSED AIR LEAKS

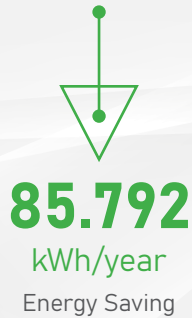


Due to industrial air leaks, there was a waste of electricity and water consumption. With our project, it was aimed to reduce leakages and to make a sustainable tracking system. Permanent actions were taken by prioritising the current air leaks and studies were carried out for the traceability of the leaks. As a result of the project, there was also a reduction in electricity consumption, and thanks to the reduction of air leaks by ensuring energy efficiency, a 20% improvement was achieved in the electrical energy consumed to produce compressed air.

➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

İNÇİ GS YUASA

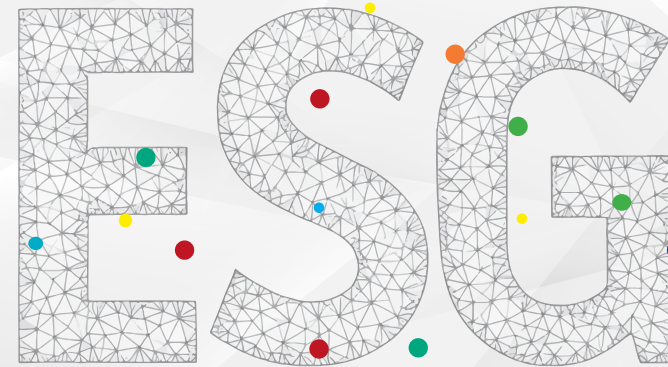
İNÇİ GS YUASA - STR-1 ELECTRIC CONVERSION PROJECT OF MELTING POTS



STR-1 Melting pots with burner system in the assembly lines of the plant melt lead ingots at a certain temperature. As a result of the excessive natural gas consumption in the pots and the puncture damage caused by the burner was eliminated by continuous welding, extra energy consumption and labour were required. As a result of making the pots with electric resistance, natural gas consumption has been reduced and energy saving has been achieved.

Yusen Logistics

YUSEN İNÇİ LOJİSTİK- ESG PROJECT



As Yusen İnci Lojistik, we launched the 'ESG' Project in order to strengthen the 'Social' dimension of our ESG strategy. With our project, we moved our annual face-to-face 'coffee break' meetings to digital. Through the "We Listen To You" online survey, we aimed to listen to our employees' voices and gather their opinions. In development suggestions, we closely monitored our goals such as increasing employee loyalty, reducing

our workforce turnover rate and inclusiveness. Based on the survey results, we organised one-to-one meetings with the relevant people for issues that address urgent action. We prepared action plans for all survey results and started to implement them. We plan to complete the Employee Satisfaction Survey and Great Place to Work project studies in 2024 to support the success of our project.

➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

YUSEN İNCİ LOJİSTİK- KEMALPAŞA SOLAR ENERGY SYSTEM PROJECT

As Yusen İnci Lojistik, we aimed to prevent **323,550 kgCO₂** greenhouse gas emissions annually with the solar energy system installation project we started in 2023. Within the scope of the project, we have successfully completed construction, transformer, panel and PV module installations,

inverter installation, cable installations and grounding line installations. We plan to generate **498,700 kWh** of energy annually with **630 PV** modules installed. Thus, we will meet **91% of the total annual electricity consumption** of our company's existing warehouses.



Yusen Logistics



CO₂



➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Waste Management and Circular Economy	<ul style="list-style-type: none"> Total Waste: 63.134 tonnes Recycled Waste: 60.193 tonnes 95% of our total waste is recycled Total waste increased by 3% Hazardous waste increased by 33% Waste density: 0.005 tonnes/product Ratio of recycled input materials used: 23 	<ul style="list-style-type: none"> Transition to a low-carbon economy within the scope of our 50% carbon emission reduction target by 2035 Reducing our waste and water intensity in our production processes Reducing waste generation and utilising natural resources in accordance with circular economy principles Maintaining our waste minimisation target Continue our commitment to increasing our recycling rate. Aim to make our contributions to the circular economy sustainable.

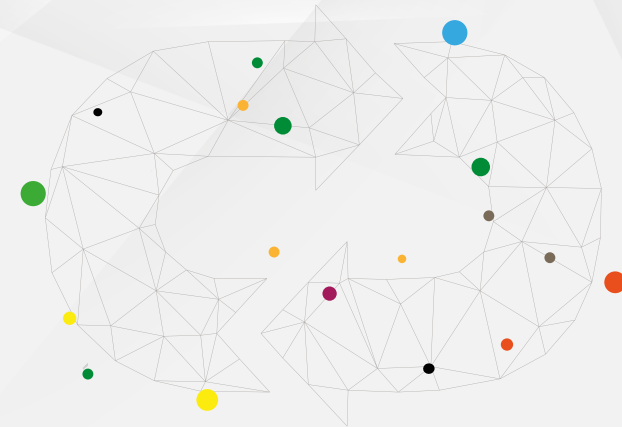
You can review our [2021 Sustainability Report](#) for our Detailed Explanations on our Priority to Invest in Responsible Production and Responsible Consumption for New Generations.

İNCİTAŞ- WASTE BATTERY COLLECTION ACTIVITY




17kg
 Waste Household Battery

We consider ensuring the proper disposal and recycling of waste batteries as one of our most important responsibilities. As İncitaş, we have already fulfilled our responsibility to collect waste batteries and we have included our colleagues and suppliers in this effort. We collect waste batteries generated in their homes, hobby areas, workplaces and personal environments in our office and send them to the TAP Association, of which we are a member.



➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

MAXION İNCİ ÇELİK - MAINTENANCE WORKSHOP HEATING SYSTEM



13kWh/hr

Waste water recovered for heating purposes



Saving



Ergonomics

MAXION İNCİ

Steel

We developed a project aimed at alleviating the adverse weather conditions that complicate the work of our colleagues in the maintenance workshop, which has a quite large area, especially during the winter months. With this project, we prevented the clean heat energy generated in the compressor room from being released into the atmosphere. Instead, we directed the idle heat to the maintenance workshop through a newly constructed duct and damper system. As a result of this project, the previously wasted heat was recovered, improving the heating system of the maintenance workshop.

İNCİ GS YUASA STR-1 WASTE HEAT RECOVERY SYSTEM



4,5%

Reduction in Energy Costs



201.600

kWh/year
Energy Saving



96.365

kgCO₂/year
Carbon Emissions Reduction

İNCİ GS YUASA

We calculated the potential data by taking measurements from the chimneys in the STR-1 plate section in order to ensure energy production with the waste heat potential detected in the marble chimneys. With the transformation project, electricity was generated by using the waste heat potential in the existing marble chimneys. With the studies carried out, we have taken an important step for a sustainable environment with the recovery of waste heat.

