

SUSTAINABILITY REPORT



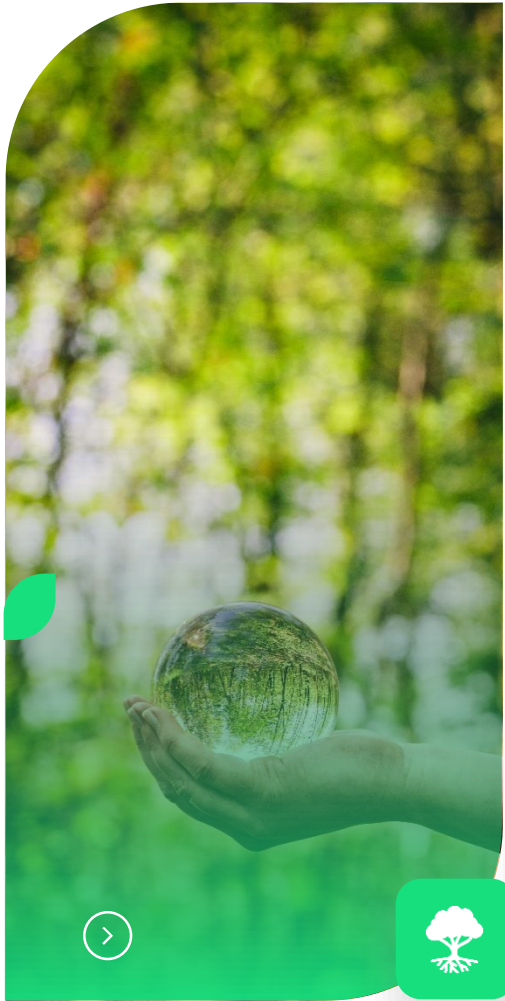
*"Towards a Sustainable
Future in Energy"*



MAY YOUR ENERGY NEVER RUN OUT



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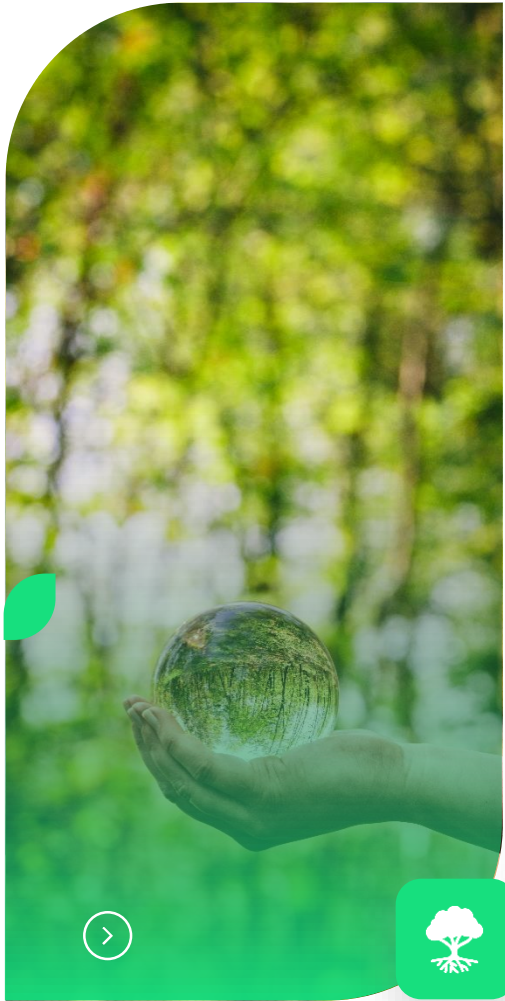


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ABOUT REPORT

As EMSA Elektromotor Alternator Sanayi ve Ticaret A.Ş., we are excited and proud to share our first Sustainability Report with you. This report is not just an informative document; it is also a comprehensive roadmap that embodies our vision of "**A Sustainable Future with Our Energy.**" Every step we take is a strong reflection of our commitment to our values and the future.

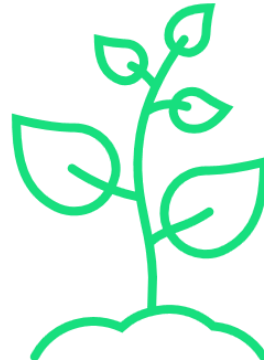
Sustainability represents a sense of responsibility that transcends economic success. With this awareness, we have developed a comprehensive sustainability strategy by evaluating our environmental, social, and governance impacts from a holistic perspective. Our goal is not only to meet today's needs but also to create lasting value for future generations.

In this report, we transparently share the cornerstones of our strategy, the goals we have set, and the practices we have implemented to achieve these goals. **The data included in our report covers our activities between January 1, 2024, and December 31, 2024.**

Compliance with **GRI Standards and the United Nations Sustainable Development Goals** was observed throughout the preparation process. Furthermore, based on the **Sustainability Principles Compliance Framework**, our sustainability approach and performance have been clearly and comprehensively shared with all our stakeholders.

This first report is the starting point of our sustainability journey. We will continue to move forward with the same determination in the coming period, building a stronger, more livable future together with the contribution and support of our valued stakeholders. In this context, we will publish our Sustainability Report annually. Your support throughout our journey is our greatest source of motivation.

EMSA Department of Sustainability



REPORT CONTENT

As EMSA Elektromotor Alternator Sanayi ve Ticaret A.Ş., part of the EMSA Generator Group, we are proud to share **our first Sustainability Report** with you. This report covers our operating period **from January 1, 2024 to December 31, 2024**, and provides a detailed overview of our environmental, social, and governance (ESG) performance, the projects we have implemented, and our future goals.

In this context, the report covers only the activities of **EMSA Elektromotor Alternator Industry and Trade Inc.**; data from other EMSA Group companies, such as **EMSA Energy Marketing and Foreign Trade Inc.**, **NOVAFORM Machine Industry and Trade Inc.**, and **MEGA Energy Power Systems Generator Marketing Industry and Trade Inc.**, is not included. However, the best practices of these group companies in the field of sustainability are included in the relevant sections through references and examples.

We plan to publish **our report regularly on an annual basis** in the coming years. It is of utmost importance to us that this report is easily accessible to all our stakeholders. You can access the report at www.emsa.gen.tr. The opinions and suggestions of our stakeholders are extremely valuable to us in our sustainability journey.

Therefore, we kindly request that you send your comments regarding the report to surdurulebilirlik@emsa.gen.tr via email.



Responsible
Steps!

Dear Stakeholders,

As EMSA Generator, we set out with the vision of being a strong solution partner in every aspect of energy production, and we have adopted the principle of acting not only with the present in mind, but also with the future in mind. Today, by placing sustainability at the heart of our business model, we aim to create a lasting impact in environmental, social, and governance areas. As we continue our journey to become a "Global Brand in Generators," we prioritize projects that increase resource efficiency, reduce our carbon footprint, and contribute to society in all our activities.

Using environmentally friendly technologies at our production facility in the Eskişehir Organized Industrial Zone, we not only generate energy but also manage this process in a cleaner, more efficient, and more responsible manner. People are at the core of our sustainability approach. In line with our motto of "Individual Development and Happy Employees for Corporate and Global Transformation," we have created a work culture that supports the development and well-being of our employees. With this understanding, we operate with a strong team spirit and high commitment, and we grow together.

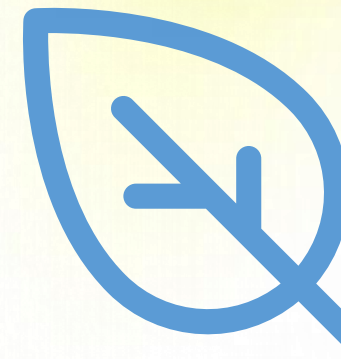
More than 100,000 of our generators are actively operating in more than 110 countries in the international market. Our export-focused growth is not only an economic success; it is also a testament to our global responsibility. Our inclusion in the 2024 list of "Türkiye's Top 1000 Exporters" is a reflection of these efforts. In this report, I am pleased to share with you the concrete steps we have taken in the field of sustainability, our goals, and our vision for the future. We will continue to work resolutely to further increase our economic, environmental, and social impact in the coming period. We will continue to generate energy for a strong future and transform the world together. Sincerely,

Rasim YILDIZ

**EMSA Elektromotor Alternatör Sanayi ve Ticaret A.Ş.
Chairman of the Board**



*"Corporate and Global Transformation
for Individual Development
and Happy Employees"*



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Message from the

Chairman of the Board”

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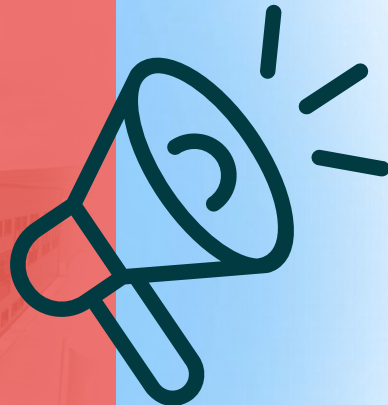
Rasim YILDIZ
Chairman of the Board



Message from the General Manager



Sinan Gökhan GÜNER
General Manager



Dear Stakeholders,

As EMSA Generator, we not only offer high-quality solutions in energy production but also continue to take responsibility for a more livable world. As General Manager, I am deeply proud to be involved in a transformation where we integrate sustainability into all our processes.

We operate with a sustainability approach that balances operational excellence, environmental awareness, and social impact. We conduct our production operations in our modern facility located in the Eskişehir Organized Industrial Zone, using highly energy-efficient, environmentally responsible technologies. Our test infrastructure, equipped with PLC-controlled SCADA systems, digitally monitors every stage of our production and enables us to develop sustainable products that meet high-quality standards.

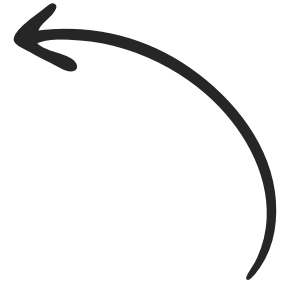
We direct our R&D investments to both increase the energy efficiency of our products and support the circular economy. This has led us to create a structure that provides solutions not only for today's needs but also for the energy needs of the future.

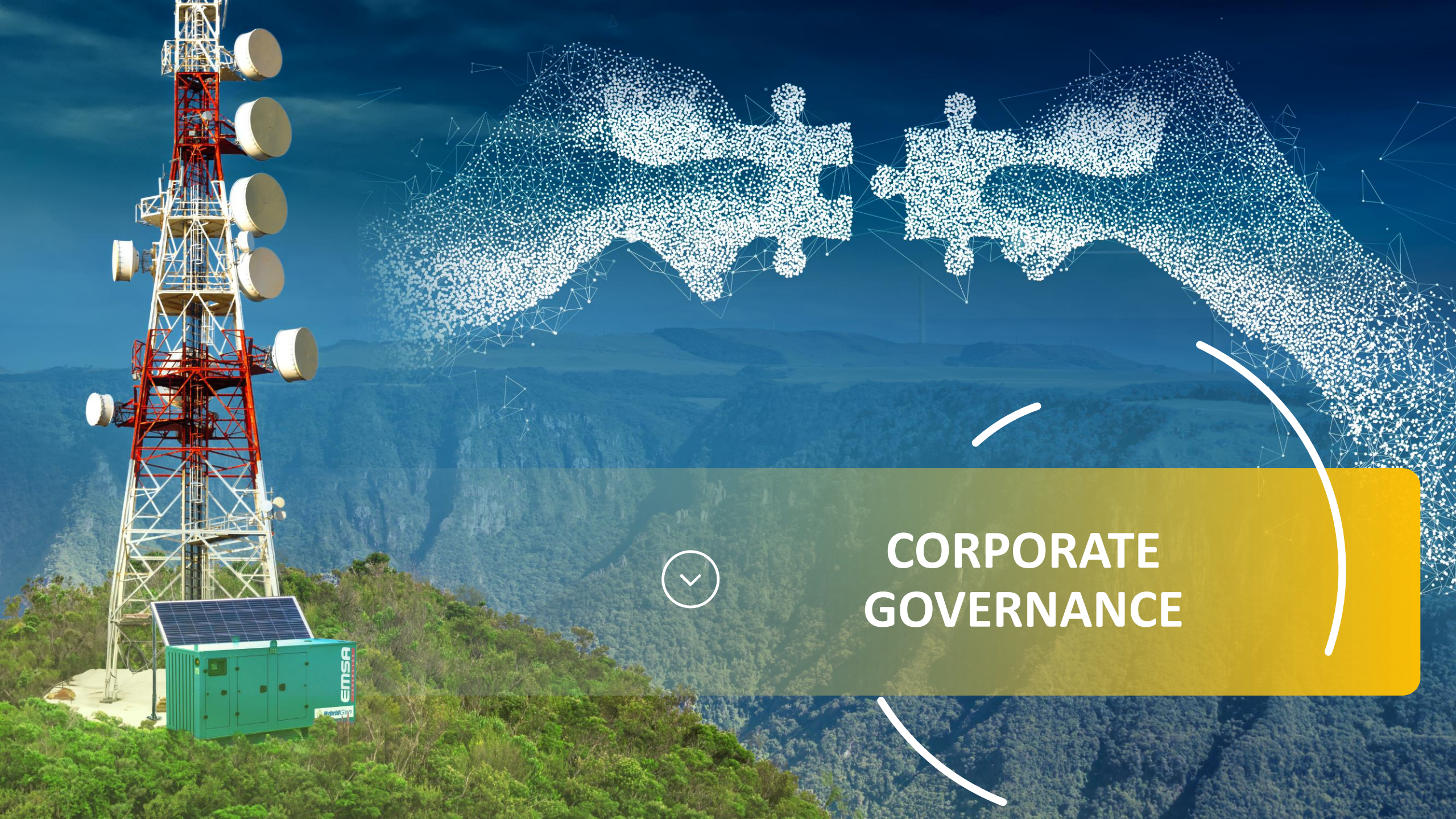
With our motto of "Individual Development and Happy Employees for Corporate and Global Transformation," we prioritize projects aimed at developing our employees' competencies, maintaining the highest level of occupational health and safety, and increasing corporate loyalty. Because we know that sustainability can only be achieved when it becomes a culture we foster together with our employees.

By 2024, we are proud to deliver our products to more than 110 countries, with exports accounting for 75% of our total sales. We support our sustainable growth goal by increasing our competitiveness in international markets.

This sustainability report is a transparent reflection of the steps we have taken. In the coming period, we will work resolutely to achieve greater innovation, greater responsibility, and greater impact. As EMSA Generator, we will continue to work tirelessly to grow together, succeed together, and build a more livable future together. Sincerely,

Sinan Gökhan GÜNER
General Manager





CORPORATE GOVERNANCE

Production and Technology

Headquarters and Production Facilities

- ✓ The company's Headquarters are in Sancaktepe, İstanbul, and its Production Facilities are in Eskişehir Organized Industrial Zone.

Compliance with Standards

- ✓ All production processes are carried out in accordance with TSE and ISO Standards as well as Environmental and Occupational Health laws and principles.

Technological Infrastructure

- ✓ We are making major investments in our R&D studies by continuously improving our technological infrastructure.
- ✓ This allows us to not only meet current demands but also develop innovative solutions for Future energy needs. We work diligently to maintain the highest levels of product quality and on-time delivery.

Production Infrastructure

- ✓ Thanks to the PLC controlled automatic SCADA units in our Eskişehir Factory, we can test our generators completely automatically, without human touch.
- ✓ These units are among Turkey's most advanced test systems, allowing seven generators to be tested simultaneously on 3,200 kW capacity generator test benches.



Export Success and Sustainability

Leader in Exports

Today, more than 100,000 EMSA generators continue to generate energy in 110 countries worldwide. Exports account for 75% of our sales and we continue to operate in 110 countries, continuously expanding our product range. EMSA Generator maintains its leading position in the sector as one of the largest generator manufacturers in

Environmental Focus

We focus on minimizing our environmental impact, carbon and Water footprint in all our activities; we continuously invest to use our resources in the most efficient way. Thanks to our research, development and engineering studies, our company is among the leading Companies in the sector in its field of expertise.

Our Achievements

EMSA Elektromotor Alternator Industry and Trade Inc. Ranked 786th in the "Türkiye's Top 1000 Exporters" list in 2024.



Our Vision

The basis of our vision of "Being a global brand and company in renewable and sustainable energy" is our commitment to producing environmentally friendly products and services in energy, to increasing the knowledge and skills of our employees, increase brand value by raising customer satisfaction to high standards, and to becoming a global company.






Our Mission

Our mission, "To be a global brand in generators," is based on the goals of providing products and services tailored to the needs of our customer sectors and segments, addressing customer expectations and challenges, fostering a culture of quality, ensuring the continuity and sustainability of our organization, becoming a leading company in generators, and increasing our brand's effectiveness in international markets.

Our Working and Governance Principles



-  We act responsibly and manage future and expectations
-  We are fair
-  We are transparent
-  We are respectful and always committed to our work
-  We manage our risks with common sense and on a scientific basis
-  We look to the future and think strategically



Our Values

-  Developing, Changing, Transforming
-  Collaboration and Sharing
-  Adding Meaning and Value
-  Creating Happiness, Finding Happiness

Our Corporate Goals

The corporate success cycle we embrace at EMSA Generator is based on a sustainable development model that extends from human resources to a global vision.

The first step is the principle of having employees who **continually improve themselves and are happy**. This approach, which is at the core of our corporate culture, prioritizes employee development and satisfaction, strengthening internal commitment.

