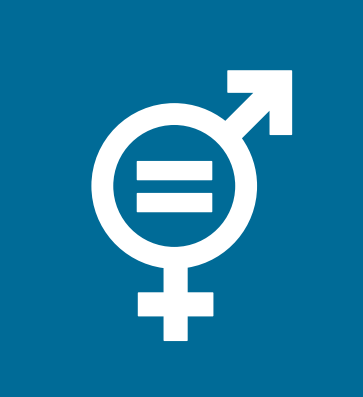




SUSTAINABILITY REPORT

**FOR OUR SHARED
SUSTAINABLE FUTURE**





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ABOUT THE REPORT

Tirsan's first Sustainability Report covers the activities of Tirsan Treyler Sanayi ve Ticaret A.Ş. ("Tirsan") for the period from 1 January 2024 to 31 December 2024, in line with the reporting period used in the Company's financial reporting.

Established in 1977, Tirsan is a privately held joint-stock company operating in Türkiye. The Company's headquarters and second R&D Center are located in the TAYSAD Organized Industrial Zone in Gebze. Tirsan manufactures a comprehensive range of trailers used across all segments of road transportation, including general cargo, hazardous materials transportation, heavy-duty transport, and intermodal logistics. Its manufacturing operations are carried out at the Adapazarı Mega Campus, the Company's registered branch located in Adapazarı, Sakarya.

This report presents Tirsan's sustainability approach, strategic priorities, objectives, and key sustainability topics to our valued stakeholders. It has been prepared in accordance with the standards of the Global Reporting Initiative (GRI). The GRI Content Index, together with the list of material topics and related references, can be found starting from page 87 of this report.

Further information regarding our Stakeholder Engagement activities and Materiality Assessment process related to our priority sustainability topics is available starting from page 27. Information on the alignment of our material topics with the United Nations Sustainable Development Goals (SDGs) can be found starting from page 37.

As TIRSAN's first Sustainability Report, this report was prepared in both Turkish and English under the guidance of the Sustainability Committee, chaired by a member of the Board of Directors, with consultancy support from the Sustainability Agency. The report has not been subject to external assurance.

Through the publication of our inaugural Sustainability Report, we aim to share our sustainability-focused approach and practices with our stakeholders in line with our commitment to transparency. Tirsan plans to publish its Sustainability Reports on a biennial basis, and we highly value all feedback and suggestions that contribute to the continuous improvement of our reporting practices.

For further information about our sustainability approach and current initiatives, or to share your questions, comments, and suggestions regarding this report, please contact us at surdurulebilirlik@tirsan.com

Publication Date: 08 June 2026



MESSAGE FROM THE CHAIRMAN OF THE BOARD

Dear Tirsan Family and Valued Stakeholders,

Tirsan's vision is to become a global brand that shapes customer needs through the technologies it develops and the products and service solutions it delivers, while fostering long-term collaboration with all stakeholders to advance social and environmental sustainability.

At Tirsan, we aim to integrate social and environmental sustainability throughout every stage of our operations, from procurement to delivery, as well as throughout the use of Europe's most comprehensive trailer product portfolio offered to the road transportation sector.

In 2021, the European Union made its objective of becoming carbon neutral by 2050 legally binding through the European Climate Law. Similarly, within the framework of the Paris Agreement, ratified by Türkiye in 2021, our country updated its Nationally Determined Contribution (NDC) and announced its commitment to achieving net-zero greenhouse gas emissions by 2053.

As a company that has consistently embraced the world's most advanced standards and continuously enhanced its lean manufacturing and R&D capabilities to improve the competitiveness of its customers, Tirsan has adopted the goal of becoming net-zero emissions by 2050 at the latest, in alignment with national and international commitments.

Supported by its leading teams and one of Europe's most advanced R&D infrastructures in the trailer industry, Tirsan has developed—and continues to develop—a product portfolio designed to reduce carbon emissions arising from transport operations. Through the lightest products currently available in the sector, long and heavy vehicle combinations, and high-capacity transport solutions, Tirsan directly contributes to reducing its customers' carbon emissions. The Company is also taking a leading role in introducing electrification technologies that have reached the required level of technological maturity and in advancing emerging technologies through multi-stakeholder projects and collaborations.