➤ INVESTMENT IN RESPONSIBLE PRODUCTION AND RESPONSIBLE CONSUMPTION FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Sustainability in the Supply Chain	<ul style="list-style-type: none"> Number of New Suppliers Screened Using Environmental Criteria : 37 Proportion of New Suppliers Screened Using Environmental Criteria : 19% 	<ul style="list-style-type: none"> Reducing environmental impacts in our Supply Chain and managing supply chain-related impacts We maintain our goal of increasing the number of suppliers identified according to Environmental Social Governance (ESG) criteria We aim to raise the sustainability awareness of our suppliers through our group companies and support them in improving their performance We maintain our goal of increasing the number of suppliers open to environmental and social development

İNCİ GS YUASA - INDUSTRIAL FACTORY TRACEABILITY



İNCİGSYUASA

In order to establish the traceability of the tractionary batteries produced in our industrial factory and to establish a customer connection, we ensured that the batteries can be tracked on a process basis with barcodes and QR codes with the traceability application made in-house. By developing the software and establishing connections with machines on the production floor, we achieved process-based traceability. As a result of the project, a traceability relationship has been established between the assembly line and the customer.

MAXION İNCİ ÇELİK - SLITTED BOBBINS TRACEABILITY



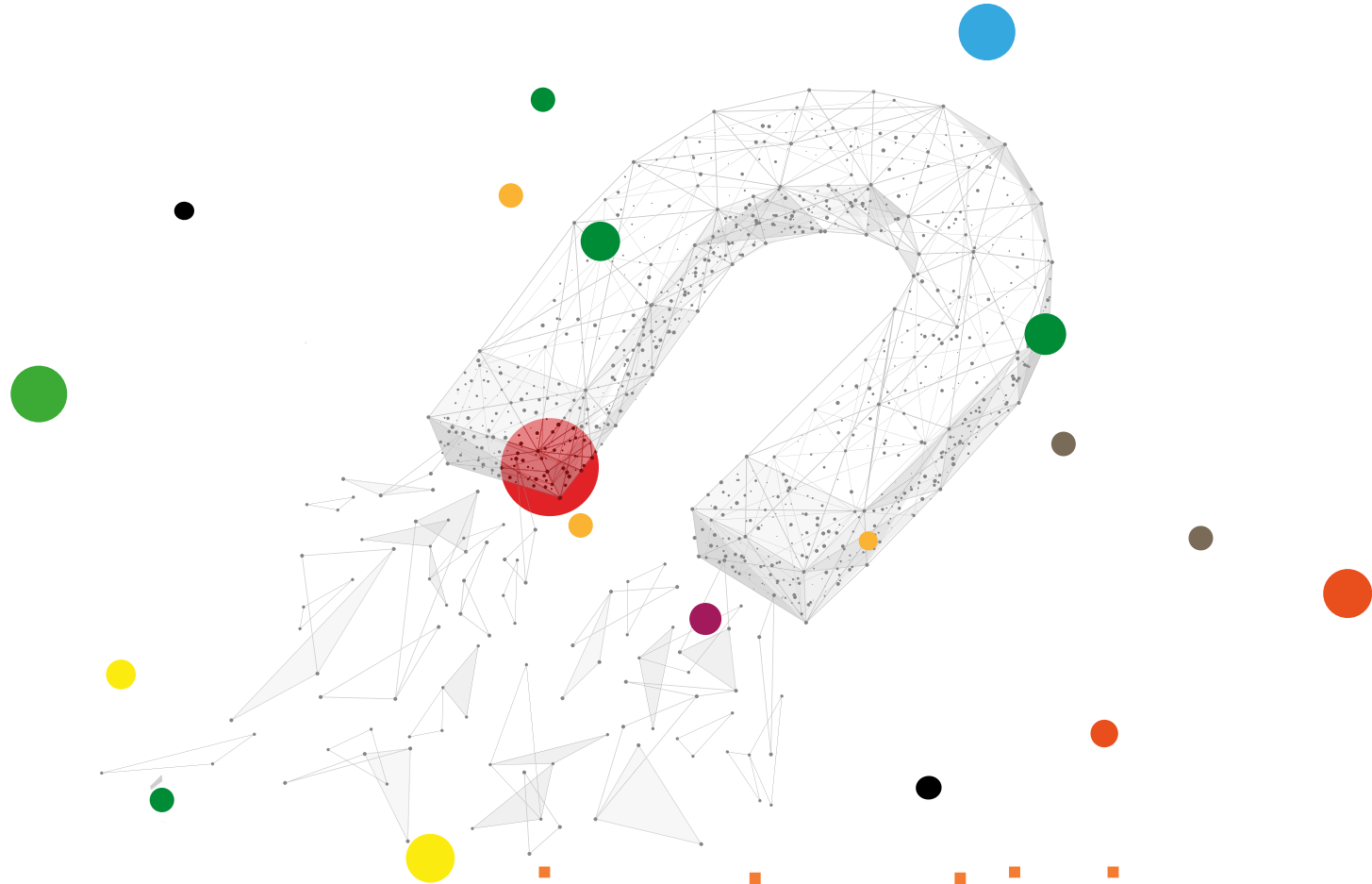
MAXION İNCİ Steel

The traceability of slitted bobbins is generally important for quality control in the production process. The follow-up of the unfinished bobbins and their usability according to the production status is important in terms of its impact on the environment. With our project, we ensured easy tracking and traceability of the slitted bobbins through digital systems. The recipes coming out of the slitted bobbins were tracked from the process starting from the supplier to the production line with the barcode reading system. At the same time, environmental management was served by tracking the bobbins left unfinished in production. Automation was activated in the data collection system with the systems built. By implementing FIFO (First In, First Out) application, we ensured that the first produced part was consumed first and material search losses were prevented.



" In our collaborations with İnci Holding and its group companies, we have maintained a high level of professionalism and healthy communication. We believe that the existing coordination mechanisms are strong. Especially effective meeting environments were provided with relevant organisations. This maximised interaction. We wish that the practices for operations will increase in the current project and the following projects."