With this strong human resource, the second stage aims to **increase profitability by effectively managing costs**. A sustainable financial structure is established through efficient resource utilization and strategic planning.

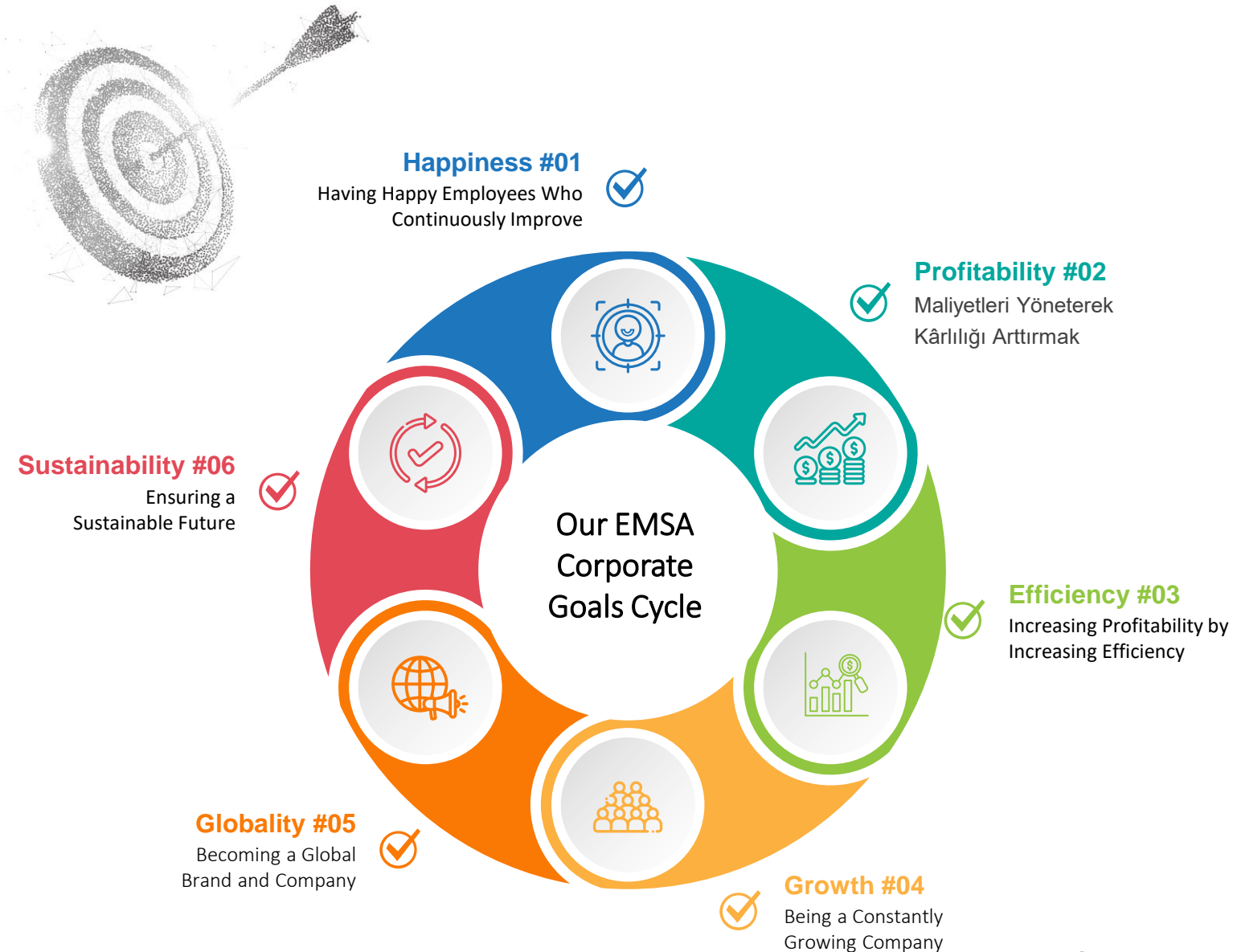
Then, digitalization, process improvement, and a quality-focused production approach are implemented to further enhance **profitability by increasing efficiency**.

Through these steps, it becomes possible to **become a continuously growing company**. Growth is achieved sustainably, not only in volume but also in terms of value and impact.

In the next stage, competitiveness in international markets is enhanced and brand value is enhanced with the vision of **becoming a global brand and company**.

In the final stage, **ensuring a sustainable future** becomes the primary objective as a result of this entire process. Economically, environmentally, and socially balanced growth is the key to leaving a strong legacy for the future.

This cycle begins **by reinvesting in human resources** and moves our company forward on a constantly renewed course of success.



Our Board of Directors



Rasim YILDIZ

Chairman of the Board of Directors



Sinan Gökhan GÜNER

General Manager



Erhan YILDIZ

Board Member



Erkan YILDIZ

Board Member



Cansu YILDIZ GÜNER

Board Member



Determining Strategic Direction



Applying Corporate Governance Principles



Driving Sustainability and ESG Strategies



Auditing Financial Performance



Supervising the Management and Organizational Structure



Establishing Trust with Stakeholders



Determining Risk Management



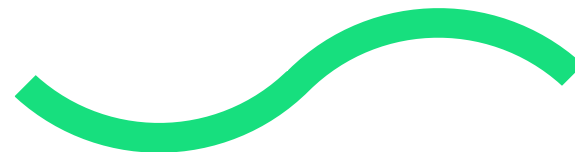
Performance Tracking and Evaluation



Supporting Investment and Innovation Decisions



Observing Legal Compliance and Ethical Principles



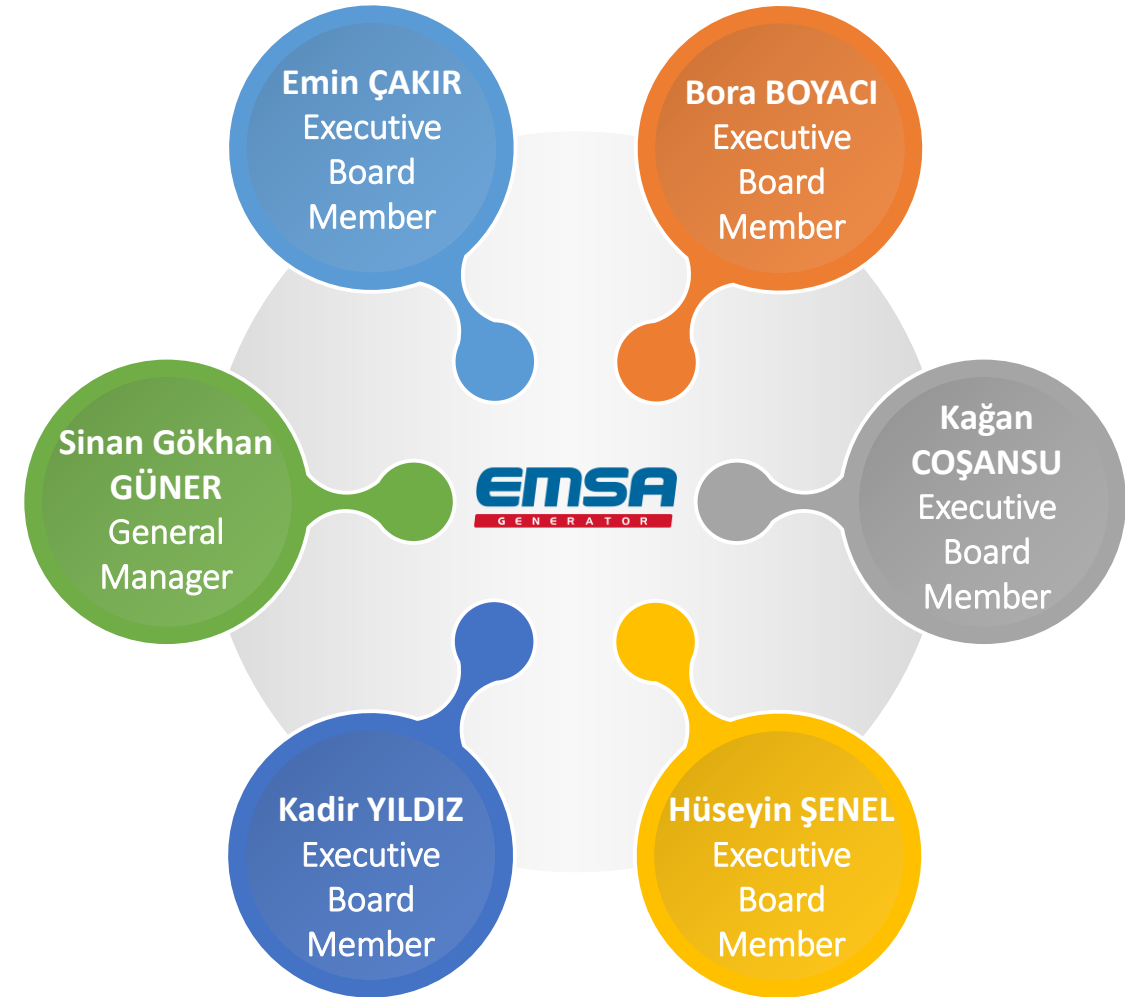
Indispensable and Non-Transferable Duties of the Board of Directors in Our Internal Directive

- 1 Determining the senior management of the group and the company and giving instructions to them and the Management Organization structure,
- 2 Establishing the accounting, financial auditing and financial planning system of the group and the company,
- 3 Supervision of whether the management personnel act in accordance with institutional discipline,
- 4 Appointment and dismissal of Directors and higher-ranking individuals in Group Companies,
- 5 Notifying the court in case of insolvency,
- 6 Evaluating annual, periodic or supplementary operating budgets, evaluating the CEO's process and result summary presentation of the group companies at the monthly meeting,



Our Executive Committee and Key Responsibilities

- 1 Undertaking Strategies and Operational Management
- 2 Ensuring and Reporting Performance Management and Financial Sustainability
- 3 Developing Human Resources and Corporate Culture
- 4 Encouraging R&D and Innovation and Contributing to Sustainability Goals
- 5 Increasing Customer Satisfaction and Market Share
- 6 Risk Management and Crisis Preparedness
- 7 Acting in Line with Governance and Ethical Principles



EMSA GROUP

EMSA Group continues its operations with a strong and complementary corporate structure that offers high value-added solutions in the energy sector.

At the heart of the group, **EMSA Group Support** meets the corporate needs of all subsidiaries and provides centralized management services in finance, human resources, digital transformation, quality, and sustainability. This structure increases efficiency and strengthens strategic alignment across the group.

-  **EMSA Elektromotor Alternator Industry and Trade Inc. (Eskişehir Factory)** is a primary production center that supports domestic production and contributes to Turkey's industrial capacity with its production capacity and advanced technology-based infrastructure. It prioritizes quality and reliability in energy solutions with SCADA-supported test systems.
-  **EMSA Energy Marketing and Foreign Trade Inc.**, enhances the group's contribution to environmental sustainability by operating in renewable energy solutions, project development, and energy management.
-  **MEGA Energy Power Systems Generator Marketing Industry and Trade Inc.**, plays an active role in both public and private sector investments with its infrastructure solutions and implementation projects for the energy sector. It is a service company that provides maintenance and repair services. It works to ensure customer satisfaction.
-  **NOVAFORM Machine Industry and Trade Inc.**, is engineering and systems development capabilities, is the driving force behind innovation and technology-focused projects. It is a sheet metal processing center and manufactures generator components.

EMSA Group companies, united by shared values, work together to contribute to sustainable development, reduce environmental impact, support economic growth, and enhance social benefits. This structure confidently shapes not only today's but also the energy solutions of the future.

GROUP COMPANIES



Emsa Elektromotor - Eskisehir

Emsa Elektromotor is our producer company based in Eskisehir. All gen-sets are produced by EMSA Elektromotor AS. There are 170 employees there totally.



Emsa Enerji Pazarlama - İstanbul

Emsa Enerji Pazarlama is our export and marketing company. It is based in Istanbul. There are totally 21 people totally.



Mega Enerji - İstanbul

Mega Enerji is service company for after-sales service, maintenance and spare parts. It is based in Istanbul and there are 27 people.



Novaform Makine - Eskişehir

Novaform is the new investments in Eskisehir to produce canopy and chassis. There are punching machines, press brakes and nano-Tech painting rooms. There are 83 employees.



OUR CORPORATE PROFILE

- It is one of Turkey's leading and well-established energy solutions brands. With its advanced engineering capabilities, extensive product range, and customer-focused service approach, EMSA strives to provide uninterrupted access to energy in domestic and global markets.
- With its headquarters in Istanbul and extensive dealer network across Turkey, our company is a trusted solution partner for both public and private sector projects. With generator sets ranging in power from 10 kVA to 3000 kVA, we serve a wide range of sectors, from construction and healthcare to industry and transportation, defense and nuclear energy.
- At EMSA Generator, our sustainability approach is based on supporting economic growth and adding value to society while fulfilling our environmental responsibilities. To this end, we invest in environmentally friendly technologies in our production processes, aiming to increase energy efficiency and reduce our carbon footprint. Through our R&D efforts, we contribute to both our sector and future generations by developing innovative and environmentally friendly products.
- EMSA is not only a provider of energy; We are also a brand that fulfills its responsibilities to the environment, society, and its stakeholders. In our sustainability journey, we act in accordance with the principles of transparency, ethical values, and continuous improvement; with our strong corporate structure, we strive for a more livable world.

EMSA Group Policy

- In conducting our business, we prioritize environmental awareness and full compliance with the law, not just with our customers, but at every stage of our operations. We also embrace respect for universal human values and beliefs as a fundamental principle. The health and safety of our employees are at the heart of all our processes, and we continuously take preventive and protective measures to minimize risks in this area.
- Our corporate culture is shaped by an approach based on continuous improvement. To this end, we develop innovative solutions to continuously improve our business processes and service quality, embracing an approach focused on innovation, change, and transformation. We place great importance on effective cost management and efficient resource utilization across all our business areas.
- By seizing the opportunities offered by digitalization, we are accelerating digital transformation processes across all our business units, aiming to increase efficiency and strengthen our competitiveness. At the same time, acting with the responsibility of protecting natural resources and leaving a sustainable world for future generations, we are developing strategies for resource reuse and sustainable transformation.

Overview EMSA with Numbers

➤ 4

4 different companies within the EMSA Group

Number of Companies

➤ +100

Export to more than 100 countries in the world

Number of Countries Exported

➤ 210

210 employees within EMSA Group

Total Number of Employees

➤ 44.370m²

A new factory investment of 44,370 m² in Eskişehir

New Factory Investment

EMSA SWOT ANALYSIS



EMSA's current strengths, weaknesses, opportunities and threats identified through SWOT analysis are listed below:

Strengths

- Having a strong and qualified dealer network and sales points
- Our experienced, special operational and managerial force
- Dynamic and fast decision-making processes
- Strong physical and financial structure
- EMSA Academy

Weaknesses

- Social activities
- Marketing process activities
- Corporate communications
- R&D and innovation
- Performance system and career planning

Opportunities

- Creating new markets
- Becoming a global brand
- Being a leading company
- Become a bigger and more profitable company
- Happier employees

Threats

- Staff circulation
- Inefficiency
- Falling behind in competition
- Decrease in our market share
- Disruptions in delivery times



At EMSA Generator, our vision of sustainable growth, we transform our strengths into strategic advantages and support our areas of improvement with systematic improvement efforts.

- Our organization's extensive and qualified dealer network, experienced human resources, dynamic decision-making processes, robust financial infrastructure, and corporate learning opportunities provided through the EMSA Academy are among the key elements that enhance our competitiveness.
- We have identified the limited level of social activities, the need to increase the effectiveness of marketing processes, and the need for development in corporate communications, R&D, innovation, and performance and career planning systems. Strategic investments in these areas will yield significant gains in terms of employee satisfaction, organizational efficiency, and corporate reputation.
- In line with our goal of becoming a global brand, opportunities such as expanding into new markets, securing a leading position in the sector, achieving a larger and more profitable structure, and strengthening employee engagement play a significant role in our strategic planning for the coming period.
- In addition, external threats such as employee turnover, inefficiencies in processes, increased competitive pressure, the risk of losing market share, and potential disruptions in delivery processes are being carefully monitored. Measures are being developed to increase corporate resilience against these risk factors.
- EMSA Generator has been evaluated in its sustainability report for its effective risk management approach against potential threats by maintaining its strengths, addressing its weaknesses as strategic areas for development, and seizing opportunities.

OVERVIEW OF OUR PRODUCTION FACILITIES

- As **EMSA Elektromotor Alternatör Industry and Trade Inc.**, our production location is in Eskişehir Organized Industrial Zone, and our Production Facility is located in 75.Yıl OSB Mahallesi, 21.Cadde No: 19, (in an area of 44,370 m2.)
- The new facility has modern production lines equipped with state-of-the-art equipment and innovative solutions.
- **Our Location Coordinates:** Latitude: 39.75400637931457,
- Longitude 30.679457952643702

- As **NOVAFORM Machinery Industry and Trade Inc.**, our production location is located in the Eskişehir Organized Industrial Zone, at the address 20th Street No: 24 in the 75. Yıl OSB Mahallesi. Production at our facility is carried out on an area of 23,327 m2. In our new facility, we produce with high efficiency with our metalworking machinery and paint shop, consisting of state-of-the-art machines.
- **Our Location Coordinates:** Latitude: 39.756722835223464
- Longitude: 30.680551839151335

1

EMSA Elektromotor Alternatör Industry and Trade Inc. (Eskişehir Production Facility)



2

NOVAFORM Machinery Industry and Trade Inc. (Eskişehir Production Facility)



OUR PRODUCTS

EMSA's target customers include manufacturing companies operating in sectors where diesel generators are used. Currently serving customers in 10 different sectors, EMSA aims to expand its existing business lines, expand its service to new sectors, and become a leading player in the low-turnover data center sector within its current portfolio.

