



TEZMAKSAN

2020-2021
Our Sustainability
Journey

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About the Report

(GRI 102-1, GRI 102-3, GRI 102-4, GRI 102-6, GRI 102-50, GRI 102-52, GRI 102-53, GRI 102-54)

This report covers the first reflection of the sustainability management activities of Tezmaksan Makina Sanayi ve Ticaret A.Ş., which have been going on for long years, into a report in compliance with the GRI Standards (basic option). The priority issues selected for inclusion in the report are based on analyses carried out in 2021. The projects and activities we have realized are shared transparently. We will continue to release our report annually in the upcoming periods.

The concept of sustainability has been refocused for various reasons in recent years. Moreover, sustainability issues are becoming more tangible at the same speed. The new works of the public and private sectors on reporting and the increasing request for standardized reports will lead the sustainability factor to gain even more strategic importance in the upcoming period. The standardized reports will ensure transparency and create equity and comparability for all companies. This will enable investors, customers, employees, and specifically new generation potential employees to evaluate non-financial aspects and make decisions more consciously. As Tezmaksan, we are taking firm steps in this direction.

The report, which covers the period between January 1, 2020 - December 31, 2021, includes Ankara, Izmir, Bursa, Konya, Adana, and Kiraç locations, particularly our headquarters in Bayrampaşa Istanbul. The employees covered by the report form 100% of our operations.

Our report collects our sustainability strategy and activities under 3 main headings:

In the section High Added Value, Advanced Technology, we mention the sustainability-oriented innovative projects and technologies we have developed to raise the productivity of the industry and the long-term, sustainable relationship models we have created with our stakeholders.

In the section Investment in New Generation Industrial Society, we mention our investments in people and society for the sustainability of the industry.

In the section Environmentally Responsible Operations, we share the effects of our operations on the environment and what we plan to minimize these effects.

You can send us all your questions, opinions, and suggestions concerning the reports and our sustainability works via the e-mail address at bilgi@tezmaksan.com.





Hakan Aydoğdu

Message From the General Manager

(GRI 102-14)

As Tezmaksan is leaving behind its 40th anniversary, we offer brand new solutions in line with our strategy to act in parallel with developing technology and global dynamics. While achieving all these corporate goals, we are centering around sustainable development. The sustainability approach that we have positioned as an integral part of our corporate strategy enables us to create value in the social field and to structure our operations in an environmentally friendly manner.

We are pleased to submit our first Sustainability Report, which transparently reflects the environmental, social, and governance aspects of our operations, to our stakeholders. As a company proceeding on its way to getting into different markets and growing in existing markets, we continue to create value for society by always considering the economic, environmental, and social impacts of our activities.

The years 2020 and 2021 were two years when uncertainties were experienced due to the global pandemic. As the Tezmaksan team, we have realized our corporate strategy steadfastly and passionately in this environment of uncertainty. We aim to be a “solution partner that increases the manufacturing power of the Turkish industry.”

We are working to increase the manufacturing capacity of our country by supporting different small and large players in the industrial sector with the solutions we have set forth thanks to our R&D studies. The enterprises that we work with take steps to considerably reduce ecological problems and environmental risks while providing productivity and source efficiency.

We generate innovative solutions for big challenges that society faces including climate change. We are working to shape a future with lower emissions through the productivity growth we have created with new technologies.

Under the roof of Tezmaksan Academy, we have been carrying out our work to bring educated and qualified employees to our sector and to create a workforce that will keep up with technological developments since 2015. The whole world and industry sector is advancing in coding and software. The importance of using robotic and automation systems will increase more in the future. Therefore, we need to encourage students to head toward these fields and prevent them from becoming unemployed. We are working for the new generation by organizing special training, seminars, courses across Turkey and publishing books that enhance experience and knowledge.

As Tezmaksan, we continue to generate solutions for you by centering around sustainability with the strength that we get from our stakeholders.

Since our establishment, we have been carrying on business in the sale of CNC and Universal machine tools. We are carrying out our activities in the centers with a total indoor area of 35.000 m2 in Bayrampaşa, Kiraç, and Istanbul Thrace Free Zone with more than 100 employees, most of which are engineers and technicians, and more than 40 local and foreign representatives. We render technical services for sales and after-sales in our headquarters situated in Istanbul and regional directorates in Adana, Ankara, Bursa, Izmir, and Konya.

Awards

**Mori Seiki
Asia Sales
Second Award**

**Brother Europe Sales
Grand Award**

**Excellence
3 Star Competency Award**

**Best Advertiser
and Market Developer
Dealer Award**

1999

2007

2010

2014

2014

2015

2015

2016

2021

**Goodway
Gold Achievement
Award**

**Goodway
High Achievement
Award**

**Toyoda Best Seller
Award**

**Mitsubishi Europe
Best Seller**

**Mixx Awards Silver Award
“Parkurda- Most Successful in
Digital Business and
Breaking the Molds”**

Highlights of 2021:

105.000.000 USD

Net
Sales

1.443.670 USD

Cumulative
Amount Spent
on R&D:Directly
Generated
Economic Value:
718.785.721 TLNumber of
"Parkurda"
Members:
10.000+

150

Number of
Employees:

4300+

Number of People
Touched Through
Tezmaksan
Academy:Number of
Training Provided
Through
Tezmaksan
Academy:
10.000+Total Amount of
Donated to
Schools:
64.165 TL

In 2020, Tezmaksan's turnover was 65 million dollars. We grew by 50% compared to the previous year. The Turkish industry also achieved a 20% growth in machine tools investment in 2020 compared to 2019. We achieved this growth despite the machine supply problem experienced in the pandemic and the increasing prices. In 2021, we exceeded our \$100 million turnover target with a growth rate of approximately 60%.

Our Purpose

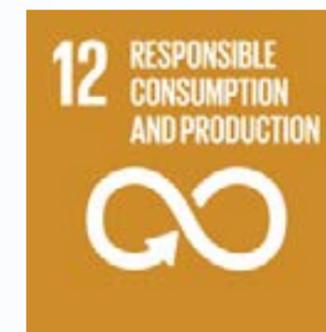
There is a very clear answer to why we do our work with great effort and dedication for 40 years: To be the solution partner for manufacturing industry.

Everything we do - from the machines we import to the advanced technology solutions we develop with our own capital, from our corporate social responsibility projects to our internal policies - serves our purpose. We work with our employees, suppliers, customers, and all other stakeholders by putting the principle of creating a "shared value" at the center of our business.

The world in which we carry on business is constantly changing due to the impact of global megatrends that create challenges for our business while also bringing enormous opportunities. Putting sustainability at the center of our strategy helps us to manage these global megatrends and contribute to international sustainable development goals such as the United Nations Sustainable Development Goals.

We serve

7 Sustainable Development Goals
with our activities:



Corporate Governance

(GRI 102-12, GRI 102-18)

Our corporate governance principles reflect our corporate culture, policies, our relationship with our stakeholders, and our commitment to our company values.

Our Tezmaksan corporate governance practices are supported and effectively managed by our sustainable governance practices. All our operations are carried out in parallel with our Ethical Principles, and stakeholder expectations are collected through different communication channels and included in decision-making processes.

As Tezmaksan, we commit to managing our business ethically and sensitively and setting an example for our industry. The Board of Directors lies behind our corporate governance practice. Our primary body for strategic decision-making is our Board of Directors which manages and executes the governance function. Our Tezmaksan Board of Directors, which was formed in compliance with the Corporate Governance Principles, consists of 5 members: Hacı Mustafa Aydoğdu, Hakan Aydoğdu, Fatma Aydoğdu, Celal Aydoğdu, Hatice Aydoğdu Özer. It is among our targets to also add independent board members to our Board of Directors, which currently consists of women at the rate of 40%.

Our Board of Directors convenes once every three months to decide on the strategic and financial priorities of the company. Moreover, risk management works and internal audits carried out within this scope are conducted with periodic audit programs approved by the Board of Directors.

We are determined to incorporate sustainability into our products, services, processes, and all the operations that support them. This year, we established a Sustainability Committee to make our sustainability works operational and monitor them. In the field of governance, one of our goals is to operate the Sustainability Committee, which is formed by the directors and managers responsible for the business units.

Furthermore, we are working on the creation of our Family Constitution to ensure the continuity of our family-owned company and to institutionalize our family and company.

Our Board of Directors, which currently consists of women at the rate of 40%.

Communication with Stakeholders and **Our Material Topics**

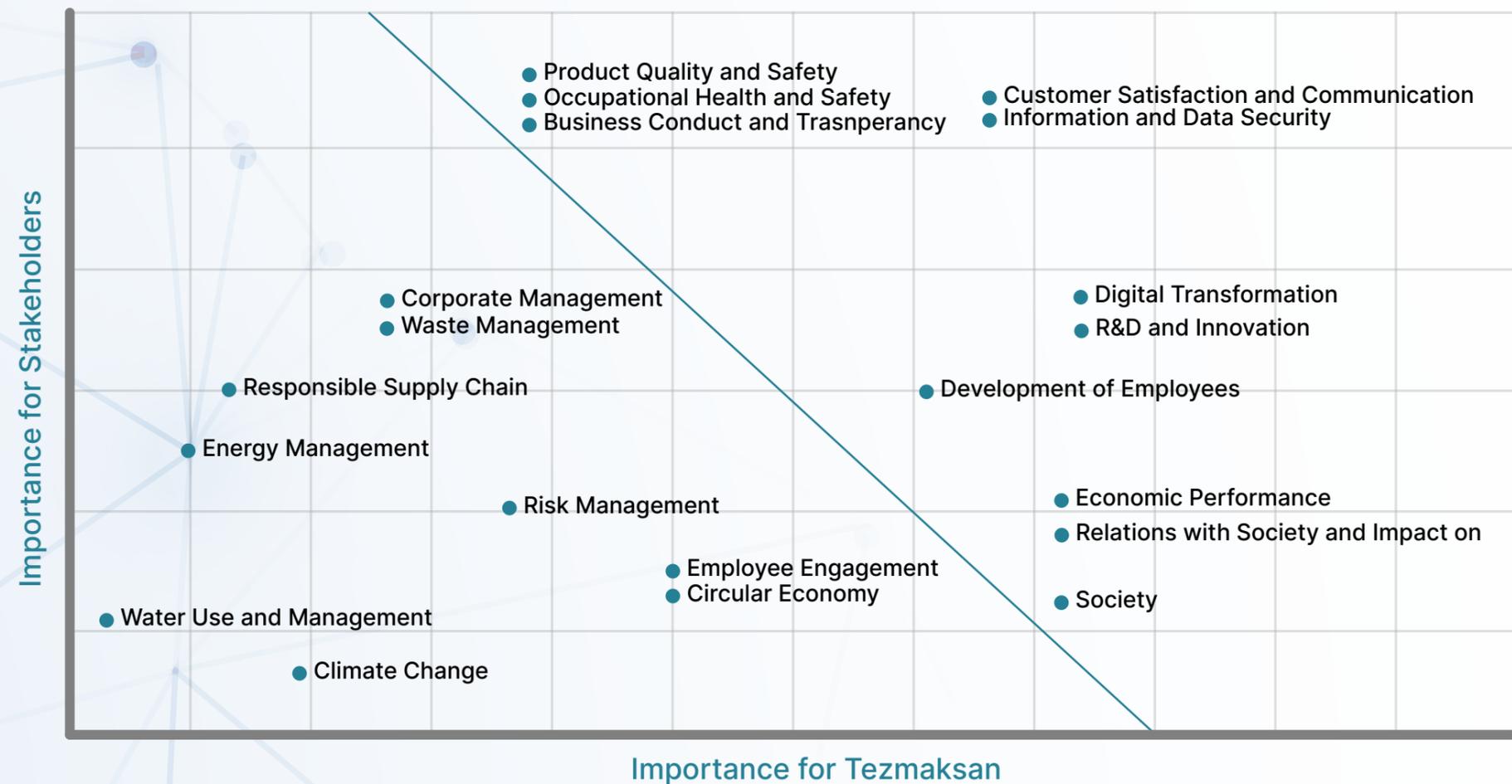
(GRI 102-40, GRI 102-41, GRI 102-42, GRI 102-43, GRI 102-44, GRI 102-47, GRI 103-1, GRI 103-2, GRI 103-3)

We conducted a material topics study to choose which topics we will focus on. We utilized the guide released by the Global Reporting Initiative (GRI) to identify potential topics.