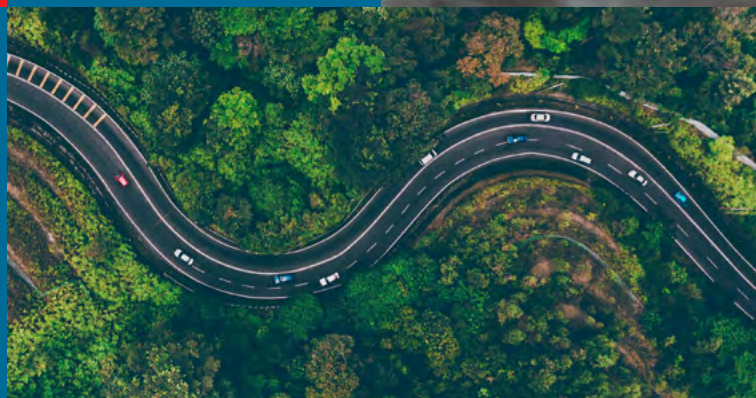
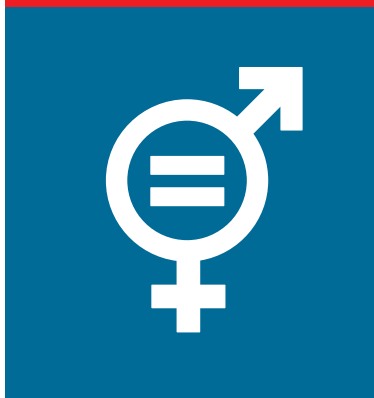
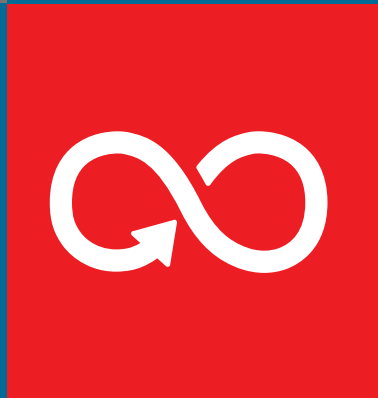
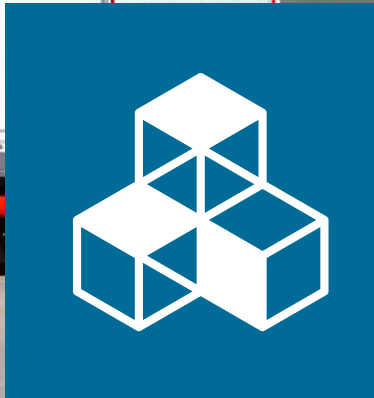
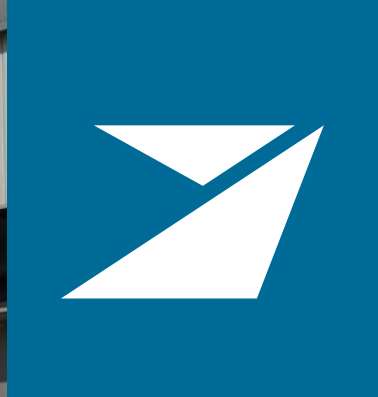
Achieving our net-zero emissions target and contributing to the United Nations Sustainable Development Goals detailed in this report can only be accomplished through long-term commitment and close cooperation with all of our teams and stakeholders.

As we work together to build our shared sustainable future, I hope that our first Sustainability Report will serve as a strong foundation and become a valuable source of information and inspiration for all our stakeholders.

Yours sincerely,

Ömer Çetin Nuhoğlu

Chairman of the Board - Tirsan Trailer



ABOUT TIRSAN

OUR VISION

In the road transport industry as the leader in Türkiye and one of Europe's top three trailer manufacturers, our vision is to become a global brand that develops its own technologies and shapes customer needs through the products and service solutions it delivers.

We are committed to working in long-term collaboration with all stakeholders to support social and environmental sustainability.

OUR MISSION

In the road transportation industry, our mission is to enhance our customers' competitiveness through our extensive product portfolio developed through international experience, our highly skilled workforce, our strong R&D capabilities, and our lean manufacturing infrastructure.

OUR VALUES



POWER TO SUCCEED

There is no shortcut to becoming a leader. The key to our success lies in our passion for what we do, our commitment to continuous improvement, and our determination to never give up until we achieve our goals.



EXPERTISE

Since 1977, Tirsan has been synonymous with transportation solutions. Our knowledge is the foundation of our capabilities, our experience fuels our ideas, and our curiosity inspires innovation.



RELIABILITY

Our customers and stakeholders know that Tirsan is always by their side. We listen to them, understand their needs, and provide the most suitable conditions for their success.



RESPONSIBILITY

Leadership comes with responsibility. We are dedicated to creating lasting value for all stakeholders and leading the development of our industry.