Quality and Compliance: Our production processes are fully compliant with TSE, ISO 9001, 10002, 45001, 27001, and 27701 quality standards, as well as environmental and occupational health regulations.

Automatic Test Systems: Thanks to PLC-controlled automatic SCADA units located in our Eskişehir factory, our generators are tested fully automatically, without any human intervention. Test benches with a capacity of 3,200 kW. Ability to perform 7 generator tests simultaneously. Turkey's most advanced testing infrastructure.

Strategic Management and Planning: Goal setting and meticulous execution of strategic and operational planning processes.

Efficient Resource Utilization and Performance Monitoring: Continuous improvement-oriented management with a flexible organizational structure. Integration of strategic goals into daily business processes.

Cost Management: Detailed analysis of direct material, labor, energy consumption, and waste management costs. Effective cost control increases profit margins.

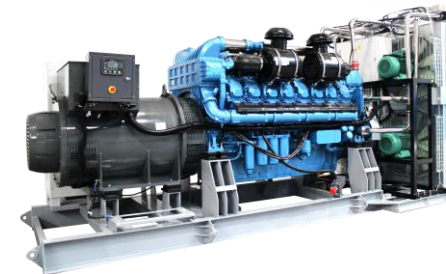
Sustainability and Environmental Awareness: Continuous improvement efforts in energy efficiency and waste management, taking into account environmental and social impacts in production processes.

Strong Competitive Advantage: Differentiating in the sector with high technology, superior quality, and sustainable production.

Diesel Generators: Diesel generators are rotary electrical machines that convert chemical energy into electrical energy and are produced in various powers from 10 kVA to 3000 kVA.



Our products are used to meet the backup energy needs of diesel generators in industrial facilities, hospitals and healthcare institutions, the defense industry, data centers and I&T facilities, public institutions and municipalities, the construction industry, educational institutions, irrigation systems and cold storage facilities, and transportation and logistics.



OUR PRODUCTS - 2

Twin Diesel Generators: Twin diesel generator sets are two generators built on the same chassis, acting as a single unit, and are completely ready for field use. Twin generator sets operate synchronously and are directly connected to the transformer (grid) power supply, either forward or reverse synchronously. The purpose of this is to provide backup for the two generators against each other in terms of faults and loads.



Mobile Generators: Generally designed for use in locations where electricity is unavailable, mobile generators are mounted on a single- or double-axle trailer. The trailer is manufactured in accordance with highway traffic laws and has four anchoring jacks to prevent wheel deformation during operation. Mobile generators, manufactured with a canopy, include a distribution box for power output and 220 and 380V AC outlet sockets.



Hybrid Generators: EMSA "HybridGen" hybrid generators are available in various power outputs, from 10 kVA to 2000 kVA. They operate completely silently and with zero emissions during the day. Thanks to their smart inverters, they offer grid-independent and efficient energy management.

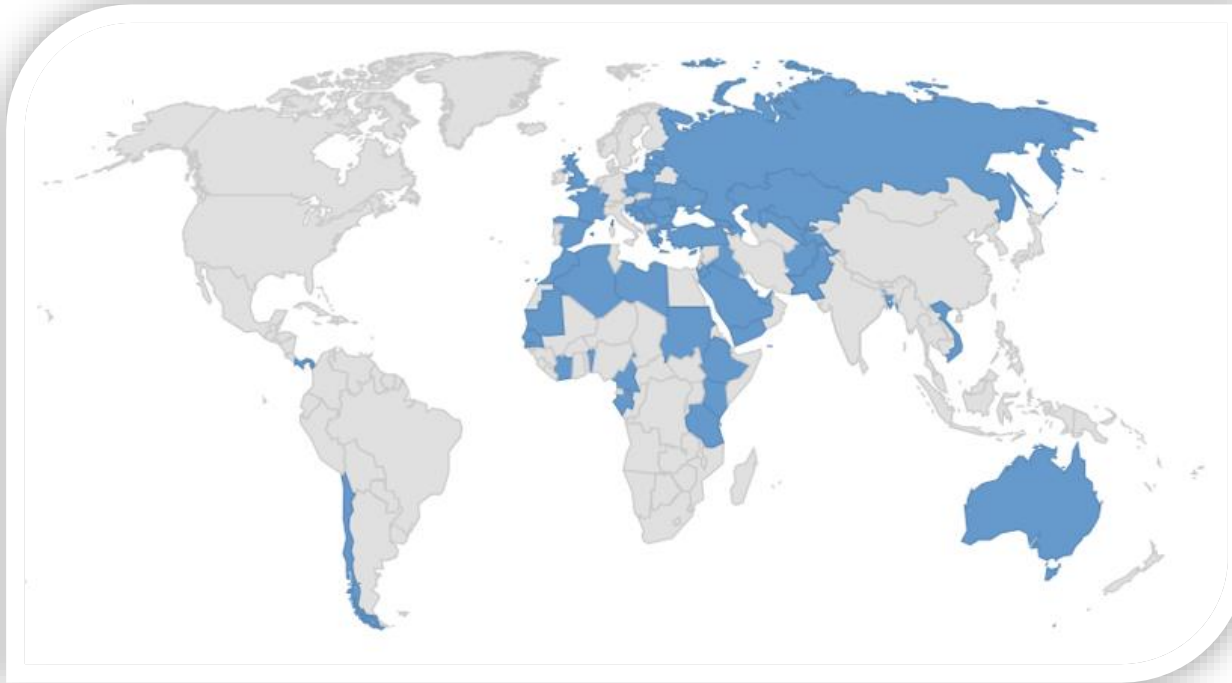


Light Tower: Used on construction sites, especially during night work, light towers increase occupational safety and productivity by illuminating large work areas. Typically powered by a trailer-mounted generator, light towers are frequently preferred in construction, road construction, and emergency response. They are available in various power levels, including a 340° light rotation system, LED lamps, custom color options, and resistance to winds up to 80 km/h.



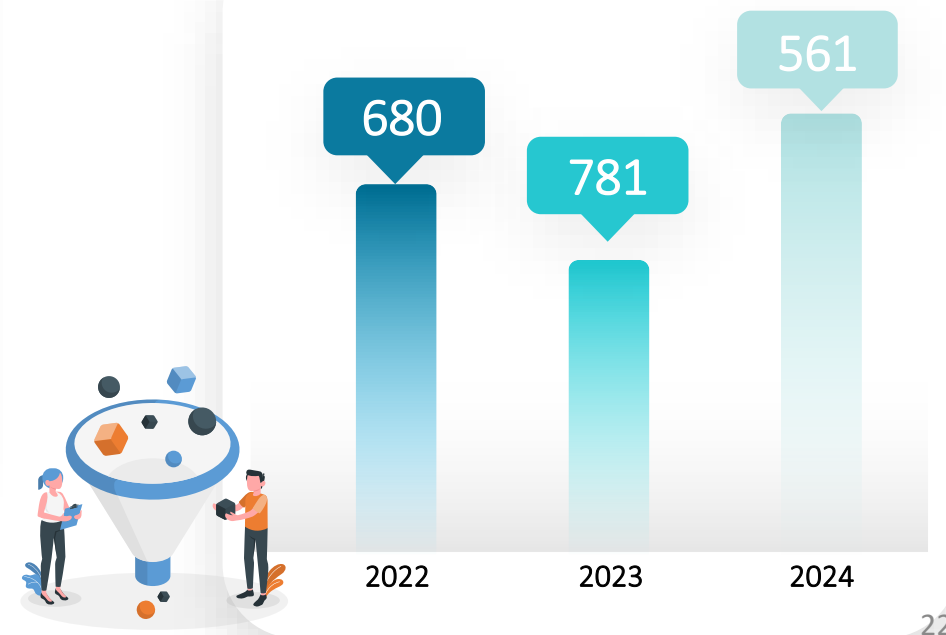
EMSA DOMESTIC AND INTERNATIONAL MARKETS

- Exporting to over 80 countries each year, EMSA generators continue to successfully generate energy in approximately 110 different countries.
- Realizing 75% of its sales through exports, EMSA continues to expand its product range by operating in all 130 countries, which account for 96% of the global economy.
- According to 2023 data, EMSA ranked 786th on the Top 1000 Exporters List and will rank 561st in 2024.



Distribution of Countries in 2024

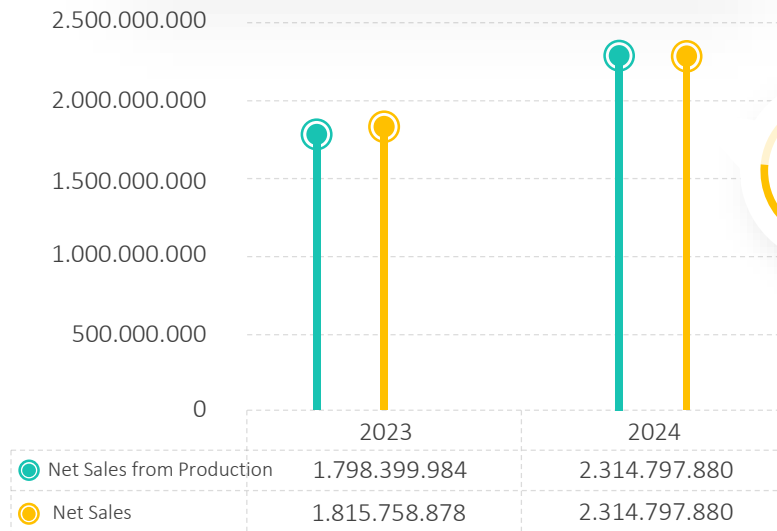
EMSA Türkiye's Top 1000 Export Rankings by Year



ECONOMIC SUSTAINABILITY

- As EMSA Generator, we measure our economic performance not only by financial statements, but also by operational efficiency, market leadership, and the long-term economic value we deliver to our stakeholders. Our policy is to manage all our business processes with financial discipline to increase profitability and maximize capital efficiency.

Our Sales Performance Indicators by Year



- As EMSA Group companies, we apply for incentives under the Ministry of Trade's Export Support Program. Within the scope of these incentives, we apply for incentives in areas such as international market research support, certification support, market entry certificate support, international trademark registration support, and international and domestic fair support. At EMSA, we are continuing our infrastructure work for Brand and Turquality Support applications.

Policy Issue	Policy and Approach	Reason	Implementation and Responsibility
Sustainable Growth Strategy	We will increase our penetration in global markets and accelerate entry into new markets.	Creating sustainable revenue streams and gaining competitive advantage by increasing our market share	We will conduct internal and external target market analyses and create strategic business development plans
Financial Soundness and Liquidity Management	Implementing effective liquidity and cash flow management	Increasing our financial resilience against operational risks and proactively evaluating investment opportunities	Our finance department ensures a strong balance sheet structure by optimizing cash flow projections and managing credit risks
Cost and Resource Efficiency	We will reduce operational expenses by optimizing the costs in production processes	Increasing our gross profit margin and maintaining our price competitiveness by reducing unit costs	Production and Purchasing units maximize operational efficiency in line with new techniques and strategic supply agreements
R&D and Innovation	We will direct our R&D investments to high-margin and innovative products that meet the future demands of the market	Increasing our return on investment (ROI) and strengthening our technological leadership by offering high value-added products	Our R&D team provides new product development cycles based on market research, and project budgets and feasibility studies are carried out by our Finance and Purchasing units
Capital and Asset Management	We will maximize return on capital (ROCE) by using company assets effectively	To provide the highest return to our partners and stakeholders and to increase our financial performance	The finance department is responsible for identifying and restructuring idle assets by continuously reviewing asset utilization rates and depreciation periods
Transparency and Corporate Governance	Transparency and Corporate Governance	To strengthen investor confidence, increase our reputation in capital markets and ensure legal compliance	Our finance department, in cooperation with audit firms and relevant public authorities, monitors the accuracy and transparency of processes through our independent internal audit unit

OUR MANAGEMENT SYSTEMS

Our Integrated Management Systems Policy

- We carry out our activities in accordance with legal regulations and international standards.
- We raise awareness of integrated management systems and ensure employee and stakeholder participation in process improvements.
- We prioritize customer satisfaction and continuously improve our processes using technology.
- We offer sustainable solutions by supporting the innovative ideas of our employees.
- We track our performance with reliable data and continuously improve it.
- We establish healthy and sustainable relationships with our stakeholders.
- We are prepared for possible interruptions by managing risks in critical processes.
- We prioritize employee health and safety and minimize risks.
- We raise environmental awareness and strive to reduce our impact.
- We adopt the concept of shared responsibility in matters of quality, environment and occupational health and safety.
- We employ qualified personnel and ensure commitment through training.
- We record customer complaints and manage them transparently.

Our Integrated Management System Certificates



Our Ethical Management

As EMSA, we define our corporate responsibility not only through production and service quality, but also through our commitment to ethical values. Ethical management forms the foundation of our business conduct and provides a guiding framework for all our employees and business partners.

Our Fundamental Principles for Ethical Management

- 1.Honesty and Transparency:** We are committed to being open, honest, and accountable in all our business processes.
- 2.Compliance with Laws and Rules:** We fully comply with national and international regulations, industry standards, and internal company policies and procedures.
- 3.Justice and Equality:** We adopt a fair and respectful approach towards all our employees and stakeholders, without discrimination.
- 4.Privacy and Data Security:** We protect all personal and corporate information obtained during business processes within the framework of the principle of confidentiality.
- 5.Social Responsibility and Sustainability:** We act with awareness of our responsibility to society, the environment, and future generations.

Ethics Hotline and Reporting Process

EMSA offers a secure and confidential **Ethics Line** channel for employees and stakeholders to report unethical practices. Reports are evaluated impartially; those who report are not subject to any discrimination or sanctions.

Responsibility and Oversight

Ethical management is a shared responsibility of all EMSA employees, not just specific departments. Senior management provides the necessary resources and oversees the process to strengthen our ethical culture.

Training and Awareness

Regular training is provided to all our employees on ethical principles, legal compliance, and responsible behavior. This ensures that our ethical management culture is instilled throughout the organization and becomes sustainable.

Ethics and Justice Committee, which reports to the Group Chairman of the Board, is responsible for compliance with these ethical rules. Employees and all relevant stakeholders can report concerns that cannot be resolved through discussions with their managers or project management to the Ethics Line at etik@emsa.gen.tr.

Tracking: All employees can track the decisions of the Ethics and Justice Committee through a shared file in the system.



“ Our Awards and Achievements ”



Baudouin
(Best Customer of the Year)



Investor of the Year Award
(Eskişehir 4. Success Awards)

RISK MANAGEMENT AND OPPORTUNITIES

EMSA Generator is aware of the critical importance of managing risks and opportunities in every aspect of its operations and sustainability strategy.



Proactively identifying, analyzing and managing these elements ensures resilience, adaptability and long-term value creation for our stakeholders.

Sustainability is a strategic imperative in today's business world, requiring holistic management of environmental, social, and economic impacts. Factors such as climate crisis, resource scarcity, legal regulations, and societal expectations present various risks for businesses. These risks can threaten long-term business continuity and corporate reputation.

However, sustainability also presents new opportunities through the transition to renewable energy, resource efficiency, innovation, and social impact projects. Organizations that capitalize on these opportunities with the right strategies gain a competitive advantage and increase their potential for long-term value creation.

As EMSA Generator, we integrate sustainability into all our business processes to both manage risks and invest in future opportunities. This report demonstrates our commitment and responsibility on this journey.

Risks and Opportunities Analysis

IMPORTANCE TOPICS	RISKS	OPPORTUNITIES
R&D and Innovation	<ul style="list-style-type: none"> ✓ High investment costs ✓ Lack of qualified human resources ✓ Risk of rapid market change 	<ul style="list-style-type: none"> ✓ Competitive advantage ✓ Entry into new markets ✓ Production of high value-added products
Combating Climate Change	<ul style="list-style-type: none"> ✓ Regulatory non-compliance risks ✓ High carbon emission costs ✓ Environmental risks in the supply chain 	<ul style="list-style-type: none"> ✓ Environmentally friendly brand image with low-carbon products ✓ EU Green Deal Compliance ✓ Investor interest
Employee Rights and Development	<ul style="list-style-type: none"> ✓ Inadequate career development ✓ Decreased employee engagement ✓ Legal sanctions 	<ul style="list-style-type: none"> ✓ Attracting and retaining talented employees ✓ Increased productivity ✓ Corporate reputation
Occupational Health and Safety	<ul style="list-style-type: none"> ✓ Risk of workplace accidents and production interruptions ✓ Violations of OHS legislation 	<ul style="list-style-type: none"> ✓ Safe work environment ✓ Reducing legal risks ✓ Employee motivation
Digital Transformation	<ul style="list-style-type: none"> ✓ Technological infrastructure deficiencies ✓ Cybersecurity threats ✓ Employee onboarding process 	<ul style="list-style-type: none"> ✓ Production efficiency ✓ Data-based decision support systems ✓ Increased customer satisfaction
Business Ethics and Compliance	<ul style="list-style-type: none"> ✓ Risk of corruption and legal non-compliance ✓ Damaged perception of trust 	<ul style="list-style-type: none"> ✓ Investor and customer confidence ✓ Ease of regulatory Compliance ✓ Strengthening corporate values
Contribution to Society	<ul style="list-style-type: none"> ✓ Loss of reputation in case of inadequacy of social responsibility projects 	<ul style="list-style-type: none"> ✓ Strong ties to the local community ✓ Stakeholders' commitment to the company ✓ Brand loyalty
Circular Economy and Waste Management	<ul style="list-style-type: none"> ✓ Non-compliance with waste management regulations ✓ Inadequate infrastructure or training 	<ul style="list-style-type: none"> ✓ Cost advantage ✓ Sustainable production image ✓ New and green business models
Diversity, Equity and Inclusion	<ul style="list-style-type: none"> ✓ Perceptions of underrepresentation of diversity ✓ Cultural resistance 	<ul style="list-style-type: none"> ✓ Increased creativity and innovation ✓ Access to a global workforce ✓ Enrichment of corporate culture



SUSTAINABILITY GOVERNANCE



SUSTAINABILITY GOVERNANCE

As EMSA Generator, we believe that the success of our sustainability strategy depends on a transparent and accountable management structure. Therefore, we have placed sustainability principles at the core of our corporate governance.