We determined our material issues that should be focused on with the senior management who make the strategic decisions of Tezmaksan. With the list of issues, we clarified the stakeholder groups whose opinions will be asked on the issues determined. Major stakeholder groups include employees, suppliers, customers, universities, NGOs, public institutions, and other associations. With the study we conducted, we asked about the impact of the issues determined on Tezmaksan's business success as well as their importance from the point of view of the stakeholders. Then, we mapped and prioritized the issues by analyzing all the data collected from stakeholders.

In this report, where we have shared our economic, social, and environmental impacts and performance in the years 2020 and 2021, we focused on the issues we prioritized. During this process, our team joined in workshops and training on general sustainability and reporting trends.

We are observing how and to what extent the issues we prioritize serve the United Nations' Sustainable Development Goals (SDGs), and deepening our work in this direction.



Our Material Issues



- » **R&D and Innovation:** Creating an innovation and/or adapting an existing innovation to the realities of a new market to solve customer, society, and/or environmental problems and create environmental and social benefits.
- » **Information and Data Security:** Managing the risks associated with the collection, storage, and use of sensitive, confidential, and/or private stakeholder data (including customers, employees, suppliers, etc.); protecting physical and information assets and complying with regulations on this subject.
- » **Development of Employees:** Utilizing the strengths and abilities of the employees and helping them develop and become stronger within the company.
- » **Digital Transformation:** Using digital technologies to reduce unit costs and/or increase unit prices by offering more value to stakeholders.
- » **Economic Performance:** Raising the economic value created and distributed to the stakeholders with the work done.
- » **Business Ethics and Transparency:** Preventing unethical behaviors and practices, including behaviors contrary to competition and bribery, corruption, non-compliance with regulations, deviations from corporate values, and establishing governance structures to promote transparency.

- » **Occupational Health and Safety:** Establishing a health and safety culture and infrastructure that supports the implementation of the highest health and safety workplace standards and processes, including accident prevention, preparedness and response, and maintenance and safety of manufacturing facilities and other facilities. Ensuring the physical and mental health of the workforce through technology, education, corporate culture, and regulatory compliance.
- » **Customer Satisfaction and Communication:** Keeping customer satisfaction high with the values offered to customers, measuring customer satisfaction in regular and frequent communication, and generating solutions that enhance satisfaction.
- » **Diversity in the Sector and the Workplace:** Addressing the culture of the industry and the company, recruitment, and promotion practices, and the structure of local talent pools to create an inclusive workforce; not discriminating factors such as gender, ethnicity, religion, sexual orientation, etc.
- » **Relations with the Society and Impact on Society:** Touching the society and investing in this with the competencies of the business and the company, raising awareness on certain issues, creating social benefit, measuring the social/economic impact of the created benefit.
- » **Quality and Safety of the Product:** Ensuring the quality of the product and its safety for the users, at the points that touch the users in the whole value chain from the manufacture of the product to its delivery to the customer.

Stakeholder Group

Communication

Employees	<ul style="list-style-type: none"> Department Meetings, Executive Meetings, Domestic and Foreign Customer Visits, Marketing Communication Meetings, Sectoral Meetings, Meetings with Suppliers, Periodic Reporting, Surveys and Researches (at various intervals); Training Activities, Internal communication platforms (news displays, social media, mailings), Announcements (continuous); Suggestion and Reward System (instant); OHS Committees, Internal Publications (6 times a year); Social Events (at least twice a year); Management Meetings, Communication Meetings, Employee Satisfaction Survey (annually)
Principal Shareholders	<ul style="list-style-type: none"> General Assembly Meetings, Annual Report, Board of Directors Meetings, Financial Performance Reports, Special Case Disclosures (when necessary)
Minority Shareholders	<ul style="list-style-type: none"> Investor Presentations, One-on-One Talks (upon request); General Assembly Meetings, Annual Report
Suppliers	<ul style="list-style-type: none"> One-on-One Meetings (upon request); OHS Committees (once a month); Supplier Code of Ethics (continuous); Periodic Internal Publications (6 times a year), Training and Development Programs (continuous)
Product End-Users	<ul style="list-style-type: none"> Product Labels and User Manuals (continuous), Marketing Communication Studies (continuous); Fair Participation
Local Community	<ul style="list-style-type: none"> Complaint System, Social Project, Donations, and Sponsorships (upon request)
Sectoral Companies	<ul style="list-style-type: none"> Meetings and Discussions, Projects and Initiatives (upon request); Fair Participation (several times a year)

Stakeholder Group

Communication

Local Authorities	➤ Meetings and Discussions
Public Institutions	➤ Meetings and Discussions (upon request); Disclosure Reports (at various intervals); Public Audits (at various intervals/instant)
Non-Governmental Organizations	➤ Memberships (continuous); Working Groups, Committee and Board Memberships (periodical); Joint Projects and Initiatives, Meetings and Discussions (upon request)
Universities and Academicians	➤ Scholarship and Internship Opportunities, Academic Congress and Seminar Participation (continuous); R&D Project Partnerships, Sponsorship and Supports; Support for Academic Researches and Publications; Meetings and Discussions (upon request)
Employee Families	➤ Disclosure Works (upon request); Social Events
Opinion Leaders	➤ Opinion Leaders Meetings and Discussions (upon request)
Media	➤ Interviews and Talks, Meetings and Discussions (upon request); Press Releases, Special Case Disclosures (when necessary)

Organizations in Which We Take an Active Role

(GRI 102-13)

As Tezmaksan, we are a member of many industrial and commercial organizations that represent the sector and the business world in issues we attach importance to. We also give weight to being in the management of the organizations we are members of. In this way, we take an active role in leading the industrial sector besides knowing the expectations of the sector and stakeholders.

Below you can find the list of organizations that we are a member of and cooperate with:

- Association of Machine Tools Manufacturers and Businessmen -TIADTürkiye
- Turkish Quality Association - KalDer
- Turkish Association of Casting and Industry -TUDOKSAD
- Association of Automotive Parts and Components Manufacturers - TAYSAD
- National Association of Mold Manufacturers - UKUB
- Defense and Aerospace Industry Manufacturers Association - SASAD
- Machinery and Accessories Exporters' Union- OAIB
- Electrical and Electronics Exporters' Union - TET
- Istanbul Mineral and Metals Exporters' Association - IMMIB
- Ostim Defense and Aviation Cluster – OSSA
- Women Entrepreneurs Association - KAGIDER
- Foreign Economic Relations Board – DEIK
- TOBB Women Entrepreneurs Board



Developing Solutions for Value Added Manufacturing

(GRI 102-2)



The First Industrial Revolution used the power of water and steam to mechanize production. The latter used electrical power to create mass production. The third one used electronics and information technology to automate production. The Fourth Industrial Revolution we are currently going through is being built on the Third Industrial Revolution known as the digital revolution. While we are mentioning the portable muscle power in the first and second industrial revolutions, we are talking about the portable mental power in the third and fourth industrial revolutions.

The fourth industrial revolution is characterized as a combination of technologies blurring the lines between physical and digital areas. We are experiencing a technological revolution that will fundamentally change the way we live, work, and establish relationships with each other. Compared to previous industrial revolutions, the Fourth Industrial Revolution is developing at a coefficient rather than a linear rate. Moreover, it turns every sector upside down in every country and leads processes to be redesigned. Many companies are introduced with new technologies that create entirely new ways of serving needs and significantly disrupt existing value chains.

In addition to all these, the climate crisis is a reality that increases its effectiveness day by day. Companies will need to minimize the adverse effects of global warming by using technology as well. Today and in the future, our generations will have to pay costs such as carbon emissions that have been “externalized” until now. Our companies need to use technology to reduce these costs. Technology is a must to get the inflation that will occur with the “internalization” of the costs of the negative impact we have collectively made on our world.

Developing technologies that will provide maximum efficiency by reducing unit costs to mitigate climate risks are among the foremost issues.

Developing Solutions for Value Added Manufacturing

(GRI 102-2)



The year 2021 has been a tough year for everyone. As Tezmaksan team, we achieved steady growth despite the adverse market conditions. While maintaining our current investments, we continued to realize the activities that support the long-term strategy we have determined beforehand. As of the end of the year 2021, the total value of our five-year R&D investment expenditures reached USD 1.443.670.

R&D and Innovation

(GRI 201-1, GRI 201-4, GRI 203-1, GRI 203-2)

Tezmaksan Consolidated Investments

R&D INVESTMENTS	BEFORE 2020 (USD)	2020 (USD)	2021 (USD)	TOTAL (USD)
R&D	522.273	175.616	185.848	883.738
R&D on AUTOMATION	21.180	177.722	45.131	244.034
KAPASITEMATİK	27.283	5.232	90.005	122.521
PARKURDA	61.210	14.901	44.886	120.998
CUBEBOX	65.077	6.673	627.81	72.278
TOTAL USD	697.026	380.144	366.500	1.443.670

We continue our activities to maintain the success we have achieved in Turkey and to grow in the international arena. We are making significant investments to improve our environmental and social standards. We continue the R&D studies we carry out to ensure productivity in every step of our business processes. As Tezmaksan, we aim to hold onto Turkey's production potential by developing projects that are compatible with global trends and to increase the manufacturing capacity of our country by supporting every big and small player in the industrial sector.

Our internal research and development efforts focus on technologies that are globally competitive and applicable to our customers. We continue to cooperate with universities, customers, suppliers, and other organizations that engage in research activities in the field of data science and automation technologies.

The digital transformation of any factory begins with the automatic collection, interpretation, and association of machine data. Our company has been producing technology for about 10 years and we are increasing our R&D investments. We focus on developing value-added solutions by allocating 2.5% of our turnover to R&D. All the automation systems and software we have developed emerge as the products of our engineering knowledge to solve the problems and distresses of the sector.

We continue our work in our centers situated at Bayrampaşa, Kıracı, and Istanbul Thrace Free Zone with a total indoor area of 35.000 m2. We have more than 10 R&D employees within our body. We develop our work from time to time with different organizations. There are following companies among these organizations:

- *Tezmaksan Robot ve Otomasyon Teknolojileri San. Tic. A.Ş. and Metrica Metal A.Ş. within its body*
- *Tezmaksan Teknoloji Kiralama ve Dan. Hizm. A.Ş.*
- *Vega Makine Sanayi ve Ticaret A.Ş.*
- *AB Market Elektrik Otomasyon San. Ve Dış Ticaret A.Ş.*

The Covid-19 pandemic showed once again that technologies enabling remote manufacturing and management cannot be ignored. We have to invest in robotic manufacturing, automation, and remote tracking systems both for use in the local market and for export, renew our factories accordingly, and produce domestic technologies in these areas. As Tezmaksan, we invest in long-term projects and continuously develop while learning from the ecosystem in which we are.



Kapasitematik is the product of our R&D efforts. It has been developed by Turkish engineers and will directly contribute to the digital transformation of producer SMEs. With Kapasitematik, the key data of the machines are centralized due to remote access and thus, these data are turned into reports. CNC users and businesses can measure their existing machines and see historical trend analysis. It is possible to easily conduct and monitor every step of the work, which can save companies both time and profits.