COMMITMENT

Success is a long-term team effort.. From our employees and management model to our products, business processes, manufacturing operations, and customer relationships, we continuously invest in every aspect of our organization.

FOR OUR SHARED
SUSTAINABLE FUTURE
ABOUT
TIRSAN

ABOUT TIRSAN

Tirsan manufactures semi-trailers designed to enhance the competitiveness of customers operating across every segment of the road transportation industry. The Company is the only manufacturer in Europe capable of producing 96% of all semi-trailer types required for road transportation operations in both Türkiye and Europe.

Driven by its vision of shaping the future of the industry through proprietary technologies, Tirsan continues to maintain its leading position through extensive research and development activities.

Tirsan serves the transportation sector with the most comprehensive product portfolio including curtain-sided trailers, plywood box trailers, insulated and aluminium box trailers, platform trailers, stainless steel and aluminium tankers, tipping and non-tipping silo trailers, steel and aluminium tippers, fixed and extendable container chassis, heavy-duty platforms, and extensive range of low-bed trailers.. These products enhance transportation operations in sectors such as general cargo, cold chain logistics, hazardous materials, liquid and bulk goods, food transportation, construction, container logistics, and the transport of heavy, oversized, and abnormal loads and machinery.

Tirsan plays a pioneering role in developing technologies that reduce carbon emissions in customer operations through long and high-capacity vehicle combinations, the lightest vehicles in their class, highest payload, maximizing load factor, multimodal transportation compatibility and electric vehicles while playing a leading role in development of advanced technologies with its sound network of experts in Türkiye and Europe.

The Company also continues to invest in research and development activities in smart trailer technologies and digitalization solutions designed to support the future of autonomous transportation.

Having established the industry's first R&D Center in 2009, Tirsan commissioned its second R&D Center in 2023 and now operates across a total closed R&D area of 22,000 square meters, achieving one of Europe's most advanced trailer testing infrastructures in terms of both testing diversity and capacity. Vehicle, material, component, and process development

activities are carried out by a multidisciplinary team of 161 engineers, technicians, and prototype manufacturing specialists operating across these facilities.

Tirsan is the market leader in the Türkiye trailer industry and enhances the competitiveness of customers in more than 70 countries worldwide, particularly across Europe, by providing highly efficient, safe, and durable vehicles..

The Company's main production facility is the Adapazarı Mega Campus, which operates on a total area of 383,000 square meters, including 149,000 square meters of indoor production space. Tirsan's European production network consists of facilities located in Goch, Germany (1998), Ulm, Germany (2017), Beesd, the Netherlands (2019), and Błonie, Poland (2024).

As these facilities are not legally consolidated with Tirsan, they are not included within the scope of this Sustainability Report. Separate sustainability reports for each facility are planned to be published by 2028.

Through the continuous improvement of its production processes based on lean manufacturing principles, Tirsan sources approximately 31% of its raw materials domestically and 69% internationally. The primary raw materials used in trailer manufacturing include steel, aluminium, wood, plastics, rubber, and textile materials such as tarpaulins. During the reporting period, 44% of the steel and 47% of the aluminium used by Tirsan consisted of recycled materials. Tirsan supports the continuous development of its supply chain partners in accordance with the most advanced social and environmental legislation and best practices throughout the value chain.

TIRSAN in NUMBERS

ABOUT TIRSAN	PEOPLE and SOCIETY	ENVIRONMENT	R&D	PRODUCTS
47 Years of Experience 1326 Employees 70+ Countries Served 383.000 m² Total Facility Area 20.000 Annual Vehicle Production Capacity Ethics Code Implemented Balanced Risk Management Framework Since 2001 ISO Management Systems in Operation Since 2006 Lean Manufacturing Philosophy ISO 9001 Quality Management System Certification ISO 27001 Information Security Management System Certification ISO 10002 Customer Satisfaction Management System Certification	9.534 Hours Voluntary Training 10.921 Hours Mandatory Training %11 Female Representation in Office Teams %23 Female Representation %27 in Management Positions Female Representation in Field Employees 11 Women Joined Operational Roles through the Golden Bracelet Program Social & Community KPIs 3 Social Events Organized Dragon Festival, Nature Camp, Online Bingo Event ISO 45001 Occupational Health and Safety Certification	Total Installed Capacity 15,5 MW, 131.648 m² Rooftop Solar Installation %92 of Electricity Demand and Reducing Scope 1 & 2 Emissions by %35 ISO 14001 Environmental Management System Certification ISO 14064 Greenhouse Gas Emissions Verification Certification ISO 50001 Energy Management System Zero Waste Certification Water Treatment Capacity Doubled, Reaching 880m³/Day of Biological and Industrial Wastewater Treatment Capacity	Most Patents in the Turkish Automotive Industry for the Last 6 Years 514 Patents 10 Innovation Awards 2 R&D Centers 22.000 m² of Europe's Leading R&D Capacity and Testing Diversity 14 Ongoing Projects 4 Electrification Projects	21 Product Families, 57 Product Groups, 1000+ Individual Products 17 Product Families, 19 New Products Introduced Serving Product Safety 4 New Products 2 New Components Across 5 Different Product Families Across 3 Different Product Groups Commercialized Electrification Projects 6 Sector-Leading Lightweight Vehicles 3 Highest-Capacity Vehicle Projects Across Different Market Segments