Structure Of Management

At the top of our sustainability management team is a Sustainability Coordinator, who reports directly to the Board of Directors. The Sustainability Coordinator is responsible for managing all processes from the development to the implementation of the sustainability strategy and for informing the Board of Directors.

- o Corporate sustainability issues are included on the agenda of Board meetings, and sustainability-related activities are also discussed. This governance approach ensures that sustainability goals are aligned with our company's core strategies and are embraced at the highest level.
- o Furthermore, a Sustainability Committee, comprised of representatives from various departments and stakeholders, collaborates with the Sustainability Coordinator to implement these efforts.
- o Stakeholder participation in the management of this process and understanding the views and expectations of our stakeholders is critical for effective sustainability efforts. To this end, we maintain regular and transparent communication channels and maintain ongoing interaction with our various stakeholder groups.

Our Stakeholders

Employees:

- We listen to our employees' feedback through internal communication platforms, surveys, and regular meetings, and encourage their active participation in sustainability processes.

Customers:

- We understand their sustainability expectations through customer satisfaction surveys and feedback systems and integrate them into our product development processes.

Suppliers:

- Through supplier audits and collaborative platforms, we share our sustainability standards and ensure our supply chain fulfills its environmental and social responsibilities.

Local Communities:

- Through regional projects, sponsorships, and collaborations with local governments, we develop solutions tailored to their needs and contribute to social development.



SUSTAINABILITY TRAINING

The scope of sustainability activities, “Sustainability and Carbon Footprint Training” is being given to our employees from different units by Prof. Dr. Cengiz TÜRE within the scope of ESO Sustainable Green Industry from Eskişehir Technical University, which was held in our Eskişehir Production Facility on December 17, 2024.



EMSA Generator Eskişehir Production Facility, Sustainability Training



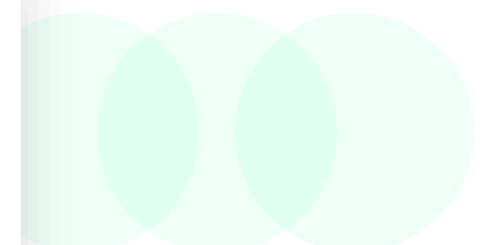
Main Topics of Training

- What is Sustainability?
- Required Activities for Sustainability Reporting
- Global Sustainability Goals and Sustainability Reporting Standards
- Turkey's Climate Change Law and Emissions Trading System
- Carbon Footprint and Greenhouse Gas Inventory
- Corporate Carbon Footprint
- Carbon Footprint Data Collection
- Supply Chain and Carbon Footprint
- Carbon Footprint Calculation Standards
- Product-Based Carbon Footprint Normalization
- Product Embedded Carbon Footprint
- Carbon Border Adjustment Mechanism (CBAM) and Emissions Trading System
- Necessity of Corporate and Product-Based Calculations Carbon Management and Climate Adaptation

The scope of our sustainability studies, “Metric-Based Institutional Training for Sustainability” was given by Dr. Çağdaş SAZ from Eskişehir Chamber of Industry on December 24, 2024.



Name of Training	Number (Person)	Training Duration (Hours)
Sustainability and Carbon Footprint Training	7	7
Metrics-Based Organizational Training for Sustainability	6	2



Sustainability Policy

As EMSA Generator, we act in line with the principles of environmental, social and economic sustainability, and aim to leave a livable world to future generations with the vision of *“A Sustainable Future with Our Energy”*



We add value to the sector with innovative and green policies, aiming to minimize environmental impact and lead the sustainable transformation. In this context, we prioritize:

- ✓ Efficient use of natural resources,
- ✓ Reducing our carbon and water footprint,
- ✓ Renewable energy investments.



We prioritize R&D, innovation, employee development, product quality, and market share. We aim to reduce environmental impacts through low-emission technologies and achieve economic sustainability by increasing social benefits.



In all our operations, we adopt a transparent and ethical business approach that complies with the law and international standards. We organize training programs to raise sustainability awareness among our employees and business partners.



We fully comply with occupational health and safety regulations and support employee development. As part of our efforts to combat climate change, we measure our greenhouse gas emissions, energy efficiency, and water consumption and publish them in our sustainability reports.



We also aim to increase our social responsibility efforts and contribute to volunteer-based projects with our stakeholders. We adopt a management approach that adheres to ethical values and prioritizes the public good.



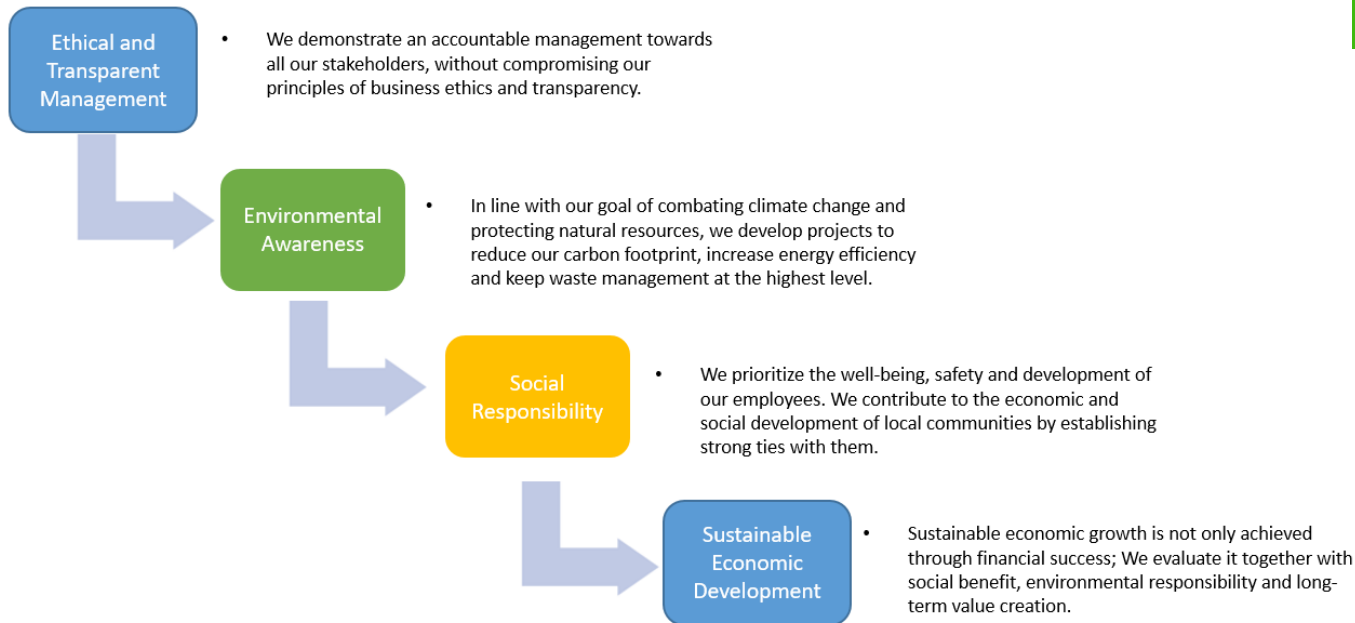
By integrating sustainable development goals into all our business processes, reducing environmental impacts and increasing social and economic benefits are among our top priorities.



We continuously develop and update our policies to meet stakeholder expectations. In this context, we aim to review and amend our policies annually to ensure progress.

OUR SUSTAINABILITY STRATEGIES

- As EMSA Generator, we aim to create value not only for today but also for future generations. With this sense of responsibility, we aim to develop a comprehensive strategy that integrates sustainability into every stage of our business processes.
- This approach which combines economic growth with environmental protection and social benefit forms the foundation of our company's long-term success. Our sustainability approach encompasses every aspect of our business from management to production.



- Therefore, at EMSA Generator, we believe that a better future can only be built with sustainable steps. Along this journey, we will continue to add value to both our industry and our planet, together with all our employees, business partners, and stakeholders.

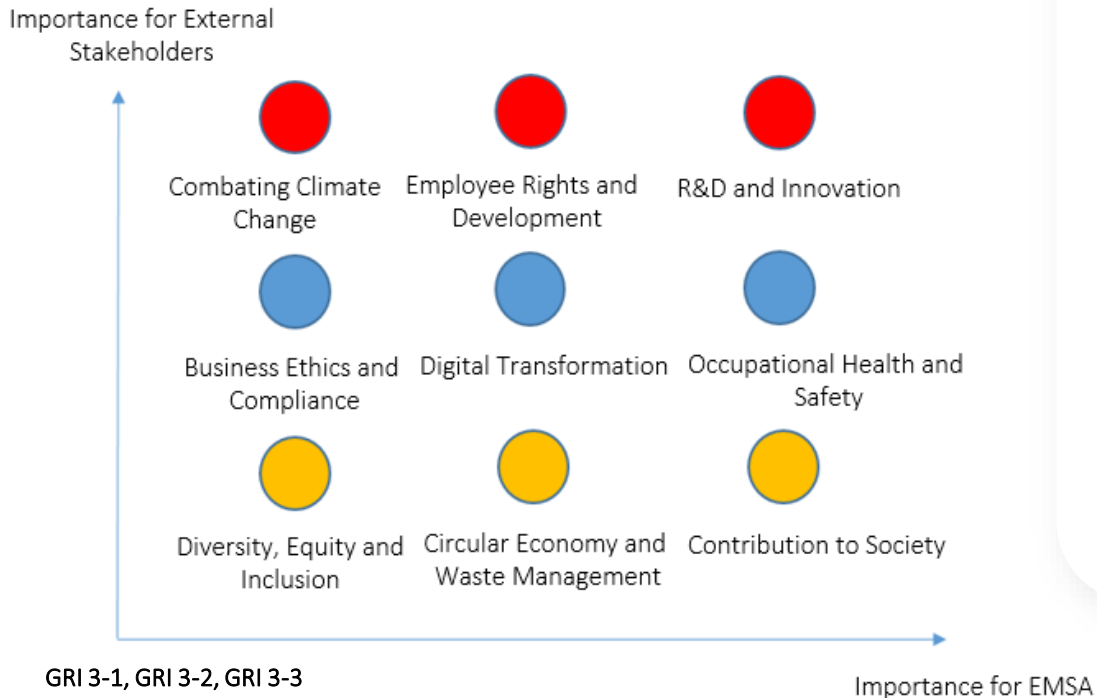
Our Sustainability Vision and Commitment

- Generators will go beyond simply providing energy and become environmentally friendly, efficient, and sustainable solutions. As EMSA Generator, we are following the *motto* "A Sustainable Future with Our Energy," and aim to meet future energy needs while also reducing our environmental impact and developing sustainable solutions through our R&D and innovation efforts.
- Our fundamental goal is create a growth model that combines our economic success with environmental responsibility and social benefit. This understanding is at the core of all our operations, from the design of our products and services to our production processes, from our supply chain management to the development of our employees.
- Our sustainability approach in line with our company's core vision of "Being a global brand and company in renewable and sustainable energy," is our commitment to producing environmentally friendly products and services in the energy sector enhancing the knowledge and skills of our employees, enhancing brand value by achieving high standards of customer satisfaction and becoming a global company.
- Thus, EMSA Generator symbolizes not only its current success but also its determination to build a lasting and meaningful future. This commitment drives us to achieve better, more responsible, and more resilient corporate structure every day.

Prioritization Matrix

As EMSA Generator, we designed our sustainability strategy to focus on the areas where we can make the most impact. To identify these areas, we conducted a comprehensive materiality analysis. During this process, we gathered the opinions of both our internal stakeholders (managers, employees) and external stakeholders (customers, suppliers, and industry experts) to identify the most critical issues for our business processes and our industry.

As a result of this analysis, we have grouped our sustainability efforts under three main strategic focus areas. Our goals in each area—Environment, Social, Governance (ESG)—consist of concrete steps aligned with global priorities.



Contribution of Our Prioritization Matrix to EMSA

Prioritization matrix is one of the most strategic steps EMSA Generator takes in its sustainability journey. This analysis not only allows us to scientifically and systematically identify the most critical sustainability issues for our company, but also provides a roadmap for directing our resources to the most appropriate and effective areas.

The key benefits of prioritization matrix for EMSA:

Strategic Focus: Sustainability issues are broad in scope, and analysis prioritizes the most important issues, such as R&D and innovation, employee rights and development, and combating climate change, preventing our efforts from being distracted.

Stakeholder Engagement: The analysis process allows us to understand the expectations of our key stakeholders, such as customers, employees, and suppliers. By aligning our sustainability strategy with our stakeholders' needs, we build trust-based relationships.

Risk and Opportunity Management: Materiality analysis helps us preemptively identify environmental and social risks our company may face. It also reveals potential opportunities, such as energy efficiency or new product development.

Transparency and Accountability: Analysis adds transparency to our reporting processes. The sustainability reports we prepare according to our priorities clearly show our stakeholders the issues we focus on and our reasons while also strengthening our accountability.

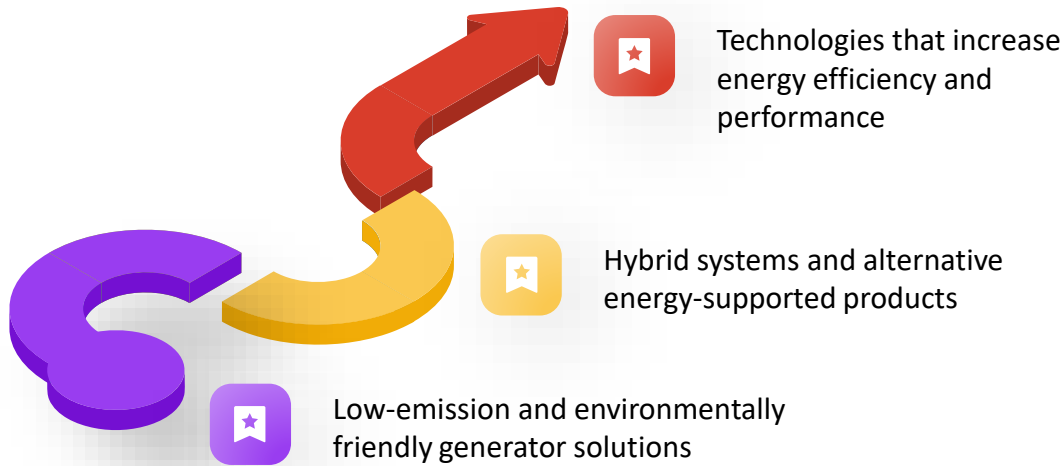
As EMSA Generator, we transform sustainability from an obligation into a strategic asset that both strengthens our business processes and contributes positively to society and the environment.

Our R&D Activities

As EMSA Generator, we position R&D and innovation as a strategic priority in line with our vision of sustainable growth. We closely monitor technological developments and continuously improve our products and processes with an integrated approach that embraces environmental responsibility.

In 2024, we invested a total of 7,933,590.62 TL in our R&D activities. With our seven-person expert team, modern testing infrastructure, and the strong support of our senior management, we continue our work in a systematic and goal-oriented manner.

Our R&D and innovation-focused projects focus on the following topics:



Furthermore, focusing on innovation in production, cost, and quality processes, we ensure operational excellence and offer solutions that exceed customer expectations. As part of our customer satisfaction-focused approach, we continue our efforts focused on product safety, performance, and user experience, and are also taking steps toward UL (Underwriter Laboratories) certification.



We consider R&D not merely as a technical necessity, but as the cornerstone of sustainability and competitiveness. We continue to add value to both our industry and society with our innovative and environmentally friendly solutions.

Our company has an active R&D Department, employing a total of seven personnel, including a manager, and has spent approximately 8 million Turkish Lira in 2024.

R&D Infrastructure	2024
Number of Employees	7
Total R&D Expenditure (TL)	7.933.590,62

Our Patent and Utility Model Studies

As EMSA, a total of four of our patent and utility model applications have been accepted by TURKPATENT to date. One utility model application is currently under review.