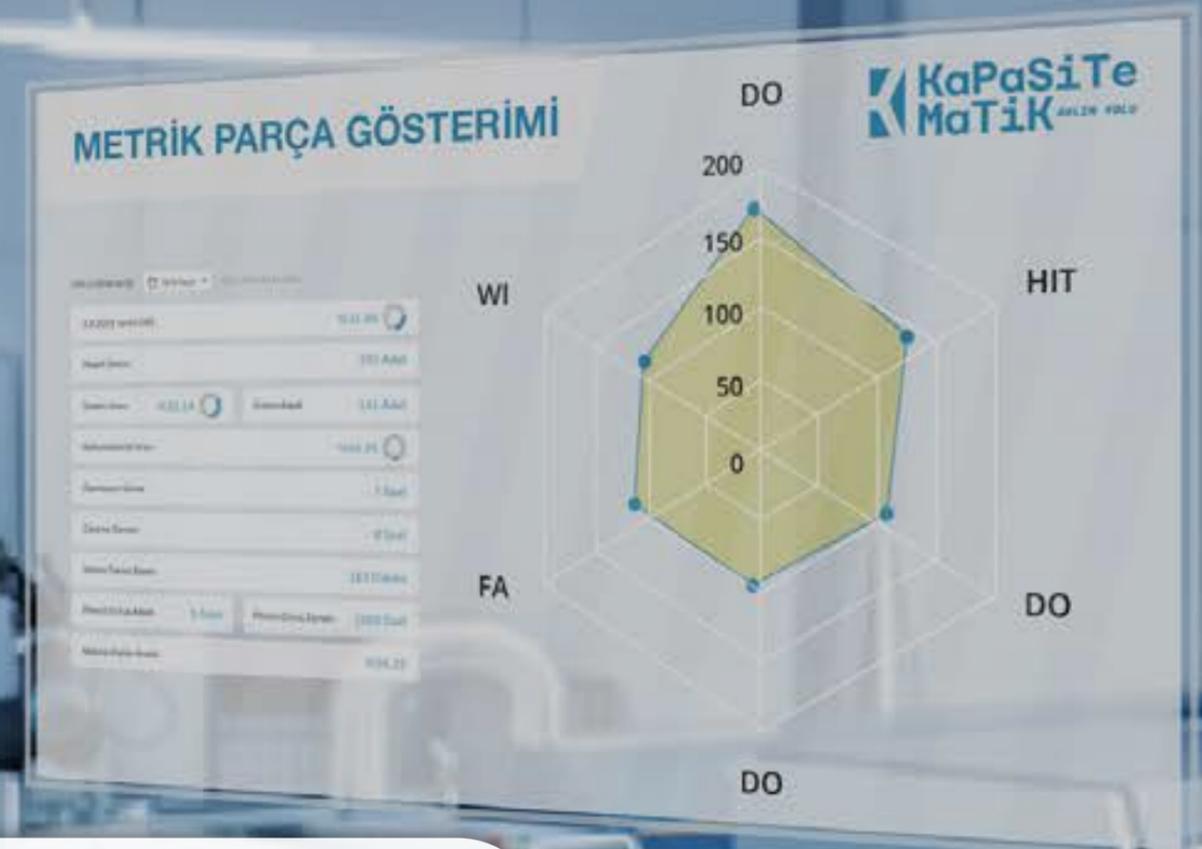
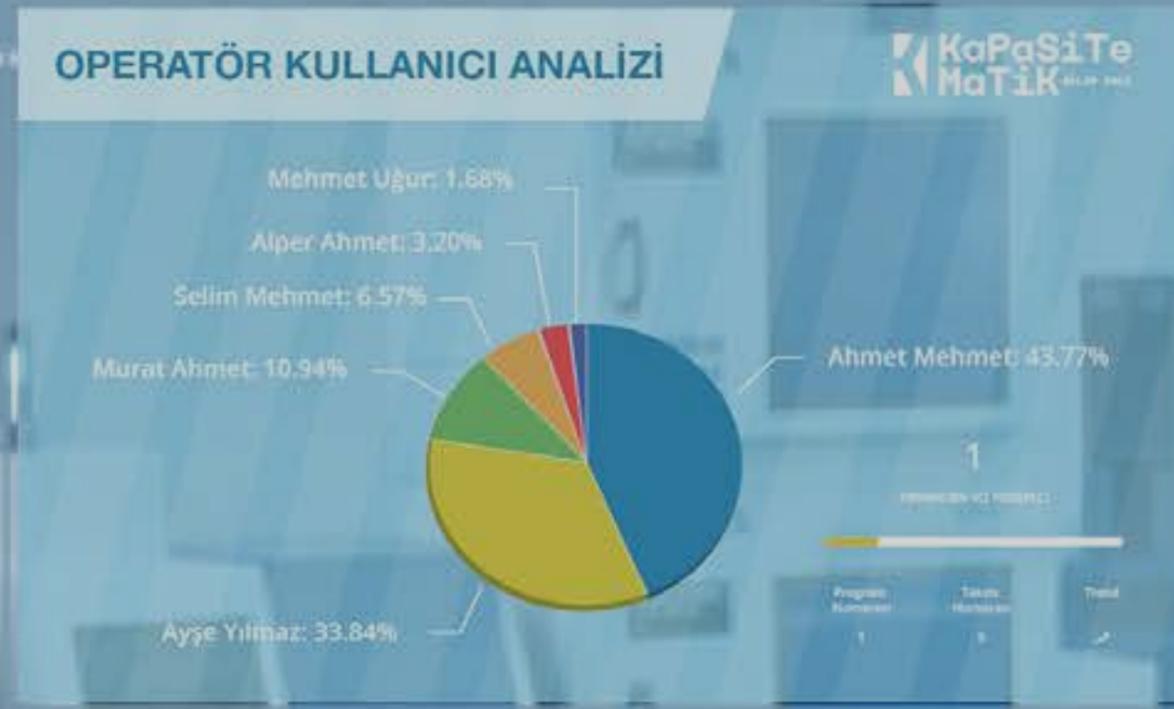
With the Tool Life Module, Program Transfer, MRP Modules, Kapasitematik provides the following benefits;

- ✓ Real-time production tracking,
- ✓ Follow-up on all planned and unplanned downtimes,
- ✓ Analysis and instant reporting of production data,
- ✓ Traceability of production data by archiving,
- ✓ Focusing on enhancing the performance of existing machinery and equipment by performing OEE (Total Equipment Effectiveness) analysis,
- ✓ Instant operator performance tracking.

Kapasitematik: We Listen to the Heart of Production

We help increase the productivity of our customers with Kapasitematik

- Our customers' machines generate hundreds of data every millisecond and all these tell a story about what happened in the past, what is happening now, and what will happen thereafter. Kapasitematik Industrial IoT Platform helps our customers to improve their OEE and manufacturing rates by making the right decisions.
- Kapasitematik provides 15-20% improvement in cycle times. The "worker fatigue factor" consisting of factors such as the working environment (lighting, noise and vibration, etc.), climatic conditions, work density and fast-paced work, is zero.
- Overall Equipment Efficiency: The overall equipment efficiency of our customers has increased from 34% to 51% after just one year due to the improvement in cycle times (faster according to the operator, minimum stop/pause), improvement in product quality, and increased machine operating time.



The integrated MRP module, which runs over Kapasitematik, minimizes the material-based investments of organizations.

“The MRP Module offers the opportunity to enhance the programming efficiency and respond quickly to changes in the market as well as reducing inventory costs. The MRP systems are systems that transform data into accurate, useful, meaningful and convenient information. With the use of such systems, the manufacturing efficiency will be increased to a great extent. It covers functions such as Stock Arrangement, Stock Valuation, Adding Stocktaking, Stocktaking, Instant Stock Status, MRP Results List, Single Material MRP Operation, Plan Creation, etc.

The Module that is processed through MRP Planning API, MRP Raw Material API and MRP Stock Arrangement API allows for instant, accurate and meaningful use of data with stocktaking, adding stock, stock arrangement, stock valuation, material stock arrangement, instant stock status pages, and brings productivity to a different level.”

Parkurda: We Embrace the Power of Platforms

The companies advancing with traditional business models create value with the products and services they sell to customers. On the other side, the platform-based business models enable users (consumers, producers, and all other players) to create value for each other by supporting their interaction on an online network. In this way, the total value created on the platforms increases geometrically.

With the platform Parkurda, which we launched at the end of 2020 by leveraging this unique business model opportunity, we aim to bring the players in the manufacturing sector together in a secure information sharing environment, contribute to qualified employment, and increase Turkey's global competitiveness by increasing the volume and productivity of the sector.

With the Parkurda, Turkey's first digital CNC platform, we provide tangible benefits that directly affect sustainability:

The adoption of digitalization and e-commerce in the last two years has accelerated the digital schedules of the B2B industry as well. As a notable first, B2B sellers are now more likely to prefer e-commerce channels over face-to-face selling; this is a trend that will be adopted and spread after the pandemic.

Economic Value: With Parkurda's first module, which enables manufacturers to contract works to each other/make projects, we contribute to the economic sustainability of organizations by increasing their business volumes through finding new customers in Turkey and abroad.

Carbon Footprint: All transactions in the Parkurda are conducted online through a single platform. In this way, we minimize the carbon footprint created by businesses in their marketing and sales operations.

Transparency: The users of Parkurda can display detailed information about the companies listed on the platform, their previous jobs, and their success scores, and evaluate each other after transactions are made over the platform. The platform brings unprecedented transparency to the industry.

Sustainable Supply Chain: With the new developments to be made on the platform in 2022, data on the sustainability performances of the platform member companies will also be collected. Thus, the economic, environmental, and social sustainability performance of the end-to-end supply chain will be closely monitored and improved.

Acquisition of Qualified Workforce: With the "Operator" module to be commissioned in 2022, the access of the manufacturing sector to a qualified workforce will be facilitated and accelerated.

Product Sales in the Marketplace: The "Marketplace" module, which will be commissioned in 2022, will allow suppliers to bring their products to potential customers. As new products can be sold, second-hand products will also be put up for sale on the platform, thus increasing the economic and usage time of the products, and contributing to the circular economy.



Fason İşler

Eleman İlanları

Akademi

Sektörden Haberler

Detaylı Arama

İl Seçiniz

İlçe Seçiniz

Sektör Seçiniz

Malzeme Seçiniz

Fason İş İlanları

İşin Adı	Malzeme	Teknoloji	Ürün Adedi	İlan Tarihi
Fason Ve Makine İmalatı	Alüminyum	CNC 3 Eksen İşleme Merkezi	1	19.11.2020
Plakalık	Çelik	CNC 3 Eksen İşleme Merkezi	2	18.11.2020
Pik Döküm İşleme	Dökme demir	CNC Dik İşleme Merkezi	2	17.11.2020
Setskur M18*2 Dış 20mm	Çelik	CNC Kayar Otomat	50000	17.11.2020
Setskur M18*2 Akyan Başlı	Çelik	CNC Kayar Otomat	50000	17.11.2020
Mil	Takım çeliği	CNC Torna	3	15.11.2020
Timka Makine Tel Erezyon	Çelik	CNC Tel Ve Dalma Erozyon	999	14.11.2020
Timka Makine Tel Erezyon	Çelik	-	999	14.11.2020
Timka Makine Tel Erezyon	Alüminyum	CNC Tel Ve Dalma Erozyon	999	14.11.2020
Kaznak Ve Kozalak İmalatı	-	Broş Ve Kanal Açma Tezgahları	1000	13.11.2020
Alüminyum Parça	Alüminyum	CNC 3 Eksen İşleme Merkezi	10	12.11.2020
Palet Lastik Padi	Kauçuk ve lastik	-	200	11.11.2020
Endüstriyel Tesisat, Çelik İş	Çelik	Kaynak	1	11.11.2020
Fason İmalat	Alüminyum	CNC 3 Eksen İşleme Merkezi	1	10.11.2020

Turkey's First CNC Digital Platform

"We came across Parkurda on the web, while trying to answer questions such as "Can we reach suppliers and manufacturers in digital environment, can we contact foreign companies, can we get contract work in B2B format?". Previously, we had some job opportunities through our acquaintances. Now, Parkurda has provided the opportunity to reach more manufacturers and suppliers, and those in need of contract works, much faster. There are companies that we have contracted with some companies and that we are currently doing business with. Parkurda is a first in Turkey and we found it very successful."