BURCU TUNA
METYX COMPOSITES
STRATEGIC PLANNING AND CORPORATE SUSTAINABILITY MANAGER



investment in innovation for new generations

➤ INVESTMENT IN INNOVATION FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
Investing in Future Business Areas	<p>1 New Energy Storage Technology Investment and Partnership</p> <p>1 New Factory Investment (Maxion Inci Wheel Group)</p> <p>70 Total Number of R&D Projects</p> <p>78 Number of Projects Analysed for Portfolio Development and Investment</p>	<ul style="list-style-type: none"> · Providing investment opportunities in the energy storage sector through entrepreneurship and business development projects. · Designing a development process plan to strengthen the perception of innovation in group companies. · Ensuring a flow of opportunities for our venture capital fund, Vinci, through the activities carried out in Inci Radar. · Increasing the improvement rate per project of initiatives that offer solutions to meet our innovation needs based on Environmental Social Governance (ESG) parameters.

You can review our [2021 Sustainability Report](#) for our detailed explanations about our priority to investment in innovation for new generations.

> INVESTMENT IN INNOVATION FOR NEW GENERATIONS

INVESTMENT IN HIGH POTENTIAL STARTUPS WITH VINCI



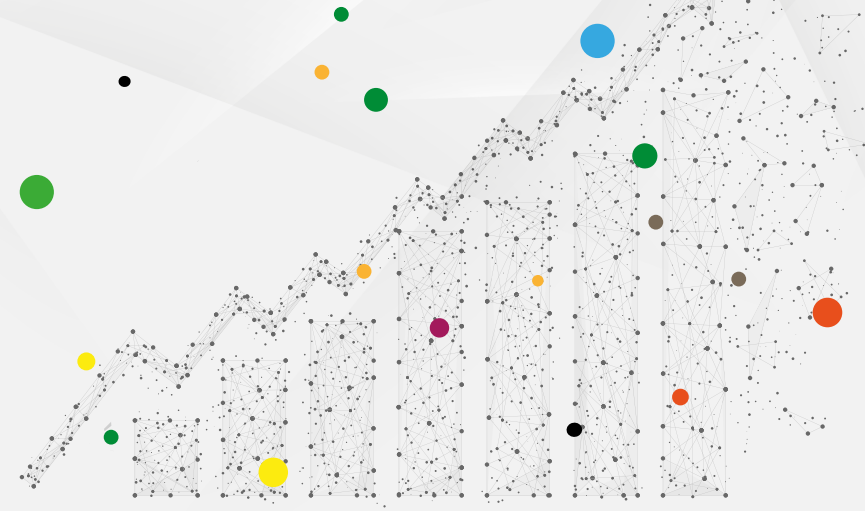
Vinci Venture Capital, which we established in June 2018 to closely follow future trends and to be present in future businesses, in addition to its investments in Octovan, TIM, Surve Mobility Herotech8, Mobilus, Shipsgo, Turbit and SungreenH₂ between 2019 and 2022; In 2023, it invested in Thingtrax, an industrial IoT/SaaS (internet of things / software as a service) platform that uses advanced analytics and machine learning algorithms to transform production data into insights. Thingtrax aims to transform old production facilities into modern and fully connected production facilities with automation and intelligent planning capabilities.

In 2023, as Vinci Venture Capital, we met with 360 startups. We analysed 11 companies in detail and evaluated them as investment opportunities and invested in 1 company.

While evaluating our investments at Vinci, we meticulously evaluate companies in terms of ESG criteria and we care that companies comply with our criteria.

ADDITIONAL INVESTMENTS IN OUR PORTFOLIO

- As **Vinci**, we invested in **Thinktrax** in 2023.
- **Turbit** received investment from angel investors in an interim financing round with **Vinci's** participation.
- **Thread in Motion** received additional investment with the participation of Vinci.
- Octovan received additional investment from **ARZ Portfolio**, which is among its investors.
- **SungreenH₂** received additional investment from
- **Sabancı, Naturgy, Halliburton Labs** and **Paragon Ventures** in the continuation of the investment round that **Vinci** participated in 2022.



[Click here to Review Vinci Venture Capital Portfolio.](#)

> INVESTMENT IN INNOVATION FOR NEW GENERATIONS

Priority Topic	Our 2023 Results	Targeted Development for 2024
<p>Collaborations with Entrepreneurship Ecosystem</p>	<ul style="list-style-type: none"> ▪ 132 Interview with the Entrepreneur Company ▪ 43 Number of New Enterprises Screened ▪ 18 Number of PoCs in Entrepreneur & Group Company Matching ▪ 4 Cooperation with Suppliers ▪ 3 International Collaborations ▪ 1 Call for Innovation ▪ 1 Accelerator Programme ▪ 1 International Accelerator Programme ▪ 1 National Fund Call ▪ 5 Ecosystem Event 	<ul style="list-style-type: none"> · Making calls for innovation in different areas of need every quarter through the İnci Radar Open Innovation Platform. · Prioritizing the applications received through calls according to our sustainability targets and ESG parameters and matching them with group companies. · Increasing the dissemination and impact of entrepreneurship activities within and outside the group with the 'Entrepreneurship Ambassadors Programme.' · Enhancing our impact and visibility through participation in focused events in the ecosystem with 'Entrepreneurship Ambassadors.' · Increasing the number of collaborations with University Technoparks and Technology Transfer Offices. · Targeting the positioning of initiatives as suppliers within the scope of PoC and demo studies with our group companies.

You can review our [2021 Sustainability Report](#) for our detailed explanations about our priority to investment in innovation for new generations.

INVESTMENT IN INNOVATION FOR NEW GENERATIONS

OUR OPEN INNOVATION PLATFORM: İNCİ RADAR

The İnci Radar Open Innovation Platform aims to effectively promote the entrepreneurial activities of our companies on national and international platforms and to find solutions to the innovation needs of group companies through the entrepreneurial ecosystem. Launched in 2023, it has achieved successful results within the framework of the process diagram below.

To identify the innovation needs of group companies in 2023, collaborations were established with communication contacts in the OPEX, Innovation, and Engineering units of the group companies. As a result of the screening and bridging activities carried out based on the identified needs, relevant initiatives were selected with the motivation to create the highest value within the framework of ESG criteria, focusing on sustainable and responsible investments. Some examples of successful applications are:

1) In collaboration with İnci GS Yuasa & REPG Enerji, work continues with the aim of achieving annual energy savings of over 189,000 kW within the scope of the project to generate electricity by recovering energy from in-plant waste heat.

2) The automation developed within the scope of the automatic banding machine project in cooperation with Yusen İnci Lojistik & Siskon enabled the prevention of human errors and labour cost savings of up to 27 personnel depending on speed.

3) It is expected that approximately 80 tonnes of metal loss will be prevented by recovering 30% aluminium from the clinker with the R&D project on metal recovery from pressed clinker and reduction of metal losses in cooperation with Maxion Alüminyum & İztek A.Ş.