CORPORATE INITIATIVES

Tirsan establishes strong collaborations with its stakeholders as part of its commitment to creating lasting value for the industry and society.

The strong partnerships we have established with the most influential organizations in the industry contribute to the creation of a sustainable ecosystem.

The founding, executive, and leadership roles held by our founder, Çetin Nuhoğlu, in prestigious organizations such as the International Transporters Association (UND), the Turkish Quality Association (KalDer), the Federation of Sectoral Associations (SEDEFED), the Educational Volunteers Foundation of Türkiye (TEGV), the TOBB Transportation and Logistics Council of Türkiye, and the Black Sea Education, Culture and Environmental Protection Foundation constitute the foundation of Tirsan's strong commitment to corporate initiatives and its vision in this field.

Tirsan continues its stakeholder engagement and feedback activities with stakeholders who are part of creating lasting value for the future of the industry and society.

MEMBERSHIPS



TOSB Automotive Supplier Industry Specialized Organized Industrial Zone



Automotive Suppliers Association of Türkiye



Cooperation for Lifting and Transportation Services Requiring Cargo Engineering



Kalder Turkish Quality Association



Turkish-German Chamber of Commerce and Industry



Sakarya Chamber of Commerce and Industry



Gebze Chamber of Commerce



Heavy Commercial Vehicles Association

AWARDS and ACHIEVEMENTS

Tirsan continues its operations based on the principles of continuous improvement. The Company benchmarks its technologies and processes through participation in various competitions across Türkiye and Europe and validates its performance through numerous first-place awards.



2024
TAYSAD Patent Awards
Chassis Award
1.



2024
TAYSAD Patent Awards
-
1.



2023
TAYSAD Patent Awards
-
1.



2022
IAA
Trailer Innovation 2023
Safety
2.



2022
IAA
Trailer Innovation 2023
Component
1.



2022
TAYSAD Patent Awards
-
1.



2022
TAYSAD
Export
-
3.



2021
TAYSAD
Export
-
2.

AWARDS and ACHIEVEMENTS

					
2020 IAA Trailer Innovation 2021 Environment 3.	2020 IAA Trailer Innovation 2021 Smart Trailer 2.	2020 IAA Trailer Innovation 2021 Body 2.	2020 IAA Trailer Innovation 2021 Component 1.	2020 TAYSAD Patent Awards - 2.	2020 TAYSAD Export 3.
					
2019 German Logistics Association (BVL) and German trade magazine Logistic Heute Best Logistics Brand Award 3.	2019 TAYSAD Patent Awards - 1.	2019 TAYSAD Export 3.	2018 IAA Trailer Innovation 2019 Concept 3.	2018 IAA Trailer Innovation 2019 Chassis 1.	2018 TAYSAD Patent Awards Logistics - 2.
					
2016 TAYSAD Industrial Design Awards - 3.	2016 TAYSAD Patent Awards - 3.	2016 Ministry of Industry R&D Center Best R&D Center 1.	2010 4. Logitrans Transport Logistics Fair Logitrans 2010 Logistics Awards Lightweight Trailer Series	2016 IAA Trailer Innovation 2017 Safety 1.	



FOR OUR SHARED
SUSTAINABLE FUTURE

CORPORATE GOVERNANCE STRUCTURE



OUR CORPORATE GOVERNANCE

Tirsan is a privately held joint-stock company. In accordance with the Turkish Commercial Code No. 6102 and other applicable legislation, the Board of Directors serves as the highest governing body of the Company. The Board of Directors is composed of Company shareholders.