Samet Ayoğlu and İlhan Şen, Critical Tıbbi Aletler

"We minimize the uncertainties brought about by the human factor, thanks to robotic automation. When we think in the long term, we think that the investment cost will come to a more meaningful point than the personnel cost. While we process 220 products a day with the operator, this rate becomes 650 with robotic automation. It reduces the number of personnel in night shifts and the performance advantages such as higher performance make us and every producer happy. They definitely need to use this technology in mass production and high-volume parts."

Fatih Genç, Vice Chairman of Şakalak Board of Directors

With our robotic integration and automation practices that are suitable for the use of every sector, with high performance and without sacrificing productivity, we offer turnkey solutions for individual automation, robotic line installation, and automation, which are the requirements of today's industrial manufacturing.

The domestic and national robotic automation system, Cubebox, which we have developed with an R&D investment of USD 1.443.670, enables production to continue for 24 hours without an operator, error, and interruption. The system, which can also be used compatibly with all CNC machines thanks to its standard design, eliminates the problems arising from the operator's lack of program knowledge, by preventing operator-driven downtimes since it makes many works itself with its smart operating system.

Furthermore, the system allows for part replacement without the need for robotic program knowledge. Cubebox, which also has the pallet changing feature, can fill and empty the magazine while the robot is operating the machine. It is compatible with all CNC machines and can be commissioned in just one day.

Our robotic automation system Cubebox, which was created considering the needs of the manufacturing industry, contributes 50% to production efficiency while reducing costs by 20%. Our system, which is also supportive of operator-driven problems, is 20% more affordable than company-specific robot systems. Furthermore, it can be easily used with the local control unit ROBOCAM, which can be easily operated by every operator and easily integrated with any language.

CUBEBOX: We Localize Robotic Automation





Long-Term Relationships That Create Greater Value

(GRI 102-9, GRI 205-1, GRI 205-2, GRI 205-3, GRI 419-1)

Sustainable Supply Chain

The anti-bribery and anti-corruption policy is part of our code of ethics. When signing contracts, we aim to establish long-term and mutually beneficial relationships with our suppliers that will enable us to learn from each other and develop together. When we identify suppliers with competencies that are of particular importance to our business such as innovators in green technologies and information technology, we intensify our dialogue with them to work together to develop innovative ideas.

The suppliers are selected based on their economic and strategic importance and the results of our risk assessment. We monitor with controls that our suppliers and business associates comply with the terms of our contracts. If we receive certain information concerning that a supplier has violated the terms of our contracts or the rules, we review the situation and prepare an action plan. As Tezmaksan, we have not experienced any non-compliance with any legislation concerning marketing communication, product and service information, and labeling in the product procedures and processes we have offered so far.

We only import products that are certified with the European Safety Norms Conformity Certificate (CE).

For market inspection, we also request EN ISO 12100 risk analysis report, EN ISO 23125 test report, EN 60204-1 electrical safety test report from manufacturers. Thanks to the suppliers we work with and approve, we offer our customers 800 CNC machines and 500 universal machines.

The suppliers are selected based on their economic and strategic importance and the results of our risk assessment.



Brands We Represent

By specially training our procurement personnel to make them sensitive to the risks involved in procurements such as corruption and anti-competitive practices, we have a workforce equipped to detect potential problems early and resolve them in line with our policies.

The activities of our suppliers concerning the efficient use of resources are important for us and our customers. We represent machine manufacturers that add value to society and the environment. With the sustainability-driven supplier evaluation tool that we will develop next year, we aim to represent the machinery manufacturers who have deep knowledge in this area, more in our portfolio.

Number of Certified Machinery Suppliers	2018	2019	2020	2021
ISO 14001	3	3	3	3
ISO 9001	1	1	1	1
ISO 50001	7	7	7	7
ISO 10002	3	3	3	3



Exemplary Sustainability Approaches of Some Brands We Represent:

➤ **Brother Group**, applies ESG-driven management to create a society where sustainable development is possible. The company adopts the Brother Group Environmental Vision 2050 strategy to contribute to solving social-environmental problems by focusing on activities related to the reduction of CO2 emissions, resource circulation, and biodiversity conservation.

➤ **JTEKT**, continues to work on sustainability through environmental, social responsibility, and corporate governance issues. One of its most important environmental actions is the “2030 CO2 Emission Goal”. This activity is based on the “2016 Paris Deal” and commits to reducing CO2 emissions by at least 35% by 2030 compared to 2013.

➤ In **ERIEZ** Cooler cleaner vacuums, it is observed that the cooling water is used 50% efficiently by mixing the new cooling water with the feedback cooling water at a ratio of 50/50.

➤ **Woogard Coolant Saver**, which has been specially designed for soluble coolant applications and can be installed on a wide variety of CNC machines, allows for reducing, reusing, and recycling coolant drifting from the conveyor into the chip bins. Other features cover up to 50% less coolant usage, reduced manpower, up to 90% less coolant disposal, higher chip value, and improved health and safety.

➤ The purpose of **Midaco's** oil vapor filter product line is mainly the manufacturing environment called ‘Green Manufacturing’. It includes important factors such as not harming the health of the employees and minimizing the CO2 value released into the environment

➤ **Thomas Braun / Roeders machines** have linear motors instead of ball screws. One of the advantages of this technology is that it can potentially save energy.

Collaborations and partnerships with our suppliers are a very important part of our sustainability efforts.

Choosing the right partners is very important for us and we regularly carry out assessments. Efficient collaborations lie at the center of achieving our goals.

Technology as a Service

Offering technology as a service has the potential to create significant growth opportunities for every industry. By breaking the established patterns of supply and demand, Technology Rental not only makes our economy more cyclical but also provides significant growth opportunities and sustainable results specific to each sector.

With technology rental, our customer pays only for the results, not for the product itself or its maintenance, and thus, uses the product completely as long as it is needed. On the other hand, we are responsible for supplying and making maintenance of a quality product that is long-lasting and energy- and material-efficient. As Tezmaksan, we bear the ownership and responsibility of the product throughout its entire life cycle with this service.

As Tezmaksan, we can offer all of our solutions as a service. We see this as a way to build a more lasting relationship with our customers, maintain that relationship throughout our management of the product they use, and significantly improve sustainability in information technology. We also develop ourselves while fulfilling the needs of our customers. It is both motivating and educational for our team to make business partnerships with customers from large companies to small and medium-sized businesses and help them to accelerate their digital transformation with innovative and sustainable IT management strategies.

With our Technology Rental Services, we create alternatives to manufacturing companies for a sustainable economy. We contribute to the world we live in on your behalf by extending the life of the equipment and materials you need. We serve the principles of sustainability with our technology rental services:

Sharing Economy: Operational leasing allows maximum use of the equipment at the most effective stage of its lifecycle. Providing the manufacturer with a wider alternative opportunity, it reduces downtimes and failures with maintenance and service services. It is designed as a system that is open to everyone's sharing, instead of being owned by everyone.

Keeping Maintenance and Repair Under Control: Since service and maintenance is one of the areas of expertise of operational leasing companies, the service life of the relevant equipment can be extended with proper and timely maintenance. The results of the periodical follow-up of these processes are shared with the manufacturers to redesign or improve the equipment.

Efficient Use of Resources: The timely maintenance also reduces the need for replacement parts for equipment and this reduces potential problems and extends the useful life of the equipment.

Reusability: The equipment of operational leasing companies is used meticulously as it is the asset of the company. Its useful life is extended as much as possible. Since it is aimed to deliver it to another customer in better conditions, it is tried to maintain the health of the equipment by making part replacements.

Recyclability: Since operational leasing companies are experts in equipment lifecycle, they can make more accurate decisions about equipment recycling time.

The rental method not only provides environmental benefits but also creates economic value. This model provides benefits specifically for the industrialists who work on a project basis, have to renew their technology in certain periods, do not want to bear the risk of second-hand machinery and insurance, and need working funds. In the Technology Rental model, no down payment is required, rental bills can be used as expenses, costs can be planned and the insurance and second-hand risk go out of the company. With the model, which offers low maintenance costs, manufacturing technology support, performance measurement, and technology renewal flexibility, there are opportunities such as machine supply, periodic maintenance, operator training according to needs and standards. While the rental starts with the installation of the machine, the installation and transportation expenses, periodic maintenance, machine breakage insurance, service costs are offered as "included in the rent".

Our repair services and subscription-based technology rental model offer significant opportunities for us to create new business models, enter new markets and extend the life of our products. Our Tezmaksan Technology Rental service constitutes 3% of our revenue as of 2021.



Extending Product Life

As natural resources become scarce, companies must consider the long-term sustainability of their business models and expand their approaches to consider their overall impact on the environment. Today, the need for companies to go beyond traditional approaches and consider the entire product lifecycle when measuring environmental impact comes to the forefront. As Tezmaksan, our desire for sustainable growth and high performance brings a strong research, development, and follow-up capacity.

We provide training and technical support opportunities to our after-sales customers to get full efficiency from our machines, improve the quality of use, and accordingly extend the product life.

As a consumer-driven company, we create both economic and environmental value with our customers with our after-sales services.

Scope of Our After-Sales Services:

Machine Installation: The machine which has been installed is commissioned and made operational following the installation procedures.

Machine Operator Training: Based on the experience of the operator who will operate the machine, operating and programming training is organized between 1 and 5 days. The names of the participants are recorded in the training report.

Incidental Maintenance Team: We resolve the mechanical, electrical, and program-related failures in products covered or not covered by warranty in line with the work orders created based on the calls from our customers.

Periodic Maintenance: Every year, we provide heavy periodical maintenance services to an average of 1000 machines across Turkey on predetermined dates.

Calibration: It is the process of returning to the machining precision in the factory settings, which is carried out over time due to wear or changes of the parts included in the mechanical group. It is done with the help of special measuring instruments.

Revision Operations: It is the process of a complete renewal of the mechanical or electrical-electronic parts of the machines that have completed their economic life or have been severely damaged as a result of the impact.

Spare Parts: We keep the most used parts of the machines in our product portfolio in our stocks. Non-stock parts are supplied from domestic or foreign suppliers.

“We are going through a period where remote service is very valuable and a lifesaver in Turkey, as one of the countries that have continued production in the Covid-19 pandemic. Now, we offer the free maintenance and service that we have provided to our customers for years to all our industrialists. We have a strong technological infrastructure and a strong engineering experience as service. Our customers are the important industrial companies of Turkey that make production 24/7. Thus, we quickly determined what needs to be done to provide instant service, meet their needs remotely, and prevent the production lines from stopping. This preparation and our opportunities allow us to serve remotely. We assume responsibility for the continuation of production by providing free online service to everyone who conducts machining in our country.”

“Tezmaksan is a company that stands out with its after-sales services and proves that the selection we made is always right. We realize the benefits of Tezmaksan’s after-sales services with the manpower we have trained. We also conclude maintenance agreements with Tezmaksan for all our machines. One of the most important reasons why we work with Tezmaksan and prefer it, is after-sales support.”

Yiğit Şeyranlı,
Deputy General Manager of Plascam

Customer Satisfaction and Continuous Communication

(GRI 203-1, GRI 203-2)

Our dialogue with customers continues with customer meetings, customer events, customer service, newsletters, and our website. We meet with a selected group of customers each year for more in-depth discussions and feedback on how to meet changing market demands in the best way.

Turkey's leading industrial organizations choose us thanks to our fast responses, our ability to solve technical problems, our technical equipment, our engineering capabilities, our 360-degree solutions, and our products.