How Does the Process Work?



➤ INVESTMENT IN INNOVATION FOR NEW GENERATIONS

İNCİ RADAR ACTIVITIES

Our First Innovation Call - In collaboration with Maxis İnci Wheel Group, we published our first international innovation call on the topics of "Wheel Surface Protection" and "Multi-Part Wheel/Tireless Wheel." As a result of 18 applications received for our call, we conducted PoC (Proof of Concept) studies with 3 of them. Ongoing R&D studies are being conducted with 2 initiatives that successfully completed the PoC studies under the Wheel Surface Protection topic.



Our First Accelerator Programme - In 2023, we carried out the first accelerator programme with GDZ Elektrik, one of the İnci Radar partner companies, through our open innovation channel. Within the scope of the 'Energy Storage Accelerator Programme', which was designed according to the focus needs of both companies, the applications of **20 startups** in total were evaluated and 8 of them were included in the accelerator programme.



Our First National Fund Program - Under the TÜBİTAK 1812 - BiGG Investment Program, İnci Holding began working as part of the 'HexaBIG' consortium, led by Ege Technopark, in collaboration with Gazi Technopark, Bahçeşehir University, Yaşar University, and North İzmir TEKMER. Within the framework of the investment program, which enables early-stage initiatives to access non-repayable funding of **900.000 TL**, 2 of the 5 business ideas submitted to TÜBİTAK, which completed the mentorship and training process through İnci Radar, were eligible for support. 2 entrepreneurial companies completed their establishment processes and received a total of 1.8 million TL in funding support.



Our First International Accelerator Programme - As İnci Radar, we participated in the Hello Cleantech Accelerator Programme organised annually by the InnoEnergy sub-cluster of EIT (European Institute of Innovation and Technology). In the accelerator programme focusing on Energy Storage, Battery Recycling, Hydrogen and Carbon Technologies, we collaborated with InnoEnergy on application evaluation, dissemination of the programme, mentoring support etc.



> INVESTMENT IN INNOVATION FOR NEW GENERATIONS

İNCİ RADAR ACTIVITIES

Our Ecosystem Events

10 of the startups that we had the opportunity to meet within the scope of the events we organised during 2023 were matched with the needs of our group companies. Pilot implementation processes are ongoing with 2 initiatives.

-Here2Next İzmir Meeting (Maxion Innovation Call Demoday) -Energy Storage Accelerator Programme Kickoff and Networking Meeting
-Here2Next İzmir Shareholders Event -Here2Next Summit (İstanbul)

Interaction with all ecosystem actors surrounding İnci Holding was ensured, memberships were established and the number of stakeholders was increased. Besides the stakeholders we established in 2022 and the networks we joined in 2023, the organisations with which we had the opportunity to cooperate in 2023 and with which we created shared value by establishing stakeholders are as follows;

-Here2Next -TTGV -TÜSİAD SD² - Girişimci Kurumlar Platformu (Entrepreneurial Institutions Platform) -TOSB İnovasyon Grubu (Innovation Group) - TRAI Türkiye Yapay Zeka İnisyatifi (Artificial Intelligence Initiative of Türkiye)

Again, in order to reach entrepreneurs who produce industry-oriented solutions from a wide axis, we have carried out joint studies with technoparks and entrepreneurship centres that contribute to the development of the concepts of 'advanced technology', 'R&D', 'innovation', 'competition' and 'entrepreneurship' with a common culture.

• Teknopark İstanbul • İzmir Bilimpark • Teknopark İzmir • Gazi Teknopark
• Teknopark Ege • BAU Teknopark • Bilişim Vadisi • İZQ • Originn İnnovation

" I believe that workshops to be conducted in collaboration with universities and idea competitions focused on selected themes can effectively involve students in the entrepreneurship ecosystem and yield outputs aligned with İnci Holding's goals. **"Case Study"** studies can be organised in cooperation with universities to build or develop sustainable business models."

EZGİ DELEN
BAKIRÇAY UNIVERSITY
LECTURER



> INVESTMENT IN INNOVATION FOR NEW GENERATIONS

İNCİ HOLDİNG – DIGITAL ATLAS PROJECT

Through our **Digital Atlas** project, created in alignment with İnci Holding's digitalization priorities, we explored how İnci Holding employees integrate AI-supported applications into both their personal and professional lives across three key dimensions. With an impressive 80% participation rate from our employees, we conducted a thorough analysis that led us to identify our unique digital persona, which we named the '**Digital Passenger**'.

This analysis laid the groundwork for a development journey, the outcomes of which we plan to monitor in 2024. Our objective in this initiative is twofold: to gain insights into our current and future talent needs and to establish a strong foundation for employees to actively use and manage emerging AI tools within their workflows.

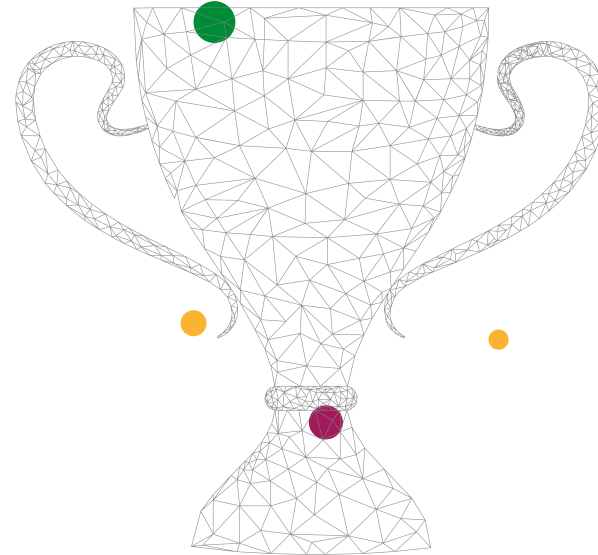
İNCİ HOLDİNG DIGITAL PROFILE



**DIGITAL
PASSENGER**

59 SCORING

Has a good understanding of digital technologies and can use them to perform most tasks. May need assistance with more specialized tasks.



annexes

➤ OUR 2023 PERFORMANCE INDICATORS

SOCIAL	2021	2022	2023
Total Number of Employees	3.054	3.166	3.266
Female	283	304	307
Male	2.771	2.862	2.959
Full time	2957	3158	3259
Part time	97	8	7
Under 30 years of age	664	648	719
30 - 50 years of age	2.247	2.351	2.331
Over 50 years of age	143	167	216
Number of Senior Managers	93	125	68
Female	23	31	24
Male	70	94	44
Number of Middle Level Managers	159	113	166
Female	47	35	53
Male	112	78	113