Tirsan founder Çetin Nuhoğlu serves as Chairman of the Board and Chief Executive Officer. The Tirsan Board of Directors safeguards the principles of transparency and accountability through full compliance with applicable laws and regulations, company procedures and policies, and related mandatory and voluntary internal and external audits. The Board operates effective mechanisms for stakeholder engagement and for communicating recommendations and concerns, while establishing long-term partnerships based on trust.



TIRSAN Board of Directors

Chairman of the Board	Çetin Nuhoğlu
Member of the Board of Directors	Ayşenur Nuhoğlu
Member of the Board of Directors	Zeynep Nuhoğlu Özkan
Vice Chairman of the Board	Fehir Bulutlar

TIRSAN CORPORATE GOVERNANCE



ÇETİN NUHOĞLU

Chairman of the Board

Çetin Nuhoğlu is one of the leading figures of the business community of Türkiye, known for his belief in the importance of civil society organizations for the development of the business world and for his voluntary service to organizations supporting the business community.

He graduated from the Faculty of Economics at Istanbul University. After entering the international transportation sector, Nuhoğlu founded Tirsan Trailer in 1977, which is the leader in trailer manufacturing in Türkiye.

As part of Tirsan's growth journey, he led the establishment of Türkiye's largest trailer manufacturing facility in 1993 and the investments in trailer production facilities in Goch, Germany in 1998 and Ulm, Germany in 2017.

Nuhoğlu has personally participated in all Total Quality Management initiatives within the Tirsan Group and has also played a leading role in quality-related initiatives within the international transportation industry.

During his tenure as President of UND between 2001 and 2007, he led the organization to receive the National Quality Grand Award in the Non-Governmental Organizations category in 2004. Nuhoğlu was re-elected as President of UND in 2012 and continued serving in this role until 2024.

Having previously served as Vice President of KalDer, he was elected President of the organization for the period between April 2006 and April 2008.

Nuhoğlu has also served as Vice Chairman of the Black Sea Education, Culture and Environmental Protection Foundation, Chairman of the Advisory Board of the Nuhoğlu and Family Foundation, Member of the Board of Trustees of the Community Volunteers Foundation between 2003 and 2024, President of UND between 2001 and 2024, Member of the Board of Directors and Executive Committee of DEİK between 2001 and 2024, Chairman of the TOBB Transportation and Logistics Council of Türkiye between 2001 and 2024, and President of SEDEFED between 2008 and 2010, while currently serving as a Member of the Board of Trustees of the Educational Volunteers Foundation of Türkiye and as a Member of the Advisory Board of Okan University.



FEHİR BULUTLAR

Vice Chairman of the Board

Born in Istanbul in 1949, A. Fehir Bulutlar graduated from Kabataş High School and studied Mechanical Engineering at Istanbul Technical University until 1971. Bulutlar started his career as a Product Engineer at Türk Otomotiv and later served as Method Engineer and Chief Product Engineer at Otoyo. He subsequently worked as a manager at Arfesan for one year before joining Tirsan Trailer in 1982 as Factory Manager. After serving as a Member of the Board of Directors for a period, Bulutlar continues to serve as Vice Chairman of Tirsan.



AYŞENUR NUHOĞLU

Member of the Board of Directors

Born in 1982, Ayşenur Nuhoğlu completed her undergraduate education in International Relations and Economics at Tufts University in the United States. She subsequently completed her MBA at the European School of Management and Technology in Germany in 2009, specializing in Project Management in Product Development Activities. In 2015, Nuhoğlu graduated with distinction from INSEAD in France with a Master's degree in Consulting and Coaching for Change. Having worked within Tirsan since 2006, Ayşenur Nuhoğlu currently serves as a Member of the Board of Directors of Tirsan and as a Member of the Board of Directors and Chief Executive Officer of Van Eck BV.



ZEYNEP NUHOĞLU ÖZKAN

Member of the Board of Directors

After completing her undergraduate education in Political Economy at Brown University in the United States in 2003, Zeynep Nuhoğlu Özkan earned her Master's degree with honors in Media and Communications from Goldsmiths, University of London in 2014. Since 2012, Zeynep Nuhoğlu Özkan has served as a Member of the Board of Directors of Tirsan and has held responsibilities in corporate communications as well as on the sustainability, innovation, and finance committees. Her continuing professional education includes the IFC and Argüden Academy Good Governance Certificate (2018), the KalDer Ethical Leadership Certificate (2018), and the Cambridge University Business Sustainability Management Certificate Program (2023).

Policies and Control Mechanisms

Tirsan implements transparency and accountability through full compliance with legislation, company policies and guidelines, management systems, and mandatory internal and external audits, while reinforcing these practices through voluntary external assurance processes.