We regularly call our customers through our regional assistants and get information about their satisfaction. We organize training, seminars, and international fair trips in line with their demands.

We stay in continuous touch with our stakeholders via WhatsApp lines and groups created over our website. Moreover, we follow, organize and respond to their questions and requests through our social media.

Customer Satisfaction

As Tezmaksan, we adopt the principle of keeping inventory. When our customers order a machine, we aim to deliver and install the machine within the same day we get the order. Thus, we do not have to wait a few weeks or months for parts from abroad and slow down the production speed of our customers. In terms of maintenance, we pay regard to visiting our customers at the time intervals we have given. We regularly maintain our customers' machines. This reduces machine-related failures and reduces potential spare parts needs and manufacturing losses due to machine downtime. With the maintenance carried out, the economic value of the machine increases, and its service life is extended.

"With regard to maintenance, the time interval and quality of service offered by Tezmaksan are exactly as declared. For this reason, we do not have any production loss."

Hakan Parıldar, Operations Manager of Misan Makina

We recommend the machine according to the work our customer will do, so we help them not to take up any capacity that they will not use.

Activities such as resonance tests and monitoring spindle health provide gains for organizations.

Vibrations are one of the greatest factors reducing productivity in metal processing. During machining, the tool, tool holder and machine become a structure open to vibration, and cutting parameter selections are made more conservative to prevent vibration. With the resonance test, we can determine the cutting conditions where this structure open to vibration can perform a high efficiency cutting without any problems. With the same machine and equipment, it is possible to improve productivity many times with the right speed, depth and chip amount without changing any physical structure.

Tezmaksan conducts resonance tests in order for its customers to operate the machine more efficiently and to make a difference in the market. To illustrate, we determined the 4 most used tools for aluminum processing for a company carrying on business in the aviation industry and then, conducted a study for a company in the aviation industry. After cutting under the determined conditions, we cut with the data we obtained after the study. An efficiency nearly two times more was observed in the cutting depth and thus, the amount of machining.

Investments in Our Digital Infrastructure

(GRI 201-1, GRI 201-4, GRI 203-1, GRI 203-2, GRI 418-1)

We define digital transformation as reducing our unit costs by using digital technologies and/or increasing our unit prices by offering more value to our customers. Enterprise Resource Planning (ERP) and Customer Relationship Management (CRM) systems underlie our digital infrastructure.

Our ERP system has been designed to quickly adapt to changes in technology and the business world, to maximize corporate agility. In this way, we gain the benefits such as:

- **Increasing company profitability and productivity**
- **Obtaining real-time information**
- **Lower operational costs**
- **Reduction in financial errors**
- **Reduction in budgeting processes**
- **Acceleration in financial operations**
- **Acceleration in the process of obtaining information**
- **Acceleration in communication and data flow within the company**
- **Enhancement in relations with customers**

With the Salesforce CRM system, we can provide better service to our customers by helping us to be more effective, fast, and efficient in sales, service, marketing, and many other areas.

We do many other technology developments with our resources by constantly having an exchange of ideas with external experts.

Data Security

Privacy of corporate and personal data is crucial throughout our operations. Meeting the legal requirements, rendering service to meet the needs and expectations of our customers, suppliers, and 3rd party addresses, providing access to quality, fast and secure services, and ensuring our company's employees' access to the information assets timely, completely, accurately and uninterrupted are very significant for us. The purpose of establishing an Information Security Management System per the ISO/IEC 27001:2013 standard to protect the information of ourselves, our customers, and our third-party addressees is to evaluate the information within the scope of confidentiality, integrity, and accessibility, and to protect the information from all internal and/or external threats that may arise intentionally or accidentally and to ensure that the activities are carried out effectively, accurately, quickly and safely.

Information security is our corporate responsibility and is directly tied with our corporate goals. Roles required for the proper operation of information security processes have been identified and responsibilities have been determined and assigned. These responsibilities primarily include all units using information technology infrastructure, users accessing information systems as third parties, and suppliers providing technical support to information systems. In our company, it is aimed with the establishment of the ISMS to identify and evaluate possible risks in all areas within the scope and to reduce them to an acceptable level by matching them with controls complying with the standard. With the implementation of the risk assessment procedure, ISMS is followed up within the organization. With the new application areas and developing technology of our Information Management System, we regularly control them every year and take the necessary actions for our improvement; thus, we do not receive verified complaints about a breach of customer privacy and loss of customer data.

Investing in the Next Generation



Investing in the Next Generation

(GRI 413-1)

While we are designing the future, all approaches should be human-centric. While leveraging technology that is developing at a tremendous speed and increasing usage areas, on the one hand, we mind enabling the characteristics of people such as creativity, empathy, etc. to come to the forefront and let them do more value-added works, and we undertake this as our duty.

As well as being a fundamental economic concern, inequality represents the greatest societal concern associated with the Fourth Industrial Revolution. Technology is one of the main reasons for the stagnation of incomes or even decline for the majority of the population in high-income countries: while the demand for less educated and lower-skilled workers is decreasing, the demand for highly skilled workers is increasing.

According to a study conducted by the World Economic Forum, effective skills and talent development initiatives have the potential to help create 5.3 million new jobs globally by 2030. Beyond this economic benefit, the report also demonstrates that developing the skills of our employees can provide them with the tools necessary to actively participate in the economy, even as their current jobs disappear. In turn, this leads to greater social stability by reducing the inequality created by some technological developments.

Developing skills can increase social inequality if existing patterns in access to education continue. The skill development challenge does not only depend on business leaders, individuals, or governments; but also, a collective response is needed to intensify efforts to ensure that all parties work together and people and groups in the sectors most at risk get the opportunities they need.

Tezmaksan Academy, which was established in 2015, creates a common action of which many stakeholders are a part. We aim to transfer the developing technology to the new generations and sector players and contribute to the development of the industry by taking an encouraging and leading role in the sector as a bridge between the industry and the education sector. We want to have a share in building a community based on the belief that everyone can and will adapt to changing ways of working.

As Tezmaksan team, we follow up on trends for our strategy and industry, conduct the necessary strategic data analysis, and set the goals of Tezmaksan Academy in this direction. We provide training, tools, and resources for industry workers to learn and practice essential skills..

Tezmaksan Academy: Preparing Youth for the New Generation Manufacturing

Tezmaksan Academy is a non-profit training platform and development center that serves the industry and offers training content in different categories. At Tezmaksan Academy, we pay utmost attention to the sustainability and continuity of the projects we carry out. Our projects have continued to grow since the day we were established.

Under the roof of the Academy, we provide free CNC training to all technical and vocational high school students and engineering faculty students. Our human resources department directs the students who take the exam through our online platform and get high scores from this training to the industrial companies that need them. Our human resources department reports this training that we give to the Ministry of National Education every three months following the protocol we have made, and we follow the process. Our work is not limited to this. At our branches in Istanbul, Ankara, and Izmir, we provide the youths with free training in operator, cutting tool technology, CNC machining center, robotics, and automation. Due to the pandemic, we turned all these training into webinars in 2021.

The entire world and industry sector is advancing in coding and software. The importance of using robotics and automation systems will increase in the future. It is possible to say that robots undertake 10% of the tasks in manufacturing today. This rate is expected to increase to 45% by 2025. Therefore, it is critical to encourage students to focus on these areas, to help them become unemployed, and to contribute to the training of qualified personnel for our country.

Next year, we will start the robot training, which we started to give through webinars due to the pandemic in 2021, in practice in the classrooms of the vocational high schools we cooperate with next year.

The concept of the Internet of Things and its capabilities are beginning to take its place among the requirements of the most important professions of the future. In the upcoming periods, our R&D department will inform students about the Internet of Things in the classes opened.



Examples from Tezmaksan Academy Projects:

- We gave a seminar-themed “Lives Shaped by Turning” to 40 thousand high school students in 46 different cities to make young people like the industry and to spread the message “there is a job opportunity in the industry”. With this aim, we organized 194 seminars and saw how the students, who studied in the vocational high school and did not want to do this job since they did not fully understand the importance of the department they studied, have embraced their fields afterward.

We have prepared the “CNC Operator’s Manual” to be used as a supplementary resource book in technical and vocational high schools. We send the book compatible with the latest technology to be distributed to schools complimentary every year. In the

- 2019-2020 academic year, we distributed 60 thousand books to educational institutions.

- We added Marmara University Vocational School of Technical Sciences and Ostim Technical University to the educational institutions we cooperate with in the 2019-2020 academic year.
- We provided training to 5075 students through our online education platform.
- Within the scope of our cooperation with the Ministry of National Education, we also provided training to teachers, and we continue to work on more comprehensive collaborations.

By providing resources for our students coming to Istanbul from cities such as Bingöl, Siirt, Mardin, etc. with the eastern province’s project, we enable students to visit the manufacturing factories in Istanbul and receive training.

“At Tezmaksan Academy, we find the opportunity to create value for the ecosystem, produce new projects and catch new opportunities by working with different stakeholder groups.”

With the advancement of technology, the use of robotic systems in the industrial sector is becoming more and more common. We develop our Tezmaksan Academy trainings in our collaboration with industry stakeholders for employees who want to keep up with the times and those who want to transform their careers.

To illustrate, basic level topics of Staubli robotic coding interface are covered with the webinar trainings held in cooperation with Tezmaksan Academy and Staubli Turkey.

“The vision of the Tezmaksan family’s ‘vocational training given within the program with an organic bond’ is the first study in this sector. Tezmaksan said “I am selling these machines, but when I sell these machines, I need to train staffs who know them well in order for them to be used efficiently,” and conducted works that support this. Tezmaksan has fulfilled its social responsibility towards our country in the best way by assuming a greater responsibility than its own work. We would like to thank them so much.”

Eray Şeker, Principal of Private İkitelli OIZ Vocational and Technical Anatolian High School

Our Cooperation with Topkapı Schools

We observed a high level of participation in the system we implemented in Tezmaksan classrooms that we created at Topkapı Schools. Interest increased by 67% in the 2020-2021 academic year. We implement a model where students are selected through a preliminary interview made by Tezmaksan human resources, and theoretical and practical training are supported by technical trips. Furthermore, we ensure that important managers of the manufacturing industry attend the classes as master trainers and explain the new way of manufacturing and its destination, and we do all these compatible with the curriculum. We also award scholarships to these students. Our graduates are first directed by Tezmaksan human resources for internships in important industrial establishments.

As Tezmaksan, we regard ourselves as the technology solution partner of the Turkish industry. One side of this is the efforts to develop domestic and national technology systems and to bring the industry into conformity with industry 4.0, and the other side is the young generation compatible with this new technology and manufacturing system. We carry out the first part of this basic duty through Tezmaksan while making the second part through Tezmaksan Academy. With Tezmaksan Academy, we directly contribute to the development of competencies required for the sustainability of the manufacturing sector.

We are Getting Stronger Together with the Collaborations We Make

One way we interact with our society and enhance our sustainability efforts is through our various collaborations, shown below. We want to create longer-term value for everyone by making collaborations to support our stakeholders. As Tezmaksan, the stakeholders we work with and some of the projects we have developed are listed below:

1. We are developing many mentoring projects together with Istanbul University, Altınbaş University, Kent University, Turkish-German University, Harran University, Mersin Entrepreneurship Center, Ostim Technical University - Entrepreneurship and Leadership Center.

2. With Sivas Cumhuriyet University and Sivas Chamber of Industry, we held a "Women in Business Life" panel and women cooperatives workshop.

3. We offered 8 online programs to TOBB Mersin Women Entrepreneurs Board and Mersin Young Entrepreneurship Academy and Vocational High School students.

4. We organized a training themed "Lives Shaped by Turning" and the industrial sector for the Young Arya group.

5. We talked about the impact of the virtual world on young people in the "Neither Child Nor Adolescent" panel we organized with Fenerbahçe University.