➤ OUR 2023 PERFORMANCE INDICATORS

SOCIAL	2021	2022	2023
Total Number of Newly Recruited Employees (Office Employees)	130	207	115
Female	55	53	58
Male	75	154	57
Under 30 years of age	56	98	61
30 - 50 years of age	70	69	51
Over 50 years of age	4	3	3
Total Number of Newly Recruited Employees (Field Employees)	407	364	480
Female	16	19	12
Male	391	345	468
Under 30 years of age	206	177	264
30 - 50 years of age	188	185	208
Over 50 years of age	13	2	8
Number of Employees Returning to Work after the End of Maternity Leave	168	163	56
Female	8	8	7
Male	160	155	49

➤ OUR 2023 PERFORMANCE INDICATORS

SOCIAL	2021	2022	2023
Number of Employees Subjected to Regular Performance Evaluation	2.991	2.289	2.230
Labour Turnover Rate (%)	3,00	13,96	19,90
Female	17,3%	17,4%	15,0%
Male	13,4%	13,6%	20,5%
Total Training Hours	37.023	74.959	90.405
Female	5.745	11.855	14.005
Male	31.278	63.104	76.400
Average Annual Training Hours per Employee	22	24	28
Female	-	39	46
Male	-	22	26
Accident Frequency Rate	6,72%	6,12%	1,98%
Number of NGOs Membership	35	42	46
Number of NGOs Involved in Management	12	15	16
Number of People Contacted with Foundation Projects	4.809 children/ 239 youth	5.518 children/ 289 youth	17.489 children/ 734 youth

➤ OUR 2023 PERFORMANCE INDICATORS

ENVIRONMENTAL	2021	2022	2023
Total Direct Energy Consumption (MWh)	172.030	218.493	223.594
Total Indirect (Purchased) Energy Consumption (MWh)	233.883	278.854	209.666
Energy Intensity (MWh/piece)	-	0,082	0,035
Rate of Change in Energy Intensity	-	-	-
Total Direct Greenhouse Gas Emissions (Scope 1) (tonnes CO ₂)	40.538	41.511	40.339
Total Indirect Greenhouse Gas Emissions (Scope 2) (tonnes CO ₂)	64.474	48.419	45.630
Greenhouse Gas Intensity per Product (CO ₂ e/product)	-	0,00695	0,00688
Rate of Change in Greenhouse Gas Emissions Intensity (TL Turnover Basis)	-	-	-%29
Total Water Consumption (m ³)	1.429.874	1.408.960	1.412.909
Municipal Water	1.096.569	1.085.423	1.104.408
Groundwater	333.225	323.445	308.456
Other	80	92	45

➤ OUR 2023 PERFORMANCE INDICATORS

ENVIRONMENTAL	2021	2022	2023
Amount of Reclaimed Water (m ³)	-	-	53.076
Water Density per Product (m ³ /product)	-	0,11	0,11
Rate of Change in Water Intensity (TL Turnover Basis)	-	-	-%25
Total Waste (Tonnes)	66.834	61.025	63.134
Total Amount of Hazardous Waste (Tonnes)	19.044	8.761	11.611
Total amount of non-hazardous waste (Tonnes)	47.790	52.264	51.523
Amount of Recycled Waste(Tonnes)	54.526	47.930	60.193
Waste Intensity (tonnes/product)	-	0,005	0,005
Rate of Change in Waste Intensity (TL Turnover Basis)	-	-	-%30
Weight of Recycled Materials Used to Produce and Package Products (Tonnes)	-	28.497	45.420
Weight of All Materials Used to Produce and Package Products (Tonnes)	-	165.104	196.956
Number of New Suppliers Screened Using Environmental Criteria	1	66	37

➤ OUR 2023 PERFORMANCE INDICATORS

ECONOMIC	2021	2022	2023
Last 5 Year Growth Rate (TL)	32%	47%	41%
Last 5 Year Growth Rate (EUR)	5%	10%	7%
Total Number of R&D Projects	28	60	70
Total Number of Patent Applications	5	6	4
Number of Ethical Violations Detected	44	86	49
Proportion of Employees Trained on Ethical Compliance (%)	80	79	67
Closing Time of Cases Received to the Ethics Line (Days)	34	21	56
Average Ratio of Family Members on Boards of Directors (%)	23	23	16
Ethical Compliance Stakeholder Survey Score	4,7	4,3	4,9
Actual/Planned Board Meeting Ratio (%)	126	108	123
Level of Attendance to Board of Directors Meetings (%)	99,7	96	97
Compliance of the Board Committees with the Meeting Schedule (%)	100	98	96

NOTES: 1) Our 2022 Total Direct Greenhouse Gas Emission (Scope 1) and Total Indirect Greenhouse Gas Emission (Scope 2) amounts have been calculated and updated with the data sets evaluated according to our reference year 2018. I-Rec Renewable Energy Certificates held by our facilities are included in the calculations. **2)** Our 2023 Total Direct Greenhouse Gas Emission (Scope 1) and Total Indirect Greenhouse Gas Emission (Scope 2) amounts are calculated within the scope of the data sets evaluated according to our reference year 2018. **3)** 2022 Greenhouse Gas Emission Intensity per Product (units/CO₂) has been updated after being calculated together with the data sets evaluated according to 2018. **4)** Rate of Change in Greenhouse Gas Emissions Intensity for 2022 (TL Turnover Based) Updated after calculation with the data sets evaluated according to 2018. **5)** Yusen İnci Lojistik operations are not included in the number of products. **6)** Amount of Water Recovered (m³) Calculated for the first time in 2023.

REPORTING SCOPE AND GUIDANCE

This Reporting Manual includes definitions of certain concepts and data specified in Inci 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 regarding working time.
Part-Time Employee	An employee whose weekly, monthly or annual working hours are less than "full-time" as defined above.
Senior Manager	The most senior employees of the management of an organisation, reporting directly to the CEO/General Manager or the highest governance body.
Middle Level Manager	Employees who are not included in the definition of senior managers and who manage teams.
Newly Recruited Employee	An employee who has not previously been employed by the employer and who has joined the payroll within the reporting period.
Employee Leaving the Job	An employee who leaves voluntarily or due to dismissal, retirement or death in service.
Labour Turnover Rate	It is the ratio showing the share of the number of personnel entering or leaving the enterprise within a year in the average number of personnel.
Accident	An event that occurs during work and may result in injury or health problems.
Accident Frequency Rate	It is found by multiplying the ratio of the total number of accidents to the total working time by 1 million.
Child/Youth	The age range of 0-18 years is considered as "child" and after 18 years as "youth".