Tirsan reinforces transparency and accountability through full compliance with legislation and voluntary external assurance activities. Tirsan conducts its operations in full compliance with Environmental Law No. 2872, Renewable Energy Law No. 5346, Energy Efficiency Law No. 5627, Labour Law No. 4857, Occupational Health and Safety Law No. 6331, Personal Data Protection Law No. 6698, Turkish Commercial Code No. 6102, the Zero Waste Regulation of 2019, and all other applicable legislation, and is periodically audited in accordance with procedures and processes determined by the relevant authorized institutions.

The Tirsan Human Resources Department is responsible for overseeing and reporting the regular collection, communication, and resolution processes related to the recommendations and complaints of all teams.

To ensure transparency and good governance in its financial management and processes, Tirsan voluntarily began undergoing annual independent financial audits and reporting in accordance with international financial standards in 1998. Since 2021, the Company has voluntarily undergone annual credit rating assessments and regularly shares the results with all relevant stakeholders.

The international ISO (International Organization for Standardization) standards and related voluntary external audits that Tirsan has continuously implemented since 2001 support accountability.

Quality Policy

Our Quality Policy ensures that all of our activities are conducted in accordance with the ISO 9001 Quality Management System Standard. We are committed to complying with all applicable legislation, continuously improving ourselves by following the latest technologies through research and development activities, and providing lasting solutions for our customers.

The initial certification date of our ISO 9001 Quality Management System was 2001. The continuity of our system is monitored through annual internal audits and annual external audits conducted by the certification body.

Customer Satisfaction Policy

We aim to maintain the trust of our customers permanently by understanding their needs and expectations and providing the most appropriate conditions for their success. We demonstrate the importance we attach to customer satisfaction through our ISO 10002 Customer Satisfaction Management System certification, continuously improve our customer satisfaction processes in line with ISO 10002 requirements, and effectively manage our customer relationship processes. Our Customer Relations Department, operating within the After-Sales Technical Services Department, maintains close and continuous communication with our customers, understands their needs, and develops solutions accordingly. The initial certification date of our ISO 10002 Customer Satisfaction Management System was 2015. The continuity of our system is monitored through annual internal audits and annual external audits conducted by the certification body.

Information Security Policy

Tirsan considers protecting the confidentiality, integrity, and availability of information assets as one of the fundamental elements of its corporate culture. Following the certification of ISO 27001:2013 Information Security Management System in 2016, our information security processes were structured in accordance with international standards. Our Information Security Policy aims to protect electronic information assets, ensure business continuity, and effectively manage information security risks. Within this framework, risks such as information leakage, data loss, unauthorized access, cyber-attacks, and business interruption are continuously monitored and controlled.

The implementation of the policy is coordinated by the Quality Assurance and Technology Management teams. The continuity of the system is ensured through annual internal audits and external audits conducted by the certification body. Through this approach, the highest level of information security is ensured for our employees, customers, suppliers, and business partners.

Privacy and Personal Data Protection Policy

Tirsan considers the protection of personal data and privacy as one of the Company's core values in all of its activities. Our policy, which has been in force since 2019, ensures that the personal data of all stakeholders, including employees, customers, suppliers, interns, and business partners, are processed and stored in full compliance with applicable legislation, particularly the Turkish Personal Data Protection Law No. 6698 (PDPL) and the European Union General Data Protection Regulation (GDPR). Our policy aims to prevent critical risks such as personal data breaches, legal sanctions, and loss of stakeholder trust. The implementation of the policy is coordinated by the Human Resources, Legal, and Technology Management teams. Our processes are regularly reviewed during monthly Personal Data Protection Committee meetings, where data processing activities, risks, and improvement actions are evaluated and shared with management. In addition, our processes are continuously monitored and updated through internal audits conducted at least once annually and independent external audits.

Environment, Occupational Health and Safety Policy

With the responsibility arising from our industry leadership, we use systems focused on human and environmental benefit across all areas of our operations and adopt digitalization, integration, and continuous improvement as guiding principles throughout our processes. Our objective is to leave a livable environment for future generations and contribute to the protection of ecosystems. Our objective in Occupational Health and Safety is to identify occupational health and safety risks through a proactive approach and prevent injuries and occupational diseases. For these purposes, we established and certified the ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System in 2007. Our Environmental Management and Occupational Health and Safety Departments play an active role in maintaining these systems. The continuity of our system is monitored through annual internal audits and annual external audits conducted by the certification body. Under the technical leadership of our Investment and Energy Department, we measure energy consumption and develop projects aimed at improving energy efficiency.