6. With Mine Ekinçi, the founder of the Koda Village Schools Association, we developed various projects where we acted as coordinators and mentors. We met with the Governors of Sivas, Gaziantep, and Bingöl and their teams for the development of village teachers and the education of village children, and ensured the support of these projects by state institutions.

7. As the Vice President of the C-Major Business Voices Choir, we have been working together under the leadership of our Board Member Fatma Aydoğdu to ensure that the most appropriate NGOs are funded since 2016.

8. We are continuing our work as the project coordinator and founding mentor of the Kalben Children's Village for Children Raised under Protection.

9. Since 2006, we have been awarding regular university student scholarship support to the Turkish Charity Lovers Association.

10. By mediating the NGOs taking part in the sites of Financial Institutions, we ensured that NGOs provide sustainable resources during the pandemic period. This venture brings regular monthly income for them.

11. We have been providing regular university student scholarship support since 2010 for the Koyulhisar and Villages Service Foundation.

12. We have been providing sustainable mentoring services to female students studying in the STEM field for 3 years. We are mentoring in the project "Pearls in Mother-of-Pearl" of the Faydasıcok Foundation, and we also award regular student scholarships.

13. At the PWN Professional Businesswomen Association, we mentor the program for businesswomen who want to improve themselves.

14. In the project "Women Writing the Future" which we developed with TOBB and Turkcell, we are mentoring and jury member under the leadership of our Board Member Fatma Aydođdu.

15. We are trying to make sustainable mentoring in every field to the young people we work with and the 3rd generation family members of our employees who want to be a part of our Tezmaksan family.

16. We make project leadership and mentorship for the development of the project on a provincial basis in the project "Women Employment in Industry" developed by the TOBB Women Entrepreneurs Board.

17. We want more women to have a say in the industry. The book titled "Did You Say A Woman Couldn't Be an Industrialist?" ("Kadın Sanayici Olamaz Mı Dediniz?") has been a book that we published for exactly this purpose. We continue to work on the continuance of the book. We are preparing a second book to show how women in the industry make a difference with their voices, colors, and standings and they should be there more.

18. The "Women Entrepreneurs Board" which was established in 2007 under the leadership of Rifat Hisarcıkıođlu, the President of the Union of Chambers and Commodity Exchanges of Turkey, is an important step to support women entrepreneurs. TOBB's Women Entrepreneurs Board works for 81 principles for women's participation in economic life, strengthening their social and economic positions and taking an active role. We are proud that our Board Member Fatma Aydođdu is on the Supreme Board. Entrepreneurship Councils, which were carried into effect in 2012, are one of the most important steps taken in this regard.

19. We are mentoring in the project "Trakyam Women Producers Cooperative", which covers the entire region in the Thrace Region.

We Stand by the Industry, Ecosystem and Society

We won the tender of "Machine Technology Field Workshop Equipment Purchase Within the Scope of EU Financial Aid and Cooperation with KfW" which was held by Ministry of National Education, General Directorate of Vocational and Technical Education and then, completed the installation of a total of 52 machines, including 12 CNC surface grinding machine, 10 C axis CNC turning lathe, 5 CNC drop erosion and 13 4-axis CNC vertical machining centers, within 7 days in 14 vocational high schools situated at 8 different regions. We successfully installed 6 machines to 1 school in Adana, 12 machines to 3 schools in Bursa, 4 machines to 1 school in Gaziantep, 9 machines to 2 schools in Şanlıurfa, 3 machines to 1 school in Hatay, 12 machines to 4 schools in Istanbul, 3 machines in 1 school in Kilis and 3 machines in 1 school in Mersin.

What is the project 'Torna ile Şekillenen Hayatlar'? How did it come out? What are our reasons to realize this project, considering both social and economic factors?

One of the main issues of our meetings with the companies we visited for the last 15 years was the lack of personnel to work with. This problem was increasing every year and vocational high schools were becoming an institution that has lost its way. When I decided to take my masters degree years after my bachelors degree, I witnessed how much our education system had regressed. It was also mentioned by press that there was a similar problem in high school and pre-school education. Of course, it is not possible for us to change the system on our own, but there could be something that could be done institutionally.

As part of our work, we visit dozens of our customers every year. From time to time, we get very interesting information behind the companies when they share their stories in our interviews. These organizations, which employ hundreds and thousands of people, have become this since their owners have been working since their apprenticeship and enjoying the works they do. Thinking that these stories can be collected in a book, we can be a role model for our young people studying at vocational high schools or universities and we can create a written archive about our industry,

we gathered the life stories of the companies we determined and created the book 'Torna ile Şekillenen Hayatlar'. Then, upon the invitations from schools to share the life stories of these valuable industrialists with the students, we started our seminars. After the first book, we saw that we had much more valuable industrialists and we decided to write the second book. In the seminar we organized at a vocational high school, a female student said "You always give examples of men industrialists, aren't there any women industrialists?" and our book titled "Kadın Sanayici Olmaz Mı?" was created to share particularly women's stories in the field.

If the young do not want to work in the industry, it is entirely our fault, which means that we have not explained ourselves enough, we have not been able to make people love our work. Furthermore, I say this as someone who has studied economics: Producing is a very important and valuable job, we need to produce for the future of our country, and we will need these young people to be part of production.

What are the reasons for university graduates do not want to work in the manufacturing sector? How can we overcome these obstacles?

You also need to care about and talk the young and spend time together. If our young people do not want to work in the industry, it is our fault, no need to look elsewhere. We cannot prepare them for the future by only building schools and buildings.

Primarily, everyone cannot receive an education in the school they want. There is inadequacy and lack of self-confidence in our youth who have graduated from schools with a lack of infrastructure. More importantly, our young people do not know or do not know the manufacturing sector. First of all, we need to explain ourselves to them, tell them about the good and bad sides of the profession, its developments and opportunities, and care about them more. We need to examine countries such as Germany, Korea and China well.

"Torna ile Şekillenen Hayatlar" – Yalçın Paslı,
Corporate Customer Relations and Operational
Rental Director

Diversity in the Industry and the Workplace

(GRI 102-16, GRI 202-1, GRI 405-1, GRI 405-2, GRI 406-1)

We work for being an ethical, reliable company where everyone affected by our activities can be assured that their rights are respected. A strong corporate culture is of vital importance to stakeholder trust and long-term business success. Consumers make purchasing choices more and more based on whether a company is perceived as reliable and how it contributes to society. Furthermore, employees prefer to work in a company that corresponds with their values.

Tezmaksan Code of Conduct and our other Workplace Policies underlie its work on human rights. We continually pursue communication and training efforts to ensure that employees know and understand what our Code and policies mean in practice.

The employees at all levels of the company have the responsibility to comply with the management framework specified in the Ethical Conduct Policies in their daily decisions and actions. Anyone in the company may anonymously report actual or suspected violations of our Code of Conduct or any other unethical behavior directly to the Corporate Governance Officer or Human Resources without incurring any penalty. Each case of breach of our Code of Conduct will be addressed individually and properly investigated.

Our Code of Conduct

Tezmaksan Code of Conduct covers all Tezmaksan employees, Members of the Board of Directors, Shareholders, Dealers, End-Product Users, Local Administrations, Public Enterprises, University Academicians, Students and Teachers, Media Readers, Suppliers, and all stakeholders.

Our biggest goal is to create value for all our stakeholders and to keep their demands and needs at the highest level. Tezmaksan implements a policy independent of religion, language, race, color, gender, age, ethnicity, disability, citizenship, or other social status protected by legal regulations.

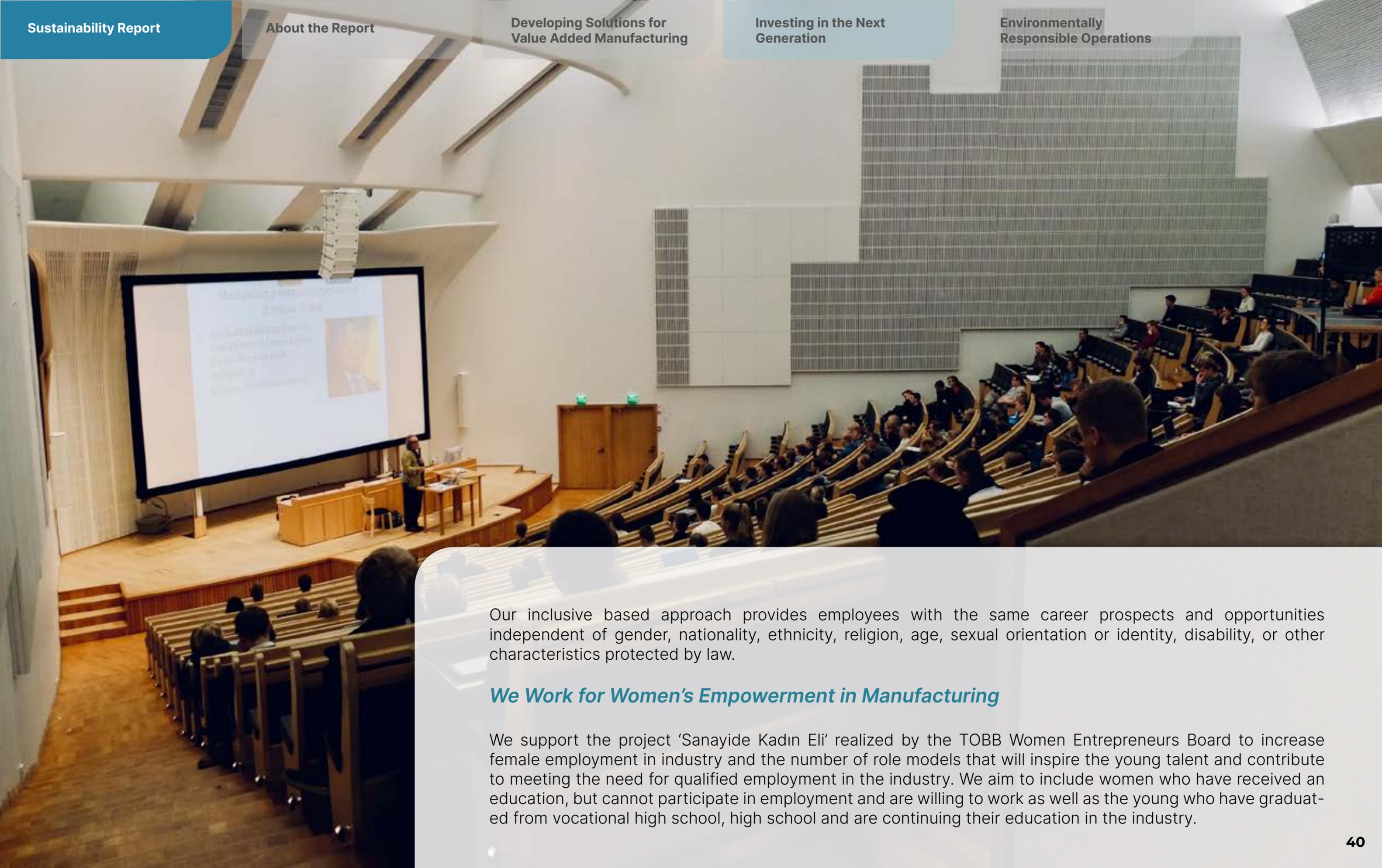
Notifying all employees of the Tezmaksan Code of Conduct, ensuring that employees attach necessary importance to these rules, and putting the necessary effort and leadership to comply with these rules are among the main duties and responsibilities of middle and senior managers working at Tezmaksan.

Tezmaksan undertakes to comply with the discrimination rules defined in the Universal Declaration of Human Rights in all its works, processes, and working time. The responsibility of documenting that the latest version of the Tezmaksan Code of Conduct document has been read, understood, and committed by the employees is incumbent on the employee's superior.