Application Number	Title of Invention	Type of Invention
2021/010051	Grille Type Air Intake System for Generator Sound Insulation Cabin	Utility Model
2020/01639	Generator Chassis with Fuel Tank and Forklift Channel, Made of Standard Rectangular Box Profile	Utility Model
2018/20016	Generator Chassis with Bolted Forklift Channel Fuel Tank	Utility Model
2018/04772	Generator Mounted Under Vehicle (Truck or Trailer)	Utility Model

Our Supply Chain Management

As EMSA Generator, we check the presence of HSE, environmental and other sustainability requirements in our selection of suppliers, and we will ensure that our expectations regarding working conditions and human rights are communicated via letter.

We also aim to conduct external stakeholder analyses for our suppliers regarding sustainability. We also aim to increase supplier training and audits in the future.

Our Procurement Evaluation Criteria

- Quality
- Supply quantities
- Price and Payment Terms
- Deadline
- Corrective Action

Principle	Application Area	Importance
Strategic Partnerships	Establishing long-term relationships with reliable suppliers for key components Auditing suppliers' compliance with sustainability and ethical standards	To ensure product quality, reliability and consistency. Increasing corporate reputation and responsibility
Data and Technology Integration	Using technology in demand forecasting Increasing transparency and traceability throughout the supply chain	Quickly adapt to market demands, reduce inventory costs, and quickly detect potential problems (e.g., part errors)
Risk Management and Resilience	Finding alternative suppliers for critical components (multi-sourcing strategy) Establishing a flexible production line that can quickly adapt to changing market conditions	Increase operational resilience in the face of geopolitical risks or supply chain disruptions Gain rapid delivery capabilities in emergency situations
Sustainability and Ethics	Measuring and reducing carbon and water footprints in the supply chain Ensuring suppliers comply with labor rights and ethical standards	Minimizing environmental impact and achieving sustainability goals Strengthening brand reliability and reputation
Cost Optimization	Optimizing inventory levels Reducing waste in logistics and production processes	Improving cash flow and increasing operational efficiency by avoiding unnecessary costs



As EMSA Generator, our total number of local, national and international suppliers until 2024 are listed in the table below.

Our Relations with Stakeholders

As EMSA Generator, we believe that our success lies not only in the products we produce, but also in the strong, trust-based, and transparent relationships we establish with all our stakeholders. This approach is reflected in every stage of our value chain.





Our stakeholders include our suppliers, employees, customers, society, environment are listed below:




Main Title	Subheadings	Expressed Relationships and Values
Our Suppliers	<ul style="list-style-type: none"> Strategic Partnership Quality 	<p>We build long-term relationships with our suppliers who provide engines, alternators and other components.</p> <p>We ensure product quality and compliance with ethical and environmental standards.</p>
Our Employees	<ul style="list-style-type: none"> Our Most Valuable Asset Team Spirit and Communication 	<p>The well-being, safety and personal development of our employees are our priority. To move forward together towards common goals, encourage innovative ideas and create a transparent communication culture.</p>
Our Customers	<ul style="list-style-type: none"> Trust and Loyalty Service-Oriented Approach 	<p>Our main goal is to gain and maintain the trust of our customers with innovative and reliable solutions.</p> <p>To understand their needs, exceed their expectations and always be there for them with our after-sales services.</p>
Society and Environment	<ul style="list-style-type: none"> Corporate Responsibility Environmental Sustainability 	<p>We are aware of our responsibility to the society and the environment in which we operate. We are committed to reducing our carbon footprint, improving waste management and investing in more environmentally friendly technologies.</p>








- EMSA Generator collaborates with its national and international stakeholders with a focus on sustainability throughout its operations.
- Our company works to meet the sustainability expectations of key industries and also includes all its stakeholders in these processes, encouraging them to achieve specific sustainability goals.
- Furthermore, we are strengthening collaborations with public institutions, and we maintain active communication with the Ministry of Trade, the Ministry of Environment and Urbanization, the Ministry of Industry and Technology, KOSGEB, Eskişehir Chamber of Industry, and local governments.

Sustainability Development Goals (SDGs) and Our Sustainability Targets

Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
R&D and Innovation    	Very High	Through R&D and Innovation, we aim to both reduce our environmental impact and increase the value we offer to our customers by developing greener, more efficient, smarter, low-emission and hybrid generators.	Initiating R&D projects on new engine technologies and control systems that will reduce energy consumption in existing generator series. Researching recycled or less environmentally impactful materials that can be used in our production processes.	Develop prototypes of hybrid solutions that integrate generator sets with renewable energy sources such as solar or wind energy. Conduct research on new production technologies that will reduce waste and energy consumption in production processes. Make our products compatible with smart grids.	Develop prototypes of hybrid solutions that integrate generator sets with renewable energy sources such as solar or wind energy. Conduct research on new production technologies that will reduce waste and energy consumption in production processes. Make our products compatible with smart grids.

Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
Combating Climate Change   	Very High	Our strategy to reduce our carbon footprint and increase energy efficiency is critical to both our operational resilience and global climate goals.	Initiating energy efficiency audits and developing pilot projects to reduce waste in operational processes. Providing at least 25% of the electricity used in our facilities from renewable energy sources.	Increase energy efficiency by an average of 10% across all new generator models and begin measuring carbon emissions in the supply chain.	To reduce operational carbon emissions by 40% by 2030 and to provide at least 25% of the electricity used in our facilities from renewable energy sources.

Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
Employee Rights and Development   	Very High	Investing in our employees and supporting their development directly impacts our innovation capacity and productivity.	Initiating employee satisfaction surveys and institutionalizing feedback mechanisms.	Increasing employee satisfaction by 5% each year and creating career development plans for each employee.	To support the continuous development of employees by establishing an in-company training academy and to be the industry leader in talent management.

Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
Occupational Health and Safety  	High	Ensuring the health and safety of our employees is always our top priority. Our goal of zero workplace accidents is a reflection of our core corporate values.	To reduce the accident frequency rate to 20% by the end of 2026 and to provide 9 hours of occupational health and safety training to all employees annually.	Strengthening risk assessment processes by establishing safety committees with employee participation.	To be one of the companies with the safest working environment in the industry by spreading the "Zero Accident" culture throughout the organization.

Sustainable Development Goals (SDGs) and Our Sustainability Targets

Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
Digital Transformation 	High	By digitizing our processes, we will increase operational efficiency, optimize resource utilization, and maximize transparency. This approach will not only simplify our work but also positively strengthen our environmental and social impact.	To accelerate the reporting processes of sustainability data and strengthen transparency.	By installing smart sensors at key energy consumption points in production facilities, we can instantly monitor energy use and further reduce waste. By installing smart sensors at key energy consumption points in production facilities, we can instantly monitor energy use and further reduce waste.	Developing technologies to digitize product and spare parts inventory.

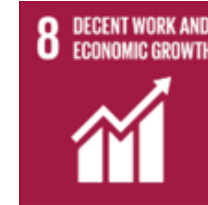
Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
Contribution to Society 	Priority	We actively support the development of the communities in which we operate through education, environmental and social assistance projects.	To provide 10 hours of volunteer leave annually for employees and to identify projects that will provide social benefit.	Supporting at least two local community development projects each year.	To institutionalize internship and mentoring programs for young people through long-term collaborations with local universities.

Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
Business Ethics and Compliance 	High	Adhering to high ethical standards and demonstrating transparent management are the foundation of our company's reputation and stakeholder trust.	To provide ethics and compliance training to all employees annually and increase participation to 100%.	To ensure compliance with the ethical rules and agreement of all critical suppliers and to digitalize internal audit processes by the end of 2025.	To maximize the transparency and accountability of business processes by fully integrating corporate risk management with sustainability goals.

Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
Circular Economy and Waste Management 	Priority	Our efforts to reduce waste production, increase recycling and use resources efficiently both reduce costs and reduce our environmental impact.	Improving waste separation systems and beginning to research sustainable alternatives to packaging materials.	To increase the recycling rate of total production waste to 25% and use 10% recycled material in packaging materials by 2028.	Developing new technologies for recyclable materials to increase the amount of raw materials used in the production process

UN Sustainability Development Goals (SDGs) and Our Sustainability Targets

Priority Issues in Sustainability and SDG Targets	Level of Importance	Explanation	Short-Term Goals (1 Year)	Medium-Term Goals (1-3 Years)	Long-Term Goals (3+ Years)
<p>Diversity, Equity and Inclusion</p>	Priority	We are determined to create a business culture where equal opportunities exist for everyone and differences are seen as richness.	Organizing awareness training on diversity and inclusion policies.	To increase the proportion of female employees to 25% by 2028.	Building an inclusive business culture with equal representation in all positions and management levels.



The new facility and increased production capacity stand out as developments that offer employment opportunities and support economic growth. Furthermore, the training offered in collaboration with ESTÜ (Eskişehir Technical University) enhances the sectoral competence and workforce quality of young engineering candidates.



EMSA is building a new 44,370 m² production facility in Eskişehir for environmentally friendly production processes. This investment also includes innovative products such as hybrid, Stage 5, and gas-powered generators. Furthermore, a laboratory opened in collaboration with ESTÜ (Eskişehir Technical University) contributes to sectoral infrastructure and innovation by enhancing university-industry integration and technical training capacity.



The company is progressing towards increasing resource efficiency by focusing on "environmentally friendly production processes" and efforts to reduce its carbon footprint. By adopting waste separation and recycling processes through Zero Waste Project, EMSA is demonstrating a more sustainable approach to resource use.



Commitments to reducing carbon footprints and environmentally responsible production initiatives support EMSA's efforts to combat climate change.

We Make Our Strongest Institutional Contributions to UN SDGs



OUR ENVIRONMENTAL MANAGEMENT

As EMSA Generator, we view environmental management as an integral part of our operations and a fundamental responsibility. With this awareness, we adopt a systematic approach to manage our environmental impact, mitigate risks, and continuously improve our performance.

➡ All employees, particularly Process Leaders and Directors, are responsible for implementing this process. An Integrated Management System Representative has been appointed to coordinate all activities related to Environmental Management System (EMS). An Integrated Management System Representative ensures coordination in identifying environmental impacts, assessing risks, and implementing necessary measures.

Phase	Our Activities
Plan	We regularly assess the potential environmental impacts of our activities, products and services (carbon emissions, waste and water consumption, etc.). As a result of this assessment, we set concrete and measurable environmental targets.
Do	We provide the necessary procedures and resources to achieve the defined goals. We provide regular training to all our employees on environmental responsibilities, raise their awareness, and encourage their participation in the process.
Check	We regularly track and measure our progress towards defined targets through key performance indicators (KPIs). We proactively identify potential non-conformities by monitoring the effectiveness of our system through internal and external audits.
Act (Improve)	We continuously evaluate our system based on audit and measurement results. We plan the necessary corrective and preventive actions to further enhance our performance, thus ensuring continuous improvement in environmental management.

Environmental Performance

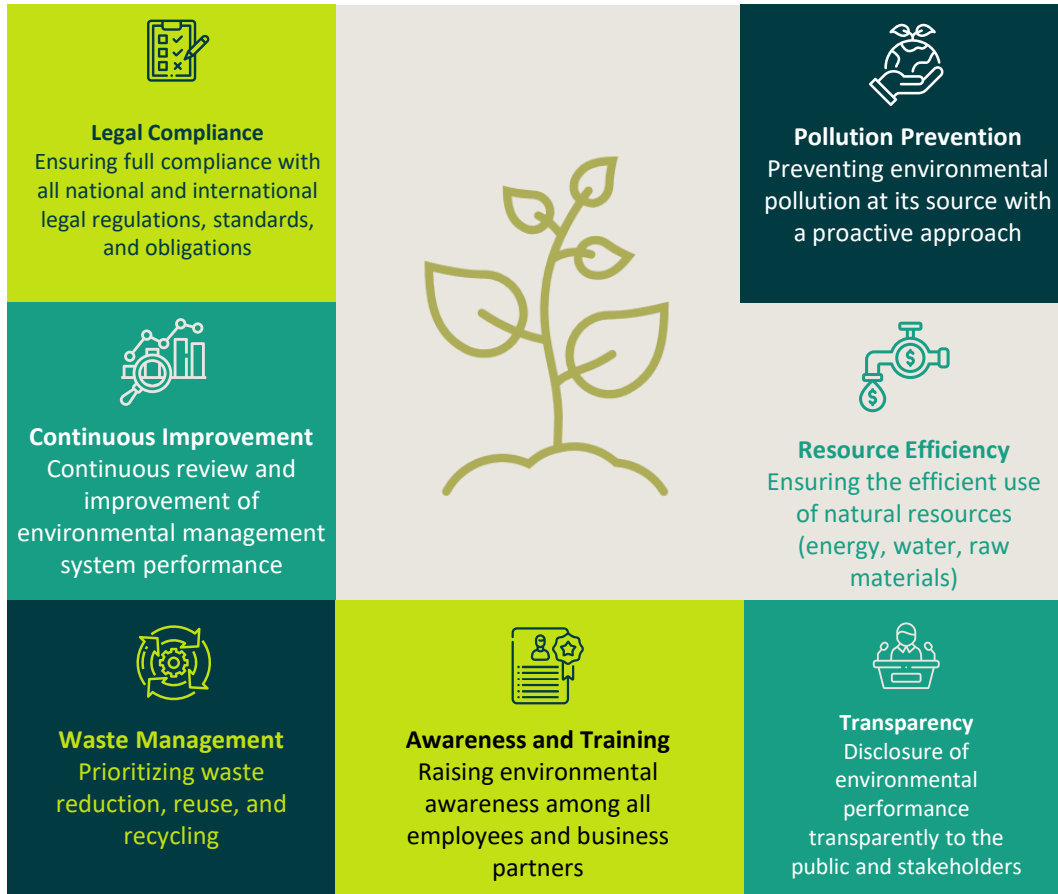
Our environmental management system is based on the internationally recognized ISO 14001 standard. This system operates with the Plan-Do-Check-Act (PDCA) cycle and aims for continuous improvement in environmental management.

- Our environmental management system, we track and report our performance with concrete data and key indicators.

Key Performance Indicator (KPI)	Our Goal and Strategy
Energy and Carbon Emissions	We aim to reduce our carbon footprint by optimizing our operational energy consumption. The new-generation generators we've developed, we're also ensuring our products consume less fuel and emit less emissions.
Waste Management	We are moving towards our goal of "Zero Waste." We are constantly developing new methods to reduce and separate waste from our production processes at the source and increase recycling rates.
Water Management	Recognising that water is a strategic resource, we use water-saving technologies to minimise water consumption in our production processes.
Innovative Products	Through our R&D and innovation efforts, we develop more environmentally friendly and efficient products. These products not only help our customers reduce their environmental impact but also lead the way for sustainability in our industry.

ENVIRONMENTAL SUSTAINABILITY

Protecting the environment and building a sustainable future is a core value of our company. This policy clearly outlines our commitment to the environment and our responsibilities in this area.



In order to increase the environmental awareness level of our employees and stakeholders, we carry out regular environmental training and spill drills in order to make environmental awareness one of the fundamental elements of our corporate culture.

Name of Training	Duration of Training (Man/Hour)
Waste and Waste Management	55,5

CERTIFICATE

EMSA ELEKTROMOTOR ALTERNATÖR SANAYİ VE TİCARET A.Ş.

MERKEZ: MECLİS MAH. TERAZİLER CAD. NO: 37 SANCARTEPE - İSTANBUL - TÜRKİYE
FABRİKA: 75. YIL OSB MAH. 21. CADDE NO: 19 ODUNPAZARI - ESKİŞEHİR - TÜRKİYE

ALTERNATÖR-JENERATÖR-AYDINLATMA SETİ (MOBİL İŞIK KULESİ) VE ELEKTRİK ÜRETEÇLERİ VE DİZEL MOTORLU KAYNAK JENERATÖRÜ VE RÖMÖRKLARI TASARIMI, ÜRETİMİ, SATIŞI, SERVİSİ VE YEDEK PARÇA TEDARİĞİ FALİYETLERİNİN GÜMRÜK, DIŞ TİCARET, ÜRETİM LOJİSTİK, YÖNETİM VE İDARI ORGANİZASYON FAALİYETLERİ

kapsamında

ISO 14001:2015
Uluslararası Çevre Yönetim Sistemi standardına uygun bir sistem kurmuştur.

Sertifika No : M 9989
İlk Belgelendirme Tarihi : 28 Kasım 2014
Sertifika Tarihi : 27 Ekim 2023
Son Geçerlilik Tarihi : 26 Ekim 2026

Genel Müdür

Sertifika Son Güncelleme Tarihi : 30 Nisan 2025 - # 08

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Sertifika periyodik ara denetimden başarıyla tamamlanması kaydıyla geçerlidir. Detaylı bilgi için yukarıdaki numaralara başvurabilirsiniz.

OUR ACTIONS ON CLIMATE CHANGE

Our Climate Change Policy

In our sustainability strategy, we aim to both combat climate change and make our operations resilient to climate change.

Reducing Carbon Footprint	We aim to reduce our operational carbon emissions by increasing energy efficiency in our production processes and turning to renewable energy sources.
Product Development with Lower Emissions	Through our R&D and innovation efforts, we are producing next-generation generators that consume less fuel and emit less carbon. We are leading the industry by developing products that integrate hybrid and renewable energy.
Circular Economy	To use resources more efficiently, we are reducing our production waste and increasing recycling rates. This will minimize raw material use and environmental impact.
Responsible Supply Chain	<ul style="list-style-type: none"> To use resources more efficiently, we are reducing our production waste and increasing recycling rates. This will reduce our raw material use and environmental impact.