Policies and Control Mechanisms

Energy Policy

In line with our vision of establishing long-term collaborations with our stakeholders for social and environmental sustainability, we aim to protect natural resources and use energy efficiently to mitigate the impacts of climate change. Within this scope, we obtained our ISO 50001 Energy Management System certification in 2023 in order to improve our energy performance and systematically manage energy efficiency. The continuity of our system is monitored through annual internal audits and annual external audits conducted by the certification body. Under the technical leadership of our Investment and Energy Department, we measure energy consumption and develop projects aimed at improving energy efficiency.

Our policies, which include the objectives we have established and the commitments we have made at the management level within the scope of our Management Systems, are publicly available to all stakeholders through our website.



ENERJİ POLİTİKAMIZ

Kuruluşumuzun vizyonu; sosyal ve çevresel sürdürülebilirlik için tüm paydaşlarımızla uzun soluklu iş birlikleri kurmak kapsamında, doğal kaynakları korumayı ve iklim değişikliği etkilerini azaltmak amacıyla enerjiyi verimli kullanmayı hedeflemektedir.

Bu hedef doğrultusunda;

Tüm faaliyetlerimizde Enerji Yönetimi ile ilgili yasal ve uygunluk yükümlülüklerine uymayı, Sürekli iyileştirme faaliyetleri ile Enerji Yönetim Sistemimizi ve enerji performansımızı sürekli iyileştirmeyi

Semi-Treyler üretim aşamasında, enerji performansını etkileyen, enerji bakımından verimli ürün ve hizmetleri tedarik etmeyi,

Tesisimizin tüm üretim proseslerinin tasarım ve modernizasyonunda enerji verimliliği sağlayan teknolojiler kullanmayı ön planda tutmayı,

Çalışanlarımızda verimlilik bilincini oluşturmak ve sürdürülebilir kılacak amacıyla gerekli eğitim ve bilgilendirmeleri yapıp, enerji yönetim ve verimliliği çalışmalarına geniş katılım sağlayarak enerji tüketimlerini azaltmayı,

Enerji politikasına uygun hedefler koymayı ve bu hedeflere ulaşmak için gereken kaynakları sağlamayı,

Türkiye’de Semi-Treyler sektöründe, Enerji verimliliği konusunda en saygın kurum olmayı ve sürekliliğini sağlamayı,

Taahhüt ediyoruz.

Çetin NUHOĞLU
Yönetim Kurulu Başkanı

PL_KG_005

Yayın Tarihi: 11.2023

Code of Ethics

Since 2023, Tirsan has voluntarily implemented its Code of Ethics to reinforce full compliance with legislation and to integrate international regulations and best practices into its corporate culture. Tirsan Trailer conducts its operations in accordance with the principles of integrity, fairness, and compliance with the law and has implemented its Code of Ethics to institutionalize this approach at the corporate level. The Code of Ethics provides a binding framework for all employees, business partners, and stakeholders, supported by policies covering respect for human rights, prevention of money laundering, compliance with sanctions and export controls, and gift and hospitality processes. To ensure effective compliance with business ethics principles, Tirsan has established a whistleblowing mechanism accessible to all stakeholders and implemented an Ethics Hotline through which ethical concerns can be reported confidentially and, if preferred, anonymously. All notifications are reviewed by the relevant assessment mechanisms and the necessary investigation and action processes are initiated, while the ethics compliance system is continuously monitored and improved within the corporate governance framework. The Compliance and Legal Departments are responsible for the implementation of the Code of Ethics, while the Internal Audit Department is responsible for routine audits and reporting. The Tirsan Code of Ethics can be accessed here.

All Tirsan stakeholders can submit reports in complete confidentiality via <https://tirsan.com.tr/kurumsal/tirrsan-etik-ilkeleri>

Risk Management and Internal Audit

Tirsan manages strategic and operational risks through a proactive approach.

Strategic, financial, sustainability, compliance, and operational risks are monitored by the relevant coordinators and are regularly reported to the Members of the Board of Directors and the Chairman. Within the assessment of operational risks, cyber risks, physical risks, and disaster risks are monitored separately. Our Internal Audit and Legal Departments work in coordination to prevent compliance risks.

The Internal Audit function, which reports directly to the Board of Directors, conducts an independent and objective audit process covering all areas of the Company’s operations. The experienced team, which conducts planned and unplanned audits regarding compliance with legislation and internal procedures by all executive teams, also plays a central role in processing stakeholder complaints in accordance with confidentiality principles.