Tezmaksan Code of Conduct;

- *It values its employees and respects employee rights.*
- *It seeks the qualification for the job as the sole criterion in recruitment and employment and provides equal opportunity without discrimination.*
- *It aims to bring the most qualified young and experienced professionals to Tezmaksan.*
- *It aims to provide maximum benefit from the talents, power, and creativity of its employees.*
- *It provides equal facility and opportunity for the training, orientation, and development of employees.*
- *It rewards success with fair and competitive wage policies, effective and objective performance evaluation systems and practices.*
- *It aims to enhance the loyalty of the employees to the company by providing equal opportunity in the promotion and rewards.*
- *It provides employees with clean, healthy, and safe working conditions.*
- *It creates and maintains a transparent working environment that encourages mutual respect, where cooperation and solidarity are the most important factors.*
- *It does not allow harassment in the workplace in any way.*
- *It evaluates and responds to the opinions and suggestions of the employees and takes measures to increase motivation.*
- *It does not share private information about employees with third parties without the employee's permission and knowledge, except for legal obligations.*
- *It respects human rights, constitutional organization, and collective bargaining rights.*
- *It does not employ and does not accept child labor.*
- *It creates value for customers and meets their demands and needs at the highest level.*
- *It provides quality products and services and follows stable policies.*
- *It creates an environment of long-term trust in relations with customers.*
- *It undertakes not to provide misleading and incomplete information to customers.*
- *Its principle is to serve all its stakeholders with an Equal, Transparent, Sustainable, and Accountable approach.*

Employees can notify unethical behavior, rules, sanctions, and/or actions in writing to "bilgi@tezmaksan.com" or "mme@tezmaksan.com".



Our inclusive based approach provides employees with the same career prospects and opportunities independent of gender, nationality, ethnicity, religion, age, sexual orientation or identity, disability, or other characteristics protected by law.

We Work for Women's Empowerment in Manufacturing

We support the project 'Sanayide Kadın Eli' realized by the TOBB Women Entrepreneurs Board to increase female employment in industry and the number of role models that will inspire the young talent and contribute to meeting the need for qualified employment in the industry. We aim to include women who have received an education, but cannot participate in employment and are willing to work as well as the young who have graduated from vocational high school, high school and are continuing their education in the industry.



Fatma Aydoğdu, Tezmaksan Board Member

Our Board Member Fatma Aydoğdu was listed among “Turkey’s 50 Most Powerful Business Women” by Fortune Turkey magazine. Apart from its impact on Tezmaksan’s growth strategies, she also takes an important role in the social responsibility studies carried out within Tezmaksan. Fatma Aydoğdu leading the efforts of Tezmaksan Academy to promote gender equality in the industry serves as a strong role model for industrialist and entrepreneur women.

➤ How is the woman-man balance in the industry sector today?

Today, the industrial sector has a structure dominated by men. Constructive steps have been taken for gender equality in many parts of our society, specifically in recent years compared to past. As in every aspect of life, women find more place in various areas of business life. At this point, it is remarkable that managers attach more importance to women’s employment in the decisions they take and take concrete steps in this direction. When we look at today, we see that there is still a long way to go to increase women’s employment in the industry. Furthermore, I can say that the current situation allows us to look to the future hopefully compared to the past.

In Turkey, the participation rates of women in political life at both local and national levels are below the EU average (Turkey 11%, EU 28.5%, Switzerland 42.5%, Hungary 11.8%). The general average of companies in 81 provinces where women have authority to sign is 7.7%. This rate is 35.1% in the USA.

According to the TUIK data for January 2021, employment rates in the industrial sector in Turkey are around 1% for women. It is seen that only 26% of women in Turkey receive equal pay with men who do similar jobs.

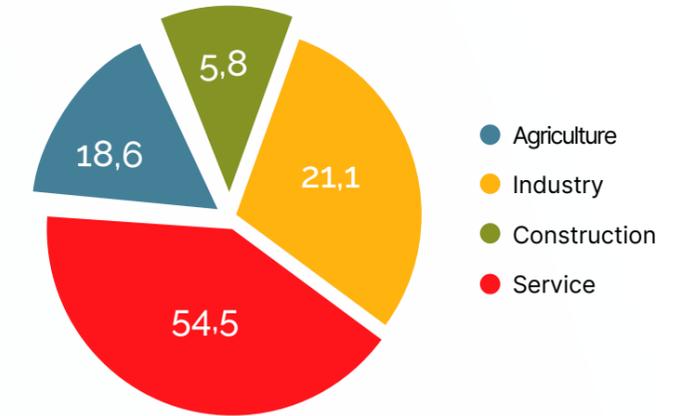
According to TURKSTAT data for the fourth quarter of 2021, 50% of the population is women; however, the rate of women who are not included in the labor force is 69%. Even more surprisingly, the employment rate of women in the industry is only 2.5%. The women’s employment rates in the industry are very low, we should work to increase this rate and to create gender equality with works that will increase women’s employment in qualified employment.

While the number of employed persons increased by 366 thousand persons in the agricultural sector, 14 thousand persons in the industrial sector, and 451 thousand persons in the service sector in January compared to the previous month, the number of employed persons decreased by 9 thousand persons in the construction sector. 18.6% of those employed were in agriculture, 21.1% in industry, 5.8% in construction, and 54.5% in the service sector.

Sectoral distribution of employment, 15+ years old, (Thousand person), January 2021

	January 2021			Difference compared to previous month			Difference compared to same month of previous year		
	Total	Men	Women	Total	Men	Women	Total	Men	Women
Agriculture	27,706	18,935	8,771	822	496	326	-154	-54	-100
Industry	5,162	2,923	2,239	366	48	318	199	114	86
Construction	5,850	4,473	1,377	14	15	-1	337	295	42
Service	1,598	1,517	81	-9	-21	12	27	9	18
Hizmet	15,096	10,022	5,074	451	453	-3	-718	-472	-246

Sectoral distribution of employment (%), January 2021



	IV Quarter, 2021			Difference compared to same quarter of previous year		
	Total	Men	Women	Total	Men	Women
(Thousand People)						
Population	64,094	31,712	32,383	1,056	500	557
Labor	33,496	22,488	11,007	2,702	1,318	1,383
Employment	29,815	20,355	9,460	2,992	1,739	1,253
Agriculture	4,734	2,784	1,951	254	65	190
Industry	6,472	4,862	1,609	802	551	250
Construction	1,818	1,728	90	133	109	24
Service	16,792	10,981	5,810	1,804	1,014	789
Unemployed	3,680	2,133	1,547	-290	-421	130
Not in labor force	30,599	9,223	21,375	-1,645	-820	-827
Employment participation rate(%)	%52,3	%70,9	%34,0	%3,5	%3,1	%3,8
Employment rate (%)	%46,5	%64,2	%29,2	%3,9	%4,6	%3,4
Unemployment rate (%)	%11,0	%9,5	%14,1	%-1,9	%-2,6	%-0,6
Young unemployment rate (%)	%21,0	%17,6	%27,2	%-4,1	%-5,2	%-2,3
Non-agriculture unemployment rate (%)	%12,6	%10,5	%17,0	%-2,2	%-3,0	%-0,9

The aforesaid figures may not give the sum amount due to rounding.

2. What needs to be done to increase women employees in the industry sector? As Tezmaksan, why did you embrace this goal and what are you doing?

To increase the number of woman employees in the industrial sector, primarily the rate of women-men employees should be analyzed correctly. In this direction, TEPAV and TOBB 2019 Turkey 81 Cities Gender Equality report provides us with important data.

Examining the situation of the working population in 81 provinces by gender, we see that women are employed more than men in the service sector. As the numbers show, there is gender inequality in many branches of the industry today. The most important factor giving rise to this result is the thought that women cannot be productive in hard work lines and cannot get through that work. Turning tables on is among our primary duties as industrialists. Furthermore, governmental and non-governmental organizations have a lot of work to do.

As Tezmaksan, we act to create an egalitarian work environment in the machining industry, where we carry on business and which is mainly man-dominated. As a result, we have been taking action for gender equality, specifically for the executive staff to increase the employment of women in our sector since 2016. Primarily, we made a change by giving priority to women in our executive staff. Since our establishment, we have been increasing the number of our woman employees by 10-15 percent every year. While 20% of those hired in 2020 were women, we can say that almost 50% of our hires are women in the new period. By the end of 2021, 25% of our employees are women. In addition, we give priority to women's education at Tezmaksan Academy. We contribute by organizing seminars in vocational high schools and universities that encourage and promote women choosing that profession and show that they can have a say in the sector. In collaboration with the Ministry of National Education, we opened the Tezmaksan class in the machinery department of the vocational high school. By encouraging women who choose this department to study in our class, we offer them internship and scholarship opportunities and provide employment opportunities after their graduation.

By encouraging women who choose this department to study in our class, we offer them internship and scholarship opportunities and provide employment opportunities after their graduation.

In addition to these, Yalçın Paslı, TEZMAKSAN Customer Relations Coordinator released his book "Kadın Sanayici Olmaz Mı Dediniz?" in which he tells the adventure of women being industrialists. The book emerged from interviewing women industrialists and listening to their life stories and stories of becoming an industrialist. The book, in which women tell their adventures of becoming an industrialist, is a role model, specifically for female students studying at vocational high schools. The income from the book is used in the education of students at Tezmaksan Academy.

Furthermore, we continue our voluntary work as the leader of the project group "Woman Hand in Industry" developed on behalf of the TOBB Women's Entrepreneurs Board. It started with Kütahya TSO and Kütahya TOBB Women Entrepreneurs Chairman Sema Güral Sürmeli as a pilot province and 405 women have been employed on the project basis so far and the project is going on. Under the coordination of the Chambers of Industry of the Provinces, TOBB Women Entrepreneurs provincial Chairmans and Board Members undertake the project management. The goal is to contribute to the gender equality balance by increasing women's employment in industry in 81 provinces with a sustainable structure in cooperation with the local institutions of the provinces as the TOBB Women Entrepreneurs Board.

According to TUIK data, 22 million of the 32 million persons who are not included in the labor force are women. The number of women ready to work is 2.5 million. Our goal is to ensure that our women are employed in the industry by providing training in areas that will make a difference, such as lathe operator, CNC operator, forklift operator, oven operator, quality control, press operator, wiring assembler, and pipe assembler.

3. What is the most important advice you would give to a woman who is planning to build a career in the industry?

In our country, our industrialists regard their factories as their children. Therefore, industrialists protect their qualified employees under all conditions. 70% of our women work in the service sector and those who are the first ones to abandon in crises are generally those who work in the service sector. Women are born with their natal ability to reproduce, and I believe that the industry, where women are kept away, will make a difference with the motivation to produce with women. I want women to believe this themselves as well. They should not forget that it will be easier for them to build a career in this field than in other professions, they will get a profession in the industry and this profession will be valid in the world.

The most important advice I would give to women who are planning to build a career in the industry is to do their job thoroughly and to believe in themselves. The profession has no gender; proceed without giving up in the field you are determined to. We meet with our women working in the industry and listen to them excitedly and the point they have reached, and rest assured that we are very touched and proud.

If they choose the profession they will love, success will come by itself. In addition to this, it is also an important step to be in the industry, to work by setting goals, and to complete their education to build a career. When the main strategy and roadmap are determined and the target is reached, success will be achieved with strong steps.

Whatever you do, when you do your best, success will come by itself. Success is a journey, not a destination.



Talent Management

(GRI 404-1, GRI 404-2, GRI 404-3)

Our employees are always at the center of our business. The development, well-being, and engagement of our employees underlie our commercial success. Mutual respect, honesty, sincerity, and running towards a common goal increase our productivity and creativity, resulting in high performance. In this regard, we plan activities and training that will ensure the continuous development of our employees to gain the most talented employees and provide them with a satisfactory work environment by supporting the innovation culture.

The digital transformation process changes existing job descriptions and creates new fields of activity. We work for meeting the needs of our employees by providing our labor force with proper training in their areas of expertise and methods. We provide flexible employment and development/training options to attract the best candidates and retain our employees over the long term.