Our Climate Change Adaptation Policy

As the same time, we are working to make our operations compatible and resilient to climate change.

Operational Resilience	<ul style="list-style-type: none"> We will assess the potential impacts of climate change (extreme weather events, water scarcity, etc.) and make our operational processes, infrastructure, and supply chain more resilient to these risks.
Efficient Product Solutions	We ensure our customers' energy security by producing high-performance generators that are resistant to changing climatic conditions (e.g. extreme temperature, humidity).
New Business Models	We are developing new business models for smart grid solutions, energy storage systems, and renewable energy projects to adapt to the energy transition.

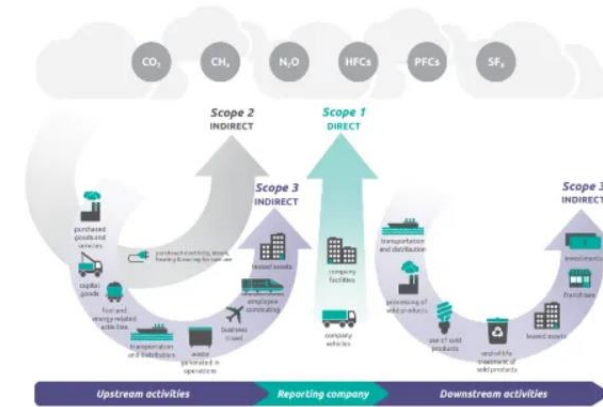


OUR CORPORATE CARBON FOOTPRINT

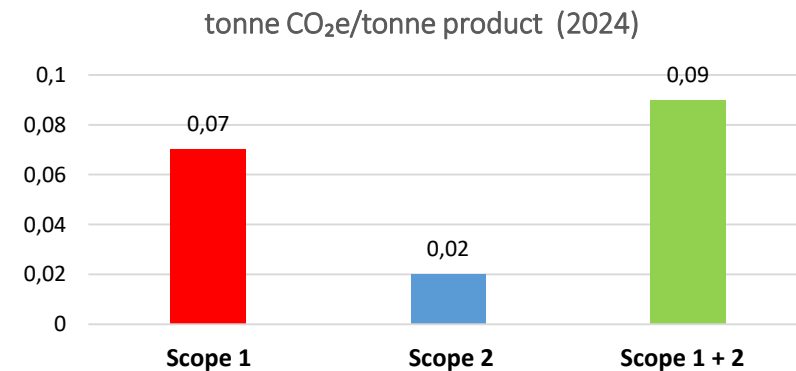
This report aims to identify, calculate, document, and report the greenhouse gas emissions resulting from **EMSA Elektromotor Alternator Industry and Trade Inc.**'s activities between January 1, 2024, and December 31, 2024, within the framework of the ISO 14064-1:2018 standard. This study was prepared to ensure that the organization creates a transparent, traceable, and scientifically based greenhouse gas inventory as part of its strategies to combat climate change.

Scope/Activity	Total (Tone CO ₂ e)	%
Scope 1 – Stationary Combustion Sources	308,74	1,20
Scope 1 – Mobile Combustion Sources	65,12	0,25
Scope 1 – Fugitive Emissions	180,87	0,71
Scope 2 – Supplied Electricity	117,59	0,46
Scope 3 – Pre-Production Transportation & Distribution	31,32	0,12
Scope 3 – Post-Production Transportation & Distribution	31,32	0,12
Scope 3 – Employee Services	25,22	0,10
Scope 3 – Business Travel	3,513168	0,01
Scope 3 – Goods and Services Supplied	24.804,45	96,75
Scope 3 – Production Waste	1,17	0,00
Scope 3 – Disposal of Sold Products	48,67	0,19
Scope 3 – Water Consumption	0,26	0,00
Scope 3 – Hotel Accommodations	9,82	0,04
Scope 3 - Fuel and Energy Activity	9,58	0,04
Total	25.637,66	100,00

2024 period has been calculated according to the total of all category emissions subject to the 2024 ISO 14064-1:2018 greenhouse gas inventory report of **EMSA Elektromotor Alternator Industry and Trade Inc.**, and the unit carbon footprint per production unit has been calculated as 25,637.66 tCO₂e/tonne.



We act with awareness of our environmental responsibilities to protect our natural resources by reducing the energy and emissions intensity of our products. We also track our emissions intensity and continue our fight against climate change.



ENERGY MANAGEMENT

Energy is at the heart of our operations and a key component of our environmental impact. Using energy more efficiently and choosing renewable resources isn't just a cost advantage for us. It's also a fundamental responsibility we have in the fight against climate change.

Thus, we aim to significantly reduce our overall environmental footprint. Therefore, the solar power plant installation project is planned to be completed and commissioned next year. As EMSA Generator, our goal is to focus on managing our energy impacts from start to finish, increasing energy efficiency across all our operations, ensuring our products consume less energy throughout their lifecycle, and ultimately investing in renewable energy solutions for a more sustainable future.

Energy Consumption Overview



Energy Source	Energy Consumption Amount
Renewable Resources	0 kWh
Electricity	313.246 kWh
Natural Gas	70.226,611 sm ³
Liquid Fuel	168.178,26 lt

Our Energy Management Commitments

As EMSA Generator, we see energy management as a fundamental component of our sustainability strategy and economic efficiency. We summarise our commitment to efficient energy use by emphasising the consistency between our policies and approaches, and outline our practices and responsibilities below.

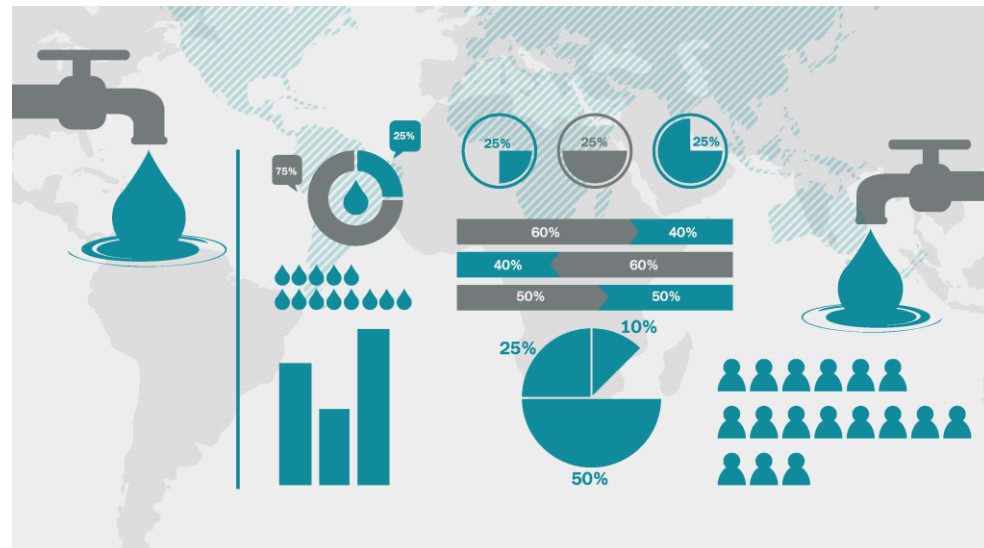
Policy Issue	Policy & Approach	Implementation & Responsibility
Energy Efficiency and Savings	We will continuously increase energy efficiency in our facilities, offices and all our operational processes.	We will strengthen our energy management system. We will regularly measure, monitor, and analyze energy consumption.
Transition to Renewable Energy	By diversifying our energy portfolio, we will meet some of our energy needs from renewable energy sources (such as solar energy).	We will install renewable energy systems in our facilities, reduce our dependence on foreign energy sources, and reduce our carbon footprint.
Innovation and R&D	Through R&D studies, we will develop generators that consume less energy, are more efficient, and are more environmentally friendly.	We will increase the fuel efficiency of our products, reduce their emissions and adapt to hybrid energy systems.
Legal Compliance	We will fully comply with all national and international legal regulations and standards regarding energy management.	We will carry out internal audits to fulfil our legal obligations and submit all relevant reports in full.
Employee Awareness	We will ensure that all our employees are fully informed about our energy management policy and objectives.	We will provide regular training on energy saving and efficiency and encourage the active participation of our employees in this process.
Transparent Reporting	We will transparently disclose our energy performance and progress towards our goals.	We will present our energy consumption data and our progress towards our goals in this area to all our stakeholders through our annual sustainability report.

Note: The data in the table above is based on EMSA Eskişehir Production Facility.

WATER MANAGEMENT

As EMSA Generator, we recognize that water is not only an input for our production processes, but also a vital resource for the entire ecosystem and humanity. Therefore, we have adopted a comprehensive water management policy as a cornerstone of our sustainability strategy.

Our policy is fully aligned with target 6th of the United Nations Sustainable Development Goals and is founded on the protection, efficient use, and assurance of water quality.



Our Water Management Commitments

As EMSA Generator, we understand the value of water and its limited resource. Minimizing the impact of our operations on water resources and contributing to sustainable water management is one of our most fundamental commitments.

Policy Issue	Policy and Approach	Implementation and Responsibility
Compliance with Laws and Standards	We are committed to full compliance with all legal and regulatory requirements regarding water management.	We will conduct regular audits and risk assessments to ensure continued compliance with legal and industry standards.
Corporate Water Footprint Monitoring	We will monitor and measure the impact of our activities on water resources using scientific methods.	We will regularly calculate the water footprint of our production and operational processes, analyze the collected data and use it in our target-setting processes.
Efficient Use and Savings	We aim to minimise water consumption with a proactive approach.	We will establish systems that will use the latest technologies to save water in our production processes.
Water Quality	We adopt the fundamental principle of protecting the quality of the water we discharge and preventing pollution at its source.	We will regularly monitor and report water quality parameters.
Risk Management and Compliance	We will be prepared for the potential impacts of climate change and risks such as regional water stress on our operations.	We will regularly assess water risks in the regions where we operate and develop contingency plans that will increase our operational resilience against these risks.
Stakeholder Participation and Collaboration	Recognizing that water is a shared resource, we aim to actively collaborate with local communities and other stakeholders.	We will develop joint projects with local governments and non-governmental organizations for the sustainable management of water resources.
Education and Awareness	We aim to raise water awareness and the importance of water among all our employees.	We will provide regular training on water conservation and efficient use and disseminate this culture within the institution.

OUR WATER FOOTPRINT

As EMSA Generator, we consider it part of our corporate responsibility to track the environmental impact of our operations with transparent and measurable data. In this context, we regularly calculate and report not only our carbon footprint but also our water footprint.

The water footprint is a key environmental indicator that reveals our business's direct and indirect water use. It encompasses a wide range of factors, from raw materials used in production processes to water consumed in operational activities, from wastewater discharge to water use throughout the supply chain.

Through these measurements, we:

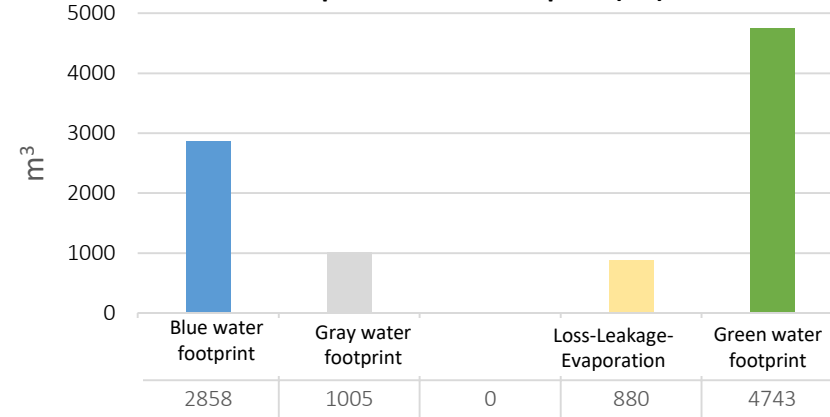
- Identify critical points in our water consumption,
- Identify areas for improvement to minimize the pressure our operations place on water resources,
- Set concrete goals for water conservation and efficient use.

Water Sources	m ³	%
Mains Water	3738	100
Groundwater	0	0
Surface Water	0	0
Sea Water	0	0
Other (Rainwater etc.)	0	0
Recovered and Reused Water	0	0
Total	3738	100

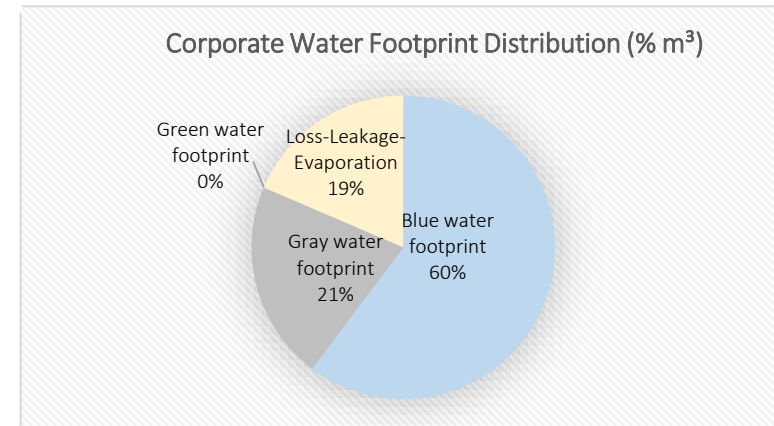
According to EMSA Generator's 2024 water consumption data, a total of 3,738 m³ of water was used. This entire amount (100%) was provided by municipal water. No surface water (lakes, rivers, wells, etc.) or other water sources (rainwater, recycled water, etc.) were used.

This result demonstrates EMSA's entire water needs are met by municipal water provided by the Eskişehir Organized Industrial Zone, and the use of alternative water sources has not yet been implemented. Based on these results, methods such as blue water conservation, rainwater harvesting, and recycling practices offer significant improvement opportunities in the future.

Corporate Water Footprint (m³)



Corporate Water Footprint Distribution (% m³)



As a result, EMSA Generator's total water footprint is calculated as 4,743 m³. The largest portion of this amount is the blue water footprint (2,858 m³), followed by the gray water footprint (1,005 m³) and loss/leakage/evaporation (880 m³). There is no green water footprint. The results indicate that reducing direct water consumption, controlling losses and evaporation, and effectively managing gray water are the company's priority areas for improvement.

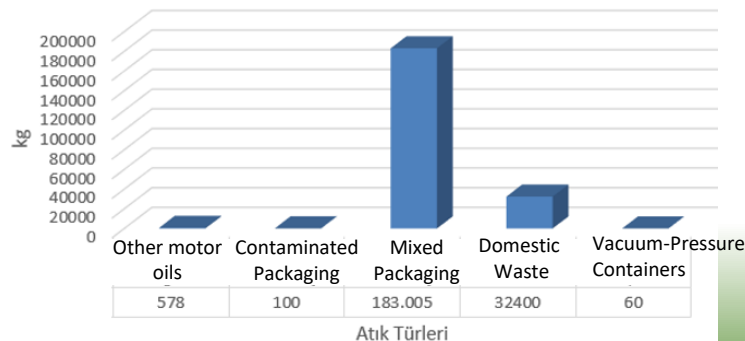


OUR WASTE MANAGEMENT



As EMSA Generator, we approach waste management not only as an environmental obligation, but also as a strategic element that increases our operational efficiency and accelerates our transition to a circular economy.

We outline the concrete steps we are taking to minimize our environmental impact and build a sustainable future across all our operations. We embrace waste management as a fundamental component of our sustainability strategy and circular economy approach. Our policy is based on the principle of "Reduce, Reuse, Recycle" (3R).



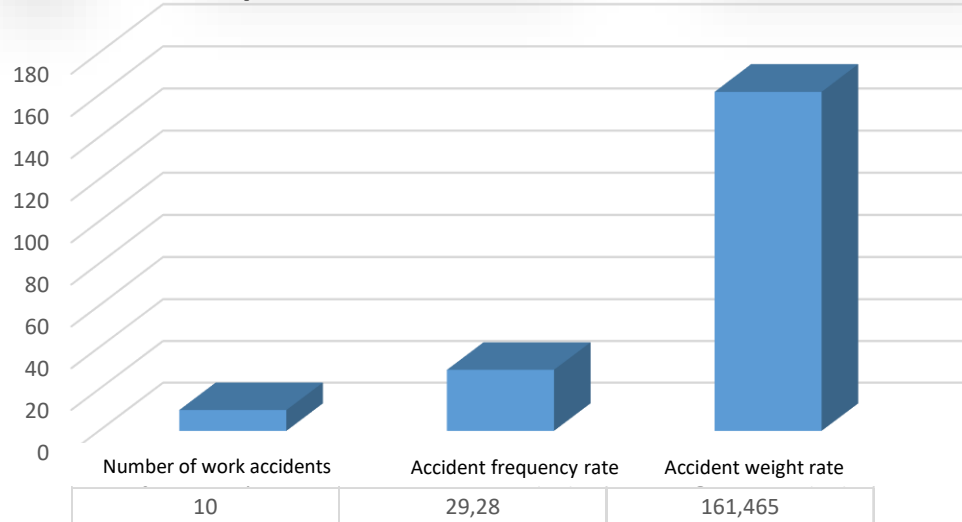
Policy Issue	Policy and Approach	Implementation and Responsibility
Waste Reduction	We make it our top priority to reduce waste at its source.	We aim to minimize waste of raw materials and resources by continuously improving our production processes and packaging designs.
Reuse	We encourage the reuse of materials considered waste in our operations whenever possible.	We identify our production wastes that are suitable for reuse and create circular ways of using these materials.
Recycle	We are working to recycle a large portion of the waste generated.	By establishing effective separation systems, we are steadily increasing our recycling rates and strengthening cooperation with our recycling partners.
Legal Compliance	We fully comply with all national and international legal regulations, standards and obligations regarding waste management.	We carry out regular audits and risk assessments to ensure continued compliance with legal and industry standards.
Employee Awareness	We ensure that all our employees are fully informed about waste management policy and processes.	We organize regular trainings and campaigns to make waste separation, reduction and recycling habits an integral part of our corporate culture.
Continuous Improvement	We regularly monitor the performance of our waste management system and make continuous improvements.	We analyze data and invest in new technologies and innovations to achieve the goals we set.