REPORTING SCOPE AND GUIDANCE

ENVIRONMENTAL	
Direct Energy Consumption	Energy supplied from primary fuel sources such as electricity, steam, natural gas, diesel, LPG and fuel oil.
Indirect Energy Consumption	Electric, thermal or other energy sources supplied by a retail provider or energy supplied from facilities not owned or operated by the user of the energy.
Energy Intensity	Energy consumed per product quantity.
Rate of Change in Energy Intensity	Change in energy intensity on consolidated TL turnover basis.
Direct (Scope 1) Greenhouse Gas Emissions	Greenhouse gas emissions from sources owned or controlled by an organisation. A GHG source is any physical unit or process that releases GHG into the atmosphere. Direct (Scope 1) GHG emissions may include CO2 emissions from fuel consumption
Indirect Energy (Scope 2) Greenhouse Gas Emissions	Greenhouse gas emissions from the production of electricity, heating, cooling and steam consumed, purchased or obtained by an organisation.
Carbon Footprint Intensity	Greenhouse gas emission per unit of product.
Rate of Change in Carbon Footprint Intensity	Change in carbon footprint intensity on consolidated TL turnover basis.
Water Consumption	The sum of all water withdrawn and incorporated into products, used in production or generated as waste, evaporated or contaminated to the point of being unusable by other users.
Water Density	The amount of water consumed per product quantity.
Water Density Change Rate	Change in water density on consolidated TL turnover basis.
Groundwater	Water that is retained in an underground formation and can be recovered. This definition comes from ISO 14046:2014.

REPORTING SCOPE AND GUIDANCE

ENVIRONMENTAL	
Waste	A reporting organisation is a material or substance that an organisation up or down the organisation's value chain must dispose of. (United Nations Environment Programme (UNEP), Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal, 1989)
Hazardous Waste	Wastes which have any of the characteristics listed in Annex III of the Basel Convention or which are considered hazardous by national legislation. (United Nations Environment Programme (UNEP), Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and on their Disposal, 1989)
Non-Hazardous Waste	Industrial waste that cannot be added to a waste bin or sewerage line according to the regulations.
Recycled Waste	Waste recovered as a result of waste materials are defined as any recovery process in which waste materials are reprocessed into products, materials or substances for original or other purposes.
Waste Intensity	Amount of waste generated per product quantity.
Weight of Recycled Materials Used to Produce and Package Products	The weight of recycled materials or raw materials used in the products produced and packaged by the organisation..
ECONOMIC	
Ethics Violation	It is an ethical violation that is detected and proven to be true.
Ethical Compliance Stakeholder Survey Score	It is the average of the ethics-related question scores of the Employee Survey, the Board of Directors Performance Evaluation Survey and the Companies Service Survey.
Corruption Case	It is a proven case of corruption. It does not include corruption cases that are still under investigation during the reporting period.
Ratio of Realised/Planned Board Meeting	The ratio of the number of board meetings held within a year to the number of board meetings planned for the same year.
Level of Attendance to Board of Directors Meetings	The average attendance rate of the members of the board of directors who attended the board meetings held within a year.
Compliance of the Board Committees with the Meeting Schedule	The ratio of all management committee meetings held within a year to the planned schedule.

> İNCİ HOLDİNG SUSTAINABLE SHAREHOLDER INTERACTION IN 2023

In the following activities, İnci Holding has transferred practical experience and knowledge to organisations and future generations.

- Tomorrow Platform Istanbul Entrepreneurship Branch – Speaker
- Uludağ Economic Summit “Future Route of Turkish Industry in the 100th Year: Transformation, Risks and Opportunities” – Speaker
- She Achieves “Investing for the Future: The New Path in Sustainability and Entrepreneurship” – Speaker
- 5th Digital CEO and Leaders Summit 10 Business Women Who Inspire and Add Value to Society – Speaker
- EGIAD Sustainability for the Future Summit – Organisation
- Kuzey Yıldızı Family Business Sustainability Programme 2023 – Evaluation
- 9 Eylül University Platform-Up International Sustainability Summit – Speaker
- TTGV Board of Directors Meeting – Host Organisation
- ESIAD Green Consensus Good Practices Series: Technology and Innovation in the Context of Sustainability II – Speaker
- 12Min.Me Sustainability Event – Speaker
- Izmir Institute of Technology Sustainability Careers – Speaker
- Here2Next Summit 2023 – Speaker
- IET InnoEnergy Hello Cleantech Startup Challenge – Jury Member
- TechTour Growth 50 Europe Programme – Jury Member
- GDZ Elektrik & İnci Holding Energy Storage Technologies Acceleration Programme – Jury Member
- Venture Camp'23 Karşıyaka Collective – Speaker

> İNCİ HOLDİNG SUSTAINABLE SHAREHOLDER INTERACTION IN 2023

In the following activities, İnci Holding has transferred practical experience and knowledge to organisations and future generations.

- Here2Next Izmir Meeting - Panel Moderation (with the participation of our Group Companies)
- GDZ Elektrik & İnci Holding Energy Storage Technologies Acceleration Programme - Mentorship
- Harvest Grant Programme - Mentorship & Pre-Jury
- Izmir NIC (Network and Innovation Centre) Project - Mentoring
- IZTECH Atmosphere TTO, Pre-Incubation Programme Effective Presentation Techniques Training
- IZTECH Atmosphere TTO, Fundamentals of Entrepreneurship Training
- IZTECH Atmosphere TTO, Customer Verification Training
- IZTECH Atmosphere TTO, Game Incubation Programme Business Model Canvas Training
- IZTECH Atmosphere TTO, Game Incubation Programme Effective Presentation Techniques Training
- Izmir is Looking for Equality Stars / Mentoring
- Youth Side Project "CV Preparation Techniques" Webinar - Trainer
- 10th Women Directors Conference: The Future of Boards and the Role of Women - Participant
- Izmir University of Economics HR101 Sessions: Be Ready for the Future - Trainer
- Izmir University of Economics HR101 Sessions: What kind of CV Human Resources Expects from You? - Trainer
- Izmir University of Economics HR101 Sessions: Steer Your Career - Trainer
- SOCAR Türkiye Agile Connect Day - Our Sectors Are Different, Are Our Agility the Same? Session - Speaker