Talent development and training are always on the top of our agenda. But this year, the pandemic has meant that many of our internal courses need to be swiftly converted from physical to digital. Despite these changing conditions, we have reached the targeted number of training days for 2021. Our employees were able to benefit from training courses organized online using a predominantly digital platform.

As our internal awareness and positive results increase, our employees want to learn more. Change is spreading rapidly throughout the organization, and the talent and training investments we make in our employees are returning as productivity. Then, our employees apply their new knowledge and skills immediately as processes and related responsibilities change and thereby, increasing their awareness and understanding of new information.

We can easily share our experience in this process not only with our employees but also with university students, SMEs, and many other stakeholders over Tezmaksan Academy and our customer dialogues.

We conduct surveys to measure the engagement and satisfaction of our employees with their jobs. We offer our employees various benefits such as annual leave, marriage leave, maternity and paternity leave, and bonuses to employ talented employees and create a satisfying and enthusiastic work environment.

	2018	2019	2020	2021
WORKING ENVIRONMENT	○○○○○	○○○○○	○○○○○	○○○
SENIOR MANAGEMENT	○○○○○	○○○○○	○○○○	○○○○○
TEZMAKSAN CULTURE AND IMAGE	○○○○○	○○○○○	○○○○○	○○○○○
SUPERVISOR/CHIEF/OFFICER TO REPORT	○○○○	○○○	○○○○	○○○○○
TEAMWORK	○○○	○○○○	○○○○○	○○○○○
INFORMATION FLOW AND COMMUNICATION	○○○○	○○○○○	○○○○○	○○○○○
DUTIES, AUTHORITIES, AND RESPONSIBILITIES	○○○○	○○○○○	○○○○	○○○○○
HUMAN RESOURCES SYSTEMS	○○○○○	○○○○	○○○○○	○○○○○
CREDIBILITY OF THE BENEFITS OF THE SURVEY	○○○○	○○○	○○○○○	○○○○○

	2018		2019		2020		2021	
Category	Total Training Hours	Number of Participants	Total Training Hours	Number of Participants	Total Training Hours	Number of Participants	Total Training Hours	Number of Participants
OHS Training	1074	47	1082	47	1120	49	1264	55
Information Security Training	32	83	33	84	34	87	38	98
Working at Height Training	4	34	4	34	4	35	4	40
Covid Training	0	0	3	47	3	49	3	55
Risk Management	14	23	14	23	14	24	16	27
Environmental Training	22	8	22	9	23	9	26	10
Data Conversion	3	8	3	9	4	9	4	10
Technical Trainings	16	2	75	267	88	11	88	11
Other	23	23	28	28	37	37	49	49
Total	1188	229	1264	548	1326	309	1492	355
Total Number of Employees	127		128		132		150	
Average annual training hours per employee	2018 9,36		2019 9,87		2020 10,01		2021 9,98	

Activities Put into Practice with the Suggestion System	2018	Private Health Insurance system was initiated, I have an idea project was brought into effect, training planning according to skill matrices
	2019	Creating an accessible platform structure for Troubleshooting
	2020	Implementing Salesforce, IFS systems, providing job tracking and convenience, applying a work-from-home system, ensuring that employees get and utilize unlimited training content from the online training platform
	2021	Catering Company reorganization and on-site production. Preferring electric vehicles, introducing a hybrid operating system

Employee Engagement Table	2019	Engagement increased by 10% compared to 2018
	2020	Engagement increased by 3% compared to 2019
	2021	Engagement decreased by 10% compared to 2020

Employee Turnover Rate	2018	%22
	2019	%13
	2020	%15
	2021	%24

Occupational Health and Safety

(GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6,
GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10)

Occupational Health and Safety

The health of our colleagues is extremely important to us. It is critical for us to take care of each person working at Tezmaksan. Occupational health and safety has long been a major component of our values and sustainability agenda to ensure progress in our processes in the long term. We strive to ensure a high participation rate in our workplaces, encourage motivation and participation, and ensure that all employees have a good working environment.

All of our activities on occupational health and safety are carried out following the rules that have been set following international industrial practices. Our Occupational Health and Safety Policy was created to cover all our operations in Turkey. We plan the programs, training, and studies we have realized with the aim of zero accidents and injuries in our workplaces.

At Tezmaksan, we believe that supporting the culture of occupational health and safety is extremely important to achieve success in reducing the rate of occupational accidents. For this purpose, we provide regular Occupational Health and Safety training to all our employees.

Considering the past 2 years, it is difficult not to mention the impact of Covid-19 on the working environment. While working from home has become the new norm for our office workers, procedures for people working at our facilities have been adapted accordingly.

A significant change for us, like many other organizations, has been the changes in our communication and contact with our customers. New procedures had to be conveyed quickly to employees to comply with guidelines issued by the Turkish Ministry of Health. Our employees working out of the office swiftly learned how to use digital services such as Microsoft Teams and Zoom. Digital client meetings and in-house meetings have become the new norm.

These changing conditions have made it particularly important to monitor our employees' both physical and mental health. To provide operational support on work environment issues, our senior managers were encouraged to make themselves easily accessible through our digital tools.

Our field operations also faced new challenges due to Covid-19. Since interpersonal contact was more frequent and routine for employees within our operations, the spread risk of infection and the concern of becoming infected were also more tangible. In this parallel, it was extremely important that we create additional procedures.

Sick Leave Affected by the Epidemic: The number of sick leaves increased in 2021 due to the pandemic. We have observed how the spread of infection has gathered speed within our organization and among our office and field workers. We kept a close eye on the developments and recorded all Covid-19 cases, and took the necessary measures.

Environmentally Responsible Operations

(GRI 305-1, GRI 305-2, GRI 305-3)



Our Carbon Footprint

With Industry 4.0 practices, we are taking firm steps forward in innovation and technological transformation in the sector. We follow up on prominent changes and sanctions in the sector and design our long-term strategy considering these factors.

We design our business strategy considering the prominent global trade rules, new returns (e.g. the European Union Green Deal), risks, and opportunities in the upcoming period and aim to maintain our competitive attitude. Within this scope, we have started our monitoring, calculation, and reporting works of greenhouse gas emissions arising from our activities as of 2020. The reference period for the carbon footprint calculation was 2020. The calculation period was determined as January 01, 2020 –December 31, 2020, and January 01, 2021 –December 31, 2021. The reference standard is ISO 14064-3:2018 and our report has been prepared following the new regulations.

Intended use of our works; set up of a performance monitoring system to reduce greenhouse gas emissions, preparation of reduction programs, preparation of annual emission report, and due diligence for risks and/or opportunities.

We have defined the reporting limits, including the definition of direct and indirect greenhouse gas emissions concerning our activities, as Tezmaksan operating at Bayrampaşa/Istanbul - Headquarters and Robotic manufacturing plants. With reference to the physical limits determined on the workflow plan, greenhouse gas emissions arising from our following activities within these limits (excluding the activities which have been excluded from the scope) were included in the calculation.

Environmentally Responsible Operations

(GRI 305-1, GRI 305-2, GRI 305-3)

Greenhouse Gas Inventory Categories

Scope 1

Category 1: Direct Emissions

Scope 2

Category 2: Indirect Emissions Arising From Energy

Scope 3

Category 3: Transportation
Category 4: Products by Organization
Category 5: Use of Organization Sourced Products
Category 6: Other

Sources of Emission

Scope	Category	Activity	Description
1	1	Space Heating	Boilers and combi boilers within the monitoring limits and used for space heating using natural gas
1	1	Mobile Combustion	Emissions arising from vehicles whose fuel charges are paid by TEZMAKSAN
1	1	Fire Extinguishers	Emissions arising from fire extinguishers used in the facility
1	1	Air Conditioning and Cooling Devices	Emissions arising from air conditioners, coolers, etc. used in the facility
2	2	Purchased Electricity	Electric energy supplied by purchasing from the national grid. It is used in all departments in the organization.
3	3	Transportation	Headquarters-personnel public transport use
3	3	Transportation	Robotic Manufacturing Plant - fuel use of shuttle vehicles
3	4	Products Used by the Organization	Electricity utilized within the scope of working from home
3	4	Electricity Transmission and Distribution Losses	Emissions including losses and leakages in the electrical network
3	4	Goods Purchased Associated with the Manufacturing of the Product	Robot Manufacturing Plant - embedded emissions arising from the manufacture of steel used as raw material

The emissions arising from sources other than the above-mentioned activities are excluded due to their low impact on total emissions.

Emission Values of the Headquarters

Category	Activity	2020 (%)	2021 (%)
1	Space Heating	8.18	8.88
1	Mobile Combustion	81	71
1	Steady Combustion	0.63	-
1	Air Conditioning and Cooling Devices, Fire Protection Systems	4	2.79
2	Purchased Electricity	2.13	13.56
3	Personnel Public Transport	0.9	1.33
4	Staff Working from Home	3.07	1.02
4	Electricity Transmission and Distribution Losses	0.2	1.42
1,2,3,4	Total Emissions	100	100

Emission Values of the Robot Facility

Category	Activity	2020 (%)	2021 (%)
1	Mobile Combustion	3.31	5.57
1	Air Conditioning and Cooling Devices, Fire Protection Systems	0.03	0.32
1	Purchased Electricity	19.40	1.89
2	Transportation	1.29	1.55
3	Staff Working from Home	0.05	-
4	Electricity Transmission and Distribution Losses	2.04	0.19
4	Raw Material Usage	74.08	87.54
1,2,4,6	Total Emissions	100	100

In 2022, we will set our goals for the climate crisis, particularly in greenhouse gas emissions and we will continue to take aggressive steps.

Performance Indicators

Social Performance Indicators	2018	2019	2020	2021
Total Number of Employees (Average)	127	128	132	150
Woman	26	29	28	36
Man	101	99	104	116
Full time	127	128	132	152
Part-time	-	-	-	-
Under 30 Yrs	40	42	45	60
30-50 Yrs	84	83	83	88
Over 50 yrs	3	3	4	
Number of Senior Managers	14	15	18	17
Woman	4	5	6	5
Man	10	10	12	12
Number of Middle-Level Managers	10	11	14	14
Woman	4	5	6	6
Man	6	6	8	8
Total Number of Newly Hired Employees	24	26	28	50
Woman	4	7	5	13
Man	20	19	23	37
Total Number of Employees Leaving	36	23	20	38
Woman	7	9	7	12
Man	29	14	13	26
Under 30 Yrs	21	6	4	20
30-50 Yrs	15	16	16	17
Over 50 yrs	-	1	-	1
Number of Employees Benefiting from Parental Leave	1	0	1	1
Woman	1	0	1	1
Man	0	0	0	0

Social Performance Indicators	2018	2019	2020	2021
Number of Employees Subjected to Regular Perf. Evaluation	75	74	70	
Employee Turnover (%)	%22	%13	%15	%24
Total Training Hours	1188	1264	1326	149
Average Hours of Annual Training per Employee	9.36	9.87	10.01	9.98
Accident Frequency Rate for Employees (%)	%3	%2	%0	%1
Occupational Disease Rate (%)	%0	%0	%0	%0
Number of Fatal Accidents	0	0	0	0
Environmental Performance Indicators			2020	2021
Total Direct Greenhouse Gas Emissions (Scope 1) (tCO2-(e))			519.11	661.05
Headquarters			486.51	610.09
Robotic Facility			32.6	50.96
Tpl Doğrudan Sera Gazı Ems. (Kapsam 2) (tCO2-(e))			211.45	116.44
Headquarters			10.07	100.07
Robotic Facility			201.38	16.37
Economic Performance Indicators	2018	2019	2020	2021
Net Sales (million TL)	91.815.987	109.871.390	183.536.711	883.035.800
Total Number of R&D Projects	3	3	3	3
Total R&D Investments (USD)	179.241	286.884	380.144	366.5
Number of Ethics Violations Detected	0	0	0	0

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