OCCUPATIONAL HEALTH AND SAFETY

As EMSA Generator, ensuring the health and safety of our employees is our highest priority. The steps we take in occupational health and safety for a sustainable future are not limited to fulfilling our legal obligations, but also encompass employee satisfaction, productivity, and our social responsibility. In occupational health and safety, we adopt business practices that align with our policies and commitments to achieve our "Zero Accident" goal.



Proportional Distribution of Work Accidents



Our Occupational Health and Safety Commitments

POLITICAL ISSUE/POLITICAL ISSUE	POLICY AND APPROACH	REASON	IMPLEMENTATION AND RESPONSIBILITY
ZERO ACCIDENT TARGET	We will work with absolute determination to prevent all workplace accidents and occupational diseases.	The health and safety of our employees is more important than anything else to our company.	Our occupational health and safety committee investigates all accident incidents, including near misses, through root cause analysis and prevents their recurrence.
PROACTIVE RISK MANAGEMENT	We will proactively manage occupational health and safety risks.	By identifying potential hazards in advance, we will take measures to prevent accidents and injuries before they occur.	Occupational health and safety risk assessment studies will be carried out regularly, and preventive action plans will be developed based on the findings.
LEGAL COMPLIANCE AND STANDARDS	We will fully comply with national and international legal regulations, rules, and industry standards.	We will take measures to fulfill our legal obligations and provide the safest working environment for our employees.	Our legal department and occupational health and safety legal team will continuously monitor developments to ensure our policies and procedures remain up-to-date.
EMPLOYEE PARTICIPATION	We will encourage the active participation of all employees in occupational health and safety processes.	We believe that occupational health and safety is not just a management responsibility, but part of a shared culture.	Through our occupational health and safety committee, employee representatives will participate in regular meetings to provide feedback to management, thus establishing a safety suggestion system.
COMPREHENSIVE TRAINING	We will provide all our employees with regular and comprehensive occupational health and safety training at specified intervals.	We will raise awareness of occupational health and safety and make safe working practices permanent.	Through orientation programs and periodic training sessions, all employees will be informed about risks and methods of protection.
CONTINUOUS IMPROVEMENT	We will continuously review and improve the performance of our occupational health and safety management system.	We will maximize our security performance and ensure continuous improvement.	Quality, environmental, occupational health and safety indicators will be monitored regularly, and annual targets will be set based on the data obtained.

As EMSA Generator, we prioritize protecting the health and safety of our employees through our ISO 45001 Occupational Health and Safety Management System. We manage potential risks and focus on continuously improving a safe work environment.

We regularly track our HSE targets and foster an HSE culture through activities we conduct throughout the year. Our policy is reviewed and updated annually with the participation of senior management.



We aim protect employee health throughout all processes, create safe working environments, and reduce workplace accidents to zero. Finally, we perform risk analyses and determine risk scores.

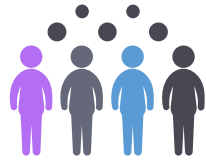
- Ensuring a preventative health and safety culture through risk-based thinking,
- Ensuring sustainable employee well-being by improving environmental and physical conditions,
- Improving occupational health and safety performance through periodic training and practices.





SOCIAL SUSTAINABILITY

SOCIAL SUSTAINABILITY



As EMSA, we view social sustainability as a fundamental part of our business strategy. We prioritize the rights and well-being of our employees and prioritize providing an inclusive and fair working environment.

We collaborate with local communities to support social development, contributing to education, employment, and social projects. We are committed to building a sustainable future by fulfilling our social responsibilities in the principles of transparency, ethical values, and equality.



As EMSA, we proudly wear our blue color. This special day, reflecting the power of our corporate color, reminds us of our contributions to ensuring a continuous and reliable energy supply. With our commitment to preserving natural resources and sustainable energy for a more livable world, we will continue to provide uninterrupted energy.



Human-Centered Approach

We adopt fair and inclusive policies that respect human rights in all our activities.



Social Contribution

We develop projects that support education, employment and social development in the regions where we operate.



Employee Welfare and Safety

We create a healthy, safe and supportive working environment for our employees and invest in their continuous development.



Gender Equality

We support women's participation in the workforce and embrace the principle of equal opportunity in all processes.



Collaboration with Local Communities

We are communication with the local community and produce sustainable solutions that are sensitive to their needs.

TALENT MANAGEMENT

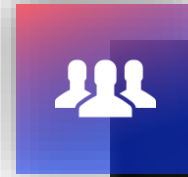
Our founder Rasim Yıldız's philosophy, "My most important asset is my human resources," inspires all our employees. At EMSA, we believe that the path to social and economic development lies in happier employees and happier workplaces.

Our transformation centered on people, we focus on the employee experience and operate with an innovative perspective on human values, built upon the values of equality, solidarity, modernity, and lifelong learning.

“ Life is With You at EMSA ”

"It's about modernity, it's about equality, it's about development, it's about unity."

As EMSA, we believe the path to social development lies in happy employees, a peaceful, and healthy work environment. We embrace a sense of responsibility and compassion for our employees, their families, and the entire community.



Employee Development and Experience

As EMSA, we implement various projects and training programs to ensure the continuous development and competency of our employees. We focus not only on technical knowledge and skills, but also on developing critical business skills such as awareness, leadership, and personal development.



Career Development and Training Support

As EMSA, the performance management system is not limited to year-end evaluations. Employees receive ongoing training to monitor and strengthen their individual development throughout their performance processes. This training spans a wide range of topics, from leadership training to technical skill development courses. Employees hope to improve their performance and advance their careers through training.

Employee Idea Suggestion and Reward System

As EMSA Generator, we value our employees' ideas and support their development. We've established a suggestion and reward system to increase employee motivation and recognize their achievements. Employees are rewarded for providing suggestions that improve their own work processes. This system ensures that employee contributions are recognized and the workplace culture is strengthened.



EMSA Generator Eskişehir Production Facility, Employee Idea Suggestion Award Ceremony



Our "*Employee Idea Suggestion and Reward System*," we value the suggestions of our white- and blue-collar employees and reward them through our reward system. Employee were submitted to the suggestion (52 ideas) and reward system in 2024. The Evaluation Committee analyzed these ideas, and awards were given to three of them.



EMSA Generator Eskişehir Production Facility, Employee Idea Suggestion Award Event

Barcoded Entry-Exit System

Preventing Time Loss in Welding Shops and Cutting Benches

Supporting the Acoupling Table with Links

Polyvalence System

We are aiming to increase productivity and ensure workforce flexibility by enabling our employees to gain competence in various areas, allowing them to take on multiple roles and demonstrate flexibility in different work processes. At EMSA, we derive our strength from our skilled and competent employees who can create value from differences.

We support the development of our employees through internal and external career-oriented training. We view sustainability as a cornerstone of our operations, driven by the strong relationships we have established with our internal and external stakeholders.

Managers of Future Programme

Following the jury evaluation of the *"Managers of Future Programme,"* conducted in collaboration with EMSA Academy and Marmara University, our employees in Istanbul and Eskişehir participated in the training program. As EMSA, we collaborated with Marmara University to develop young leaders and implement the *"Managers of Future"* programme.



Managers of Future Training, EMSA Generator Istanbul



In addition to academic training, we also conducted various seminars and workshops to develop leadership and strategic thinking skills for our employees selected as part of the *"Managers of Future Program."* Through this project, young leaders are better equipped to step into their future management roles.

Type and Place of Education	Number (Person)	Training Duration (Hour)
1.Module (Marmara University)	24	52
2.Module (EMSA Academy)	24	28



Managers of Future Graduation Ceremony, Marmara University Goztepe Campus



Our Approach Towards Human Resources

EMSA Academy applied trademark registration with TURKPATENT and was registered as "EMSA Academy" on June 16, 2023.

EMSA Academy is a significant training and development center established under the coordination of our EMSA Academy President, Cansu Yıldız Güner, supports the professional and personal development of our employees. EMSA Academy is constantly growing and developing to provide competency development and the training employees need.



We consider it our priority to continuously develop our employees' competencies and maximize their potential.

- Studies are conducted to measure the competencies and qualifications of our employees.
- "Managers of Future" and "Young Talents" programs are organized for employees identified with areas for improvement. EMSA Academy organizes these programs annually to support employee development.
- EMSA Academy expands its training and development activities through collaboration with universities.

These opportunities offered by EMSA Academy significantly contribute to the growth of our company by supporting the development of our employees.

Talent development not only strengthens our workforce but also adds value the future of our company.



Personal Development and Happy Employees

As EMSA Generator, "**Personal Development and Happy Employees**" is not just a goal for us; it demonstrates the value we place on our employees and is a strong part of our sustainability goals.

Taking into account the competencies we identify in our processes and competency development, we select high-potential employees and consider them for suitable positions.

Our primary goal is to continuously support the personal and professional development of our employees, ensuring they are more successful and happy in their professional lives.

Our Human Resources Commitments



Digital Human Resources (DHR)

As EMSA, we have embarked on a digital transformation process and implemented digital HR systems for both our blue- and white-collar employees. This process allows us to track employee development through digital platforms and offer them personalized training programs. The digital HR platform, processes such as training, feedback, and performance tracking are easily managed digitally.



Job Analysis and Employee Rest

As Human Resources, we reviewed the job descriptions of our employees across EMSA and conducted one-on-one interviews with each employee to identify their needs and areas for development. This has enabled more effective management of work processes and increased employee satisfaction.

We continue to work to continuously improve the work environment by addressing employee suggestions and complaints.

Internship Opportunity

EMSA believes in the importance of providing internship opportunities to develop the human resources of the future. In this context, 16 students were officially provided with internship opportunities in 2024.



Policy Issue	Policy and Approach	Implementation and Responsibility
Talent Management and Development	<ul style="list-style-type: none"> We will support the individual and professional development of our employees. 	<ul style="list-style-type: none"> Our Human Resources Department will develop performance evaluation systems and personal development plans. Department managers will identify employee training needs and report them to HR.
Diversity and Inclusion	<ul style="list-style-type: none"> We will create an inclusive work environment that values diversity and provides equal opportunities to every employee. 	<ul style="list-style-type: none"> Our Human Resources Department will prioritize diversity in recruitment and promotion decisions. Our Corporate Communications department will organize awareness campaigns on inclusion.
Safe and Healthy Work Environment	<ul style="list-style-type: none"> We will provide a physically and psychologically safe working environment. 	<ul style="list-style-type: none"> Our OHS (Occupational Health and Safety) unit will conduct risk assessments and take necessary precautions. Human Resources will manage employee well-being programs.
Employee Loyalty and Satisfaction	<ul style="list-style-type: none"> We will listen to our employees and take their feedback into consideration. 	<ul style="list-style-type: none"> Our Human Resources Department will establish regular employee surveys and feedback mechanisms. The data collected will be used by all department managers to develop action plans.
Performance Management and Goals	<ul style="list-style-type: none"> We will implement a transparent, fair and constructive performance management system. 	<ul style="list-style-type: none"> Human Resources and department managers will set individual performance targets, hold regular feedback meetings, and base promotion decisions on this data.

Social Contributions

In collaboration with Eskişehir Technical University (ESTU), a new academic laboratory has been established. This center operating as the EMSA Academy Generator Laboratory, provides awareness training to students on generator techniques and helps them gain work experience.

EMSA Academy Generator Laboratory has graduated over 92 students, and various activities have been organized to enhance the professional knowledge and skills of our students. This academy has become a center aimed at enhancing the competencies of our students, particularly in engineering and other technical fields.



Eskişehir Technical University & EMSA Academy Protocol Signing Day

It is a concrete demonstration of EMSA Generator's commitment to developing qualified human resources and its commitment to society. By providing students with industry experience, it contributes to building a strong bridge between the business world and academia.

In the coming period, we aim to expand this and similar collaborations, continuing to support equal opportunities in education and providing well-equipped individuals for the sector.



Eskişehir Technical University – EMSA Academy Generator Laboratory

Training Location	Number (Person)	Training Duration (Hour)
Eskişehir Technical University – EMSA Academy Generator Laboratory	92	16

Employee Development and Training

Corrective Action and Root Cause Analysis

EMSA Generator periodically provides "Corrective Action and Root Cause Analysis" training to employees in relevant departments within our Group companies. This training aims to instill a systematic problem-solving approach and prevent the recurrence of similar errors.



T-Card Project

As EMSA launched the T-Card Project at the NOVAFORM Machinery Production Facility, one of the EMSA Group companies, to raise employee awareness and improve production processes. This project is designed to ensure employees continuously monitor and learn from each other. This has reduced errors in production processes and strengthened collaboration among employees.

- Laser
- Punching
- Brake Shop
- Welding Shop
- Paint Shop
- Booth Assembly
- Chassis Assembly



Master & Trainee Project

"Master & Trainee Project" launched at the EMSA Eskişehir Production Facility, selected individuals are selected to increase the efficiency of production processes. Experienced employees are paired with younger, less experienced employees. This process enables them to share their knowledge and skills, provide technical support, and improve their workplace experience.

Name of Training	Number (Person)	Duration of Training (hour)
Corrective Action and Root Cause Analysis Training	10	2

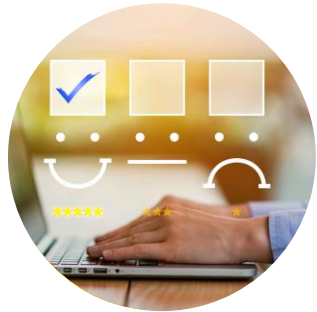
Name of Training	Number (Person)	Number of Trainee
Master & Trainee Project	6	13

Talent Acquisition



Skills-Based Assessment

Our performance system clearly defines core competencies such as leadership, communication, problem-solving, teamwork, and innovation; employees receive training that develops these competencies, and their evaluations are based on these competencies.



360 ° Feedback System

Performance evaluations enable employees to identify areas for improvement through multifaceted feedback, create personal development plans, and be monitored and rewarded.



Reward and Recognition

Recognizing successful employees is an important part of corporate culture. Motivation is enhanced by offering tangible and intangible rewards, such as bonuses, career opportunities, and leadership programs, to those who meet performance goals.

Supporting Gender Equality and Working Women

As EMSA, supporting women to be more visible, powerful, and influential in the workplace is a fundamental part of our corporate culture. We champion equal opportunities in every field, from production to management, and encourage women to take more positions in technical and leadership roles.

Approximately 20% of our employees are women, and approximately 12% of our managers are women. We encourage employees to take on responsibilities in their home and family lives, regardless of their gender, and we particularly facilitate women's return to work after maternity leave. We also plan training programs to combat violence against women.

Distribution of the Number of Female Employees by Year (Person)

2024	30
2023	29
2022	23



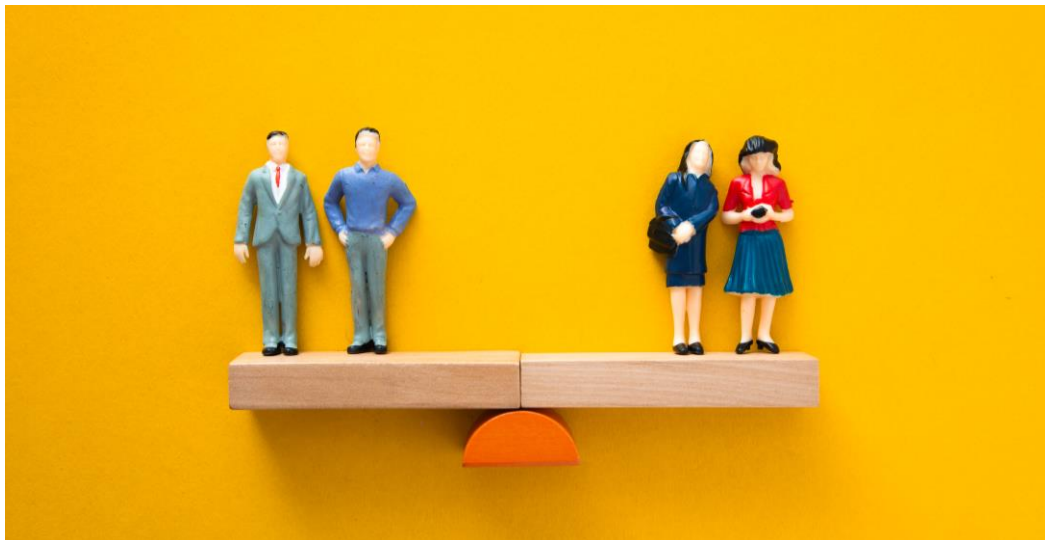
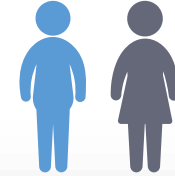
As EMSA, we embrace the principle that ensuring gender equality and supporting working women is the fundamental condition for building a sustainable and inclusive future for both institutions and societies.