OUR MEMBERSHIPS

OUR MEMBERSHIPS TRACKED BY İNCİ HOLDİNG WITHIN THE SCOPE OF RELATIONS WITH NGOs

- TURKISH INDUSTRIALISTS AND BUSINESS PEOPLE ASSOCIATION (TÜSİAD)
- AUTOMOTIVE INDUSTRY EXPORTERS ASSOCIATION (OİB)
- İZMİR CHAMBER OF COMMERCE (İZTO)
- EUROPEAN AUTOMOTIVE SUBSIDIARIES ASSOCIATION (CLEPA)
- AEGEAN INDUSTRIALISTS AND BUSINESS PEOPLE ASSOCIATION (ESİAD)
- AEGEAN YOUNG BUSINESS PEOPLE ASSOCIATION (EGİAD)
- ETHICS AND REPUTATION ASSOCIATION (TEİD)
- TURKISH CORPORATE GOVERNANCE ASSOCIATION (TKYD)
- FAMILY BUSINESS NETWORK (FBN)
- TAIDER FAMILY BUSINESSES ASSOCIATION
- BUSINESS WORLD AND SUSTAINABLE DEVELOPMENT ASSOCIATION (SKD)
- UNITED NATIONS GLOBAL COMPACT (UNGC)
- UNITED NATIONS WOMEN'S EMPOWERMENT PRINCIPLES (UN WEPs)
- TURKISH PEOPLE MANAGEMENT ASSOCIATION (PERYÖN)
- TURKISH INTERNAL AUDIT INSTITUTE ASSOCIATION (TİDE)
- CORPORATE RISK MANAGEMENT ASSOCIATION (KRYD)
- CORPORATE COMMUNICATORS ASSOCIATION (KİD)
- ENTREPRENEURIAL INSTITUTIONS PLATFORM
- TÜRKİYE TECHNOLOGY DEVELOPMENT FOUNDATION (TTGV)
- IMPACT 2030 TÜRKİYE - IMPACT COUNCIL - SOCIAL IMPACT PLATFORM
- SUPPLY CHAIN MANAGEMENT ASSOCIATION (TEDAR)
- TRAINING AND DEVELOPMENT PLATFORM ASSOCIATION (TEGEP)
- GİFGRF
- KEIRETSU

OUR MEMBERSHIPS TRACKED BY GROUP COMPANIES WITHIN THE SCOPE OF RELATIONS WITH NGOs

- VEHICLE VEHICLE SUPPLY INDUSTRIALISTS ASSOCIATION (TAYSAD)
- STACKING MACHINES DISTRIBUTORS AND MANUFACTURERS ASSOCIATION (İSDER)
- ACCUMULATOR AND RECYCLING INDUSTRIALISTS ASSOCIATION (AKÜDER)
- MANİSA ORGANIZED INDUSTRIAL ZONE
- AUTOMOBILE TECHNOLOGY PLATFORM (OTEP)
- ASSOCIATION OF EUROPEAN AUTOMOTIVE AND INDUSTRIAL BATTERY MANUFACTURERS (EUROBAT)
- ADVANCED LEAD ACID BATTERY CONSORTIUM (ALABC)
- MANİSA CELAL BAYAR UNIVERSITY UNIVERSITY INDUSTRY COOPERATION TECHNOLOGY APPLICATION AND RESEARCH CENTER
- MANİSA R&D AND DESIGN CENTERS COOPERATION PLATFORM (MATİP)
- SEARCH AND RESCUE ASSOCIATION (AKUT)
- CHILDREN WITH LEUKEMIA HEALTH AND EDUCATION FOUNDATION (LÖSEV)
- TURKISH QUALITY ASSOCIATION (KALDER)
- AEGEAN STRATEGIC SYNERGY PLATFORM (ESSİP)
- WE ARE WITH YOU ASSOCIATION
- SUSTAINABILITY ACADEMY
- EAYK (AEGEAN OPEN SEA YACHT CLUB)
- İYFR (INTERNATIONAL YACHTING FELLOWSHIP OF ROTARIANS)
- MOSEV (MANİSA ORGANIZED INDUSTRIAL ZONE EDUCATION AND RESEARCH DEVELOPMENT FOUNDATION)
- BPW İZMİR (İZMİR BUSINESS AND PROFESSIONAL WOMEN ASSOCIATION)
- PORTABLE BATTERY MANUFACTURERS AND IMPORTERS ASSOCIATION (TAP)
- SOLARBABA CLEAN ENERGY CONVERSION PLATFORM
- INTERNATIONAL SOLAR ENERGY SOCIETY - TÜRKİYE SECTION (GÜNDER)

OUR BOARD MEMBERSHIPS

- TURKISH INDUSTRIALISTS AND BUSINESS PEOPLE ASSOCIATION (TÜSİAD)
- AEGEAN INDUSTRIALISTS AND BUSINESS PEOPLE ASSOCIATION (ESİAD)
- AEGEAN YOUNG BUSINESS PEOPLE ASSOCIATION (EGİAD)
- ETHICS AND REPUTATION ASSOCIATION (TEİD)
- TURKISH CORPORATE GOVERNANCE ASSOCIATION (TKYD)
- TURKISH PEOPLE MANAGEMENT ASSOCIATION (PERYÖN)
- TÜRKİYE TECHNOLOGY DEVELOPMENT FOUNDATION (TTGV)
- VEHICLE VEHICLE SUPPLY INDUSTRIALISTS ASSOCIATION (TAYSAD)
- AUTOMOTIVE INDUSTRY EXPORTERS ASSOCIATION (OİB)
- TÜRKONFED - TURKISH BUSINESS CONFEDERATION
- SEDEFED - FEDERATION OF SECTORAL ASSOCIATIONS
- IMPACT 2030

> OUR AWARDS

Inci Holding

Great Place to Work® Institute "Great Place to Work" (2 times)

TopTalent Top 100 Talent Programme "Community" Category (3rd place)

"Türkiye's 50 Most Powerful Business Women" Fortune List (Neşe Gök- Board Member)

Fast Company "50 Sustainability Leaders" List (Neşe Gök- Board Member)

Vizyon100 "Women Executives Inspiring and Adding Value to Society" List (Neşe Gök- Board Member)

Fortune Türkiye 50 CFO List (Batur Asmazoğlu)

Fortune Türkiye 50 CTO List (Mehmet Tunçkanat)

Fortune Türkiye 50 CHRO List (Elif İçören)

Maxion İnci

Equal Women Certification (2 times)

15th Peryön Human Value Awards-Creating Value in Difficult Times Category 1st Prize

Fast Company '50 Most Innovative HR Leaders' Award

Energy Efficiency Category Award with Energysaver Project at Istanbul Chamber of Industry Green Transformation Awards