Within the scope of risk management, our efforts continue with the objective of maintaining operational excellence. Support is provided for the implementation of training and certification programs to enable all team members to further develop their competencies.





FOR OUR SHARED
SUSTAINABLE FUTURE

SUSTAINABILITY APPROACH

Tirsan's Sustainability Approach

Tirsan's vision is: "In the road transport industry as the leader in Türkiye and one of Europe's top three trailer manufacturers, to become a global brand that develops its own technologies and shapes customer needs through the products and service solutions it delivers."

We are committed to working in long-term collaboration with all stakeholders to support social and environmental sustainability."

Following the definition of the concept of sustainability in 1987, the establishment of the IPCC in 1988 and the COP conferences initiated in 1995 have contributed to the advancement of science and practices aimed at achieving production, consumption, and equitable living for all without exceeding the environmental limits of our planet.

With the responsibility that comes with leadership, Tirsan continues to create lasting value for all stakeholders while maintaining full alignment with global sustainability initiatives and science. Through the full integration of sustainability into our production processes and products, we will continue to lead the development of our industry while also aspiring for our efforts to generate new discoveries and innovative processes that support the sustainability of production and supply chains.

OUR SHORT-TERM TARGETS

2027

Increase Sustainability and Environmental training activities by 100% to enhance sustainability awareness.

Develop greenhouse gas reduction plans across all scopes in line with the Paris Agreement.

Establish water measurement and monitoring systems across all production locations.

Monitor the use of recycled materials across all raw material categories.

Reduce the number of workplace accidents by 20%.

Increase female employment by 10%.

Achieve a 5% improvement in Employee Satisfaction, Engagement, and Motivation indices compared to the previous period.

Carry out product development activities aimed at reducing CO₂ emissions across all product groups.

OUR MEDIUM-TERM TARGETS

2030

Implement plans aligned with the climate objectives of the Paris Agreement.

Increase the use of recycled materials in products.

Implement water efficiency projects across existing buildings and campuses.

OUR LONG-TERM TARGETS

2050

Continue implementing carbon neutrality plans.

Provide customers with products and services that are both competitive and sustainable.

Become an industry leader in talent management, stakeholder engagement, and social impact.

Tirsan's Sustainability Governance Structure

At Tirsan, we have established a Sustainability Committee to manage our sustainability activities in a systematic, holistic, and effective manner. Our Committee focuses on continuously improving the Company's environmental, social, and governance performance and is responsible for the determination, implementation, and monitoring of our strategic objectives.

Our Sustainability Committee not only ensures compliance with our legal obligations but also plays an active role in fulfilling our responsibilities towards the environment, society, and our industry in line with Tirsan's vision, mission, and values. In this context, implementing sustainability principles across all of our areas of operation, regularly monitoring developments, and ensuring continuous improvement are among the Committee's primary responsibilities. Our Committee consists of representatives from various departments in order to bring together expertise from different areas of the Company. The departments represented within the Committee are presented in the adjacent table

Department	Role
Board of Directors	Chair
Quality Assurance Department	Spokesperson
Product Management Department	Spokesperson
Sales and Marketing Department	Member
Import and Export Department	Member
Patent and Incentives Department	Member
Material Planning Department	Member
Procurement Department	Member
R&D / Product Development Department	Member
Marketing Communications Department	Member
Investment Projects Department	Member
Administrative Affairs Department	Member
Accounting Department	Member
Human Resources Department	Member
Homologation Department	Member
Occupational Health and Safety Department	Member
TQM Department	Member

Stakeholder Engagement

At Tirsan, we build our sustainability strategies on continuous communication and collaboration with our stakeholders, and as in all areas of our business. We draw our strength in sustainability from our stakeholders. The expectations and feedback of our stakeholders enable us to develop more effective and inclusive sustainability solutions, while their participation guides us in achieving our sustainability goals. Stakeholder engagement practices are highly valuable to us and we integrate the outcomes in our strategies by and integrate these outcomes into our strategies by analysing the unique needs of each business unit and the feedback received from our stakeholders.

As a reflection of the importance we place on stakeholder engagement processes, we implemented a comprehensive and holistic Stakeholder Analysis process in 2024. The stakeholder map obtained through this Stakeholder Analysis, which was conducted with the participation of all of our business units, has served not only as a guiding input for the materiality assessments that shape our sustainability strategies, but also as a valuable reference for implementing and monitoring our sustainability initiatives.