Our Commitments Gender Equality and Working Women

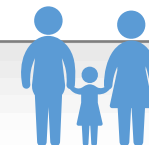
Fair and transparent policies and practices are adopted in recruitment, promotion, and compensation processes, regardless of gender. The Human Resources department regularly audits these processes, while senior management continuously monitors the effectiveness and compliance of these practices.

Supportive policies have been developed regarding women's health and parenting processes, and additional support is provided to employees during pregnancy leave and postpartum periods.

Furthermore, informational activities and flexibility opportunities tailored to the needs of new parents are offered, aiming to create an inclusive and supportive work environment.



Policy Issue	Policy and Approach	Implementation and Responsibility
Equal Opportunity and Fair Compensation	<ul style="list-style-type: none"> We offer equal opportunities, regardless of gender, in business processes (recruitment, promotion, compensation, etc.). 	Our Human Resources department regularly reviews salary and promotion decisions to ensure this practice is adhered to. The Board of Directors will oversee the implementation of these policies.
Developing Women's Leadership	<ul style="list-style-type: none"> We support our female employees in advancing to leadership positions. 	Our Human Resources department will create mentoring and leadership development programs to provide equal training opportunities to high-potential female employees.
Flexible Working Conditions	<ul style="list-style-type: none"> We plan to develop flexible working arrangements to help employees maintain a work-life balance. 	Our Human Resources department will implement models such as remote work or flexible working hours based on departmental needs. This process will be implemented with manager approval, depending on the need.
Occupational Health and Safety and Safe Working Environment	<ul style="list-style-type: none"> We will provide a safe and respectful working environment for all employees and prevent harassment and discrimination. 	The scope of Occupational Health and Safety, our Human Resources department will organize regular training and ensure the transparency and accessibility of complaint mechanisms.
Women's Health and Parenting Support	<ul style="list-style-type: none"> We will present policies that will support our employees' women's health and parenting processes. 	Our Human Resources department will provide flexibility and information services for new parents by creating additional support programs for pregnancy leave and postpartum processes.



CUSTOMER SATISFACTION

Customer satisfaction is not only a key indicator of our service quality but also a key indicator of our company's sustainable success. Our sustainability approach is based on a customer-centric approach which is driven by our commitment to building long-term relationships with our customers by continuously improving our processes responsive to their demands and expectations.

According to 2024 data, our average solution time as EMSA is **2 days**.

- Live support via remote connection
- Free parts support under warranty
- Responding to customer problems on the same day
- Carrying out improvement activities based on feedback from customers
- Technical support for our products whose warranty has expired/is still ongoing
- Providing field personnel support to the customer within or outside the warranty scope

Our Customer Policy

- ★ **Customer Focus;**
All our processes are shaped and continuously improved according to customer needs and expectations.
- ★ **Sustainable Improvement;**
We always work to improve our products and services to ensure customer satisfaction.
- ★ **Feedback Value;**
We view all customer feedback as an opportunity and quickly address any dissatisfaction.
- ★ **Our Employee Participation;**
We share customer expectations with our employees and actively involve them in the process.
- ★ **Our Forward-Looking Perspective;**
Positive feedback guides us while we consider criticism to be key to our development.
- ★ **Our Management Commitment;**
We provide the necessary resources to ensure the satisfaction of all stakeholders, employee safety, and environmental protection.

Our Customer Satisfaction Commitments

Policy Issue	Policy and Approach	Implementation and Responsibility
Customer Focus	<ul style="list-style-type: none"> We shape all our business processes in line with customer needs and expectations. 	<ul style="list-style-type: none"> Our Sales and Marketing units regularly collect customer feedback, integrate this feedback into strategic decisions and evaluate it by senior management.
Product and Service Quality	<ul style="list-style-type: none"> We offer the highest standards of product and service quality. 	<ul style="list-style-type: none"> Our quality department audits all production and service processes according to ISO standards and presents them to senior management.
Fast and Effective Solution	<ul style="list-style-type: none"> We produce fast and effective solutions for all pre-sales and after-sales demands. 	<ul style="list-style-type: none"> We are accessible 7/24 hour through the call center and online platforms, and managers are regularly analyzed for resolution times.
Transparent Communication	<ul style="list-style-type: none"> We establish open, honest and transparent communication with our customers. 	<ul style="list-style-type: none"> Our sales team clearly explains product features, delivery processes and pricing.
Value Creation	<ul style="list-style-type: none"> We offer our customers not only a product but also solutions that increase their operational efficiency. 	<ul style="list-style-type: none"> Our Sales and After-Sales Services units analyze the customer's needs and personalized solutions are evaluated by senior management.
Feedback Mechanisms	<ul style="list-style-type: none"> We regularly measure customer satisfaction and listen to their feedback. 	<ul style="list-style-type: none"> Our marketing unit collects feedback through periodic surveys, interviews and social media monitoring, and the data obtained is presented to all departments to help them create action plans.

As EMSA Generator, we place customer satisfaction at the heart of our business and aim to build strong, trusting relationships with our customers at every stage.

Our policy is not only to meet their expectations but also to create long-term partnerships by providing them with unique value.



OUR CORPORATE MEMBERSHIPS

EMSA Generator's memberships and signatory organizations are listed below. We maintain significant attendance at meetings held by the institutions and organizations we are members of and signatory to.

- 1 Generator Manufacturers and Power Systems Association (JENDER)
- 2 Istanbul Minerals and Metals Exporters Association (İMMİB)
- 3 Electrical Engineers Association | ETMD
- 4 Turkish Exporters Assembly (TİM)
- 5 Turkish Electrical and Electronics Exporters' Association (TET)
- 6 Istanbul Chamber of Commerce (İTO)
- 7 Istanbul Chamber of Industry (İSO)
- 8 Eskişehir Chamber of Industry (ESO)
- 9 Eskişehir Chamber of Commerce (ETO)

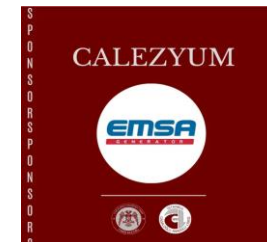
OUR EVENT SPONSORSHIPS

As EMSA Generator, we were the energy sponsor of Eskişehir Gastro Fest, one of Turkey's largest concept festivals which supports Eskişehir's tourism and brand value by highlighting its rich gastronomic culture.



Eskişehir Gastro Fest Sponsorship

We were the main sponsor of the "3rd EESTEC LC Eskişehir ECS 24" event organized by Eskişehir Technical University (ESTÜ). The "3rd EESTEC LC Eskişehir ECS 24" event focuses on supporting students' career development and serving as a bridge between them and companies. A case study was conducted at the event between EESTEC LC Eskişehir and EMSA Generator.



We support students' studies and development by sponsoring the "CALEZYUM Award-Winning Knowledge Competition" event organized by the Istanbul Cağaloğlu Anatolian High School History Club.

SUPPORT FOR SPORTS AND ATHLETES FROM EMSA

As EMSA Generator, we not only produce products and services, but also invest in the future. A key component of this investment is encouraging sports among our youth and our community, making sports a way of life, and supporting professional athletes.

We have complete faith in sports and athletes, believing that sports develop individuals into disciplined, determined, and teamwork-oriented individuals. At EMSA, we contribute to sponsorships for local sports clubs.

Inspired by sports, we aim to contribute to a strong and dynamic society. EMSA Generator is committed to channeling the energy it generates not only into industry but also into the bright future of sports.



As EMSA Generator, we also prioritize our work in sports. In this context, we've signed advertising agreements with Eskişehirspor and Ümraniyespor. Our brand has been featured in the stands and on LED billboards at football matches.



CULTURAL EVENTS

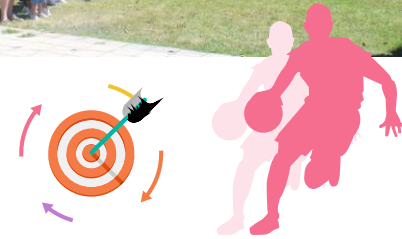
We regularly organize social events and social responsibility projects to build strong bonds among employees and increase motivation. These projects help our employees build closer relationships with each other.

To appreciate the efforts our employees make throughout the year, we organize events such as New Year's parties and "Summer Welcome" parties at the beginning of summer. We also honor our employees with company-wide birthday celebrations.

As EMSA, these steps are aimed at increasing employee motivation, strengthening workplace loyalty, and creating a healthier work environment. We continue to create a constantly improving communication and satisfaction environment based on our employees' feedback and suggestions.



Goals	Purpose of the Target
Annual Number of Events: Organizing at least two large-scale cultural and social events (family days, picnics, etc.) annually Volunteer Rate: Increasing employee participation in social responsibility projects to over 60%	These goals are to increase work efficiency and satisfaction by creating a strong sense of unity and belonging among employees.
Diversity Events: Organizing events such as "culture days" or "flavor festivals" that bring together employees from different cultural backgrounds.	Communication based on common interests and different cultures strengthens interdepartmental cooperation and mutual respect.
Local Event Support: Building connections with the community by sponsoring or participating in important cultural and artistic events in the city. Cultural Trips: Organizing trips for employees to historical and cultural sites in Eskişehir.	It highlights that the company is part of the local community, enhances its social reputation and contributes to the local heritage.



PERFORMANCE INDICATORS



Environmental Performance Indicators		
Emission Datas	Unit	2024
Scope-1	tCO2e	554,73
Scope-2	tCO2e	117,59
Scope-3	tCO2e	24.965,33
Scope (1+2)	tCO2e	672,32
Scope (1+2+3)	tCO2e	25.637,66

Waste Datas		
	Unit	2024
Other Engine Oils	kg	578
Contaminated Packaging	kg	100
Mixed Packaging	kg	183.005
Domestic Waste	kg	32.400
Vacuum Pressure Container	kg	60

Consumption Datas		
	Unit	2024
Electricity Consumption	kWh	313.246
Natural Gas Consumption	sm3	70.226,61
Water Consumption (Eskişehir Production Facility)	m3	1.695
Recycled Water Recovery	m3	0
Discharged Water Quality (DWQ)	mg/L	632,28
Discharged Water Quality (DSQ)	mg/L	88
Discharged Water Quality (Oil and Grease)	mg/L	20,28

Social Performance Indicators		
Occupational Health and Safety Datas	Unit	2024
Total Occupational Health and Safety Training	man/hour	14
Number of Accidents	Adet	10
Number of Fatal Accidents	Adet	0
Accident Frequency Rate (LFI)	%	29,28
Accident Severity Rate (LTI)	%	161,465



Demographic Data	Unit	2024
Total Number of Working Women	Person	40
Total Number of Working Men	Person	170
Number of White-Collar Employees by Category	Person	109
Number of Blue-Collar Employees by Category	Person	101
Full Time-Female by Employment Type	Person	40
Employment Type: Full Time-Male	Person	170
Number of Employees with Primary School Education or Below	Person	18
Number of Employees with Secondary School Level Education	Person	9
Number of Employees with High School Level Education	Person	74
Number of Employees with Associate Degree Education Level	Person	21
Number of Employees with a Bachelor's Degree	Person	80
Number of Employees with a Master's Degree	Person	8
Number of Employees Between 20 and 30 Years of Age	Person	47
Number of Employees Between 30 and 40 Years of Age	Person	89
Number of Employees Between 40 and 50 Years of Age	Person	51
Number of Employees Between 50 and 60 Years of Age	Person	20
Number of Employees Between 60 and 70 Years of Age	Person	3
Board Structure - Number of Women	Person	1
Board Structure-Number of Men	Person	5



GRI INDEX

GRI STANDARD	EXPLANATIONS	NOTIFICATION LOCATION	EXCLUSIONS			NUMBER OF PAGES
			EXCLUDED REQUIREMENTS	REASON	EXPLANATION	
GENERAL INFORMATION						
GRI 1 Basis 2021	1-1 Declaration of Use	Report Scope				4
GRI 2 General Explanations 2021	2-1 Details of the organization	About EMSA Generator				8
GRI 2 General Explanations 2021	2-2 Organizations included in sustainability reporting	Report Scope				4
GRI 2 General Explanations 2021	2-3 Reporting period, frequency and contact information	Report Scope				4
GRI 2 General Explanations 2021	2-4 Restatement of information	About EMSA Generator				8
GRI 2 General Explanations 2021	2-6 Activities, value chain and other business relationships	EMSA Group Components				15
GRI 2 General Explanations 2021	2-9 Management structure and composition	Board of Directors and Senior Management				12
GRI 2 General Explanations 2021	2-10 Election and appointment of the highest governing body		2-10 a, 2-10 b	Privacy restrictions	EMSA does not publicly share information regarding the selection and appointment of its top management body in accordance with the institution's privacy policies.	
GRI 2 General Explanations 2021	2-11 Chairman of the highest governing body	Board of Directors and Senior Management				12
GRI 2 General Explanations 2021	2-13 Delegation of responsibility and authority in managing the impacts arising from activities	Indispensable and Non-Transferable Duties of the Board of Directors in Our Internal Directive				13
GRI 2 General Explanations 2021	2-14 The role of the highest governance body in sustainability reporting	Sustainability Governance				29

GRI INDEX

GRI STANDARD	EXPLANATIONS	NOTIFICATION LOCATION	EXCLUDED REQUIREMENTS	REASON	EXPLANATION	NUMBER OF PAGES
GENERAL INFORMATION						
GRI 2 General Explanations 2021	2-17 Competencies of the highest governance body		2-17 a	Privacy restrictions	In accordance with the institution's privacy policies, EMSA does not publicly share information regarding the selection and appointment of the highest management body.	
GRI 2 General Explanations 2021	2-18 Evaluating the performance of the highest governance body		2-17 a	Privacy restrictions	In accordance with the institution's privacy policies, EMSA does not publicly share information regarding the selection and appointment of the highest management body.	
GRI 2 General Explanations 2021	2-19 Pricing policies		2-19 a, 2-19 b	Privacy restrictions	In accordance with the institution's privacy policies, EMSA does not publicly share information regarding the selection and appointment of the highest management body.	
GRI 2 General Explanations 2021	2-20 Process for determining remuneration			Privacy restrictions	In accordance with the institution's privacy policies, EMSA does not publicly share information regarding the selection and appointment of the highest management body.	

GRI INDEX

GRI STANDARD	EXPLANATIONS	NOTIFICATION LOCATION	EXCLUSIONS			NUMBER OF PAGES
			EXCLUDED REQUIREMENTS	REASON	EXPLANATION	
GENERAL INFORMATION						
GRI 2 General Explanations 2021	2-22 Statement on the sustainable development strategy	Our Sustainability Strategies				32
GRI 2 General Explanations 2021	2-23 Policy commitments	Our Sustainability Vision and Commitment				32
GRI 2 General Explanations 2021	2-29 Stakeholder engagement approach	Our Relations with Stakeholders				36
GRI 3 Priority Issues 2021	3-1 Process of identifying priority issues	Prioritization Matrix				33
GRI 3 Priority Issues 2021	3-2 Priority topic list	Prioritization Matrix				33
GRI 3 Priority Issues 2021	3-3 Management of priority issue	Contribution of Our Materiality Analysis to EMSA				33
GRI 302 Energy 2016	302-1 Energy consumption within the organization	Energy Management				44
GRI 303 Water and Wastewater 2018	303-5 Water consumption	Our Water Footprint				46
GRI 305 Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Our Corporate Carbon Footprint				43
GRI 305 Emissions 2016	305-2 Indirect (Scope 2) greenhouse gas emissions	Our Corporate Carbon Footprint				43
GRI 305 Emissions 2016	305-3 Other indirect (Scope 3) greenhouse gas emissions	Our Corporate Carbon Footprint				43

GRI INDEX

GRI STANDARD	EXPLANATIONS	NOTIFICATION SECTION				NUMBER OF PAGES
			EXCLUDED REQUIREMENTS	REASON	EXPLANATION	
GENERAL INFORMATION						
GRI 305 Emissions 2016	305-5 Reducing greenhouse gas emissions	Our Actions Against Climate Change				41
GRI 306 Waste 2020	306-3 Waste produced	Our Waste Management				47
GRI 306 Waste 2020	306-5 Waste directed to disposal	Our Waste Management				47
GRI 308 Environmental Assessment of Suppliers 2016	308-1 New suppliers screened using environmental criteria	Our Supply Chain Management				34
GRI 403 Occupational Health and Safety 2018	403-5 Occupational Health and Safety training given to employees	Occupational Health and Safety				48
GRI 403 Occupational Health and Safety 2018	403-9 Work-related injuries	Occupational Health and Safety				47
GRI 404 Education and Training 2016	404-1 Average training hours per employee per year	Future Managers Program, Social Contributions, Employee Development and Training				53, 56, 57
GRI 404 Education and Training 2016	404-2 Talent management and lifelong learning programs	Future Managers Program, Employee Development and Training				53, 57
GRI 418 Customer Privacy 2016	418-1 Verified complaints regarding breach of customer privacy and loss of customer data				There were no complaints regarding violation of customer privacy and loss of customer data during the reporting period.	69

COMMUNICATION



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To obtain more detailed information about the EMSA Generator Sustainability Report and to submit your comments and suggestions:

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It was carried out under the consultancy of Prof. Dr. Cengiz TÜRE and Dr. Çağdaş SAZ from the Eskişehir Chamber of Industry, Department of Sustainability Green Industry.



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