2023 ISO "Türkiye's Top 500 Industrial Enterprises" list - 137th place

2023 TIM Top 1000 Exporters List - 118th place

2023 Uludağ Automotive Industry Exporters' Association Golden Export Award

"Capital 500" List - 231th place

TAYSAD Achievement Award - Export Performance Category

Maxion Jantaş

Equal Women at Work Certification (2 times)

15th Peryön Human Value Awards-Creating Value in Difficult Times Category 1st Place Award

Fast Company '50 Most Innovative HR Leaders' Award

Energy Efficiency Category Award with Energysaver Project at Istanbul Chamber of Industry Green Transformation Awards

Automotive Industry Association - Supply Industry Contribution to Sustainability Award

2023 ISO "Türkiye's Top 500 Industrial Enterprises" list - 318th place

2023 TIM Top 1000 Exporters List - 250th Place

2023 Uludağ Automotive Industry Exporters' Association Golden Export Award

'Capital 500' List - 445th Place

Inci GS Yuasa

2023 ISO 'Türkiye's Top 500 Industrial Enterprises' list - 214th place

2023 TIM Top 1000 Exporters List - 218th place

2023 Uludağ Automotive Industry Exporters' Association Golden Export Award

'Capital 500' List - 356th Place

We ranked at the top of Brandverse Awards for the 4th time.

The only brand in its sector in the 'Brand Finance Türkiye's Most Valuable Brands 2022' list

ISM Minibar

2022- I-REC Renewable Energy Certificate

2022- Aegean's Best Employers Award, GPTW

2022- Best Employers in Manufacturing Award, GPTW

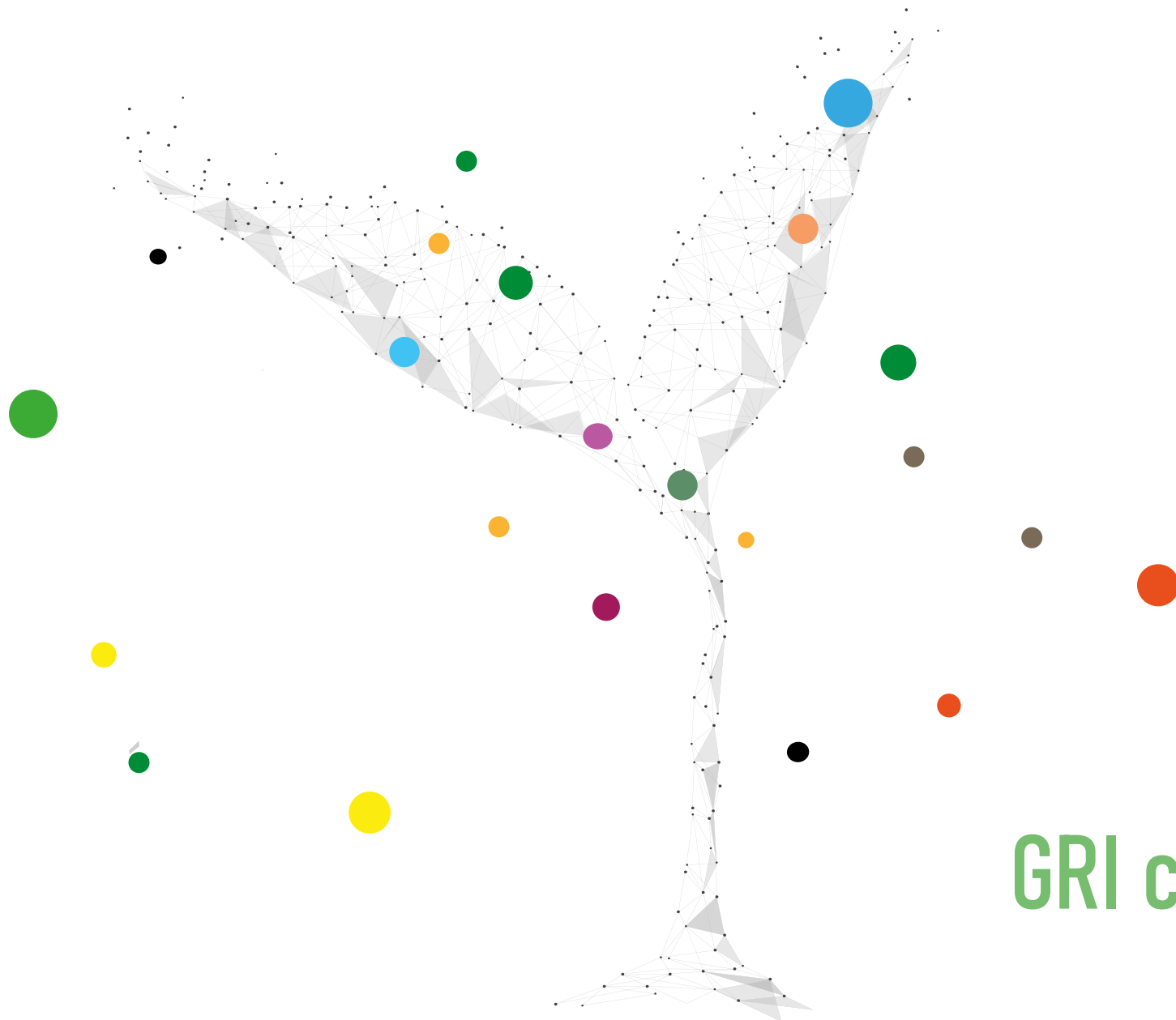
AZKarbon

Corporate Entrepreneurship Awards organised by Özyeğin University, Entrepreneurial Institutions Platform and Fast Company - 'Best Intrapreneurship Project' Award

➤ OUR CERTIFICATES

- 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
- R&D Centre Approved by the Ministry of Industry and Technology
- TS EN 50341-1, TS 1352-1, EN 60896-11, TS 1352-2, EN 60896-21
- cUL-US Underwriters Laboratories Inc.
- EMC Electro Magnetic Compatibility
- CB Electrical Product Safety Certification
- LVD Basic Safety Test Report
- G-Mark Arab Gulf Countries Technical Compliance Certificate
- TÜV-GS Quality Approval Certificate
- EAC Russia Quality Compliance Certificate
- RoHS Chemical Test Analysis Report
- YYS Authorised Economic Operator Certificate
- Turquality





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Sincerely Thank You

We would like to thank all individuals and organisations who supported us in the preparation of this report for their contributions. Please feel free to send your questions, comments and suggestions regarding our report to surdurulebilirlik@inciholding.com.

Note: The reference links in our report remain valid as of 2024.

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“Responsibility in production, awareness in consumption for a sustainable future.” 2024-2025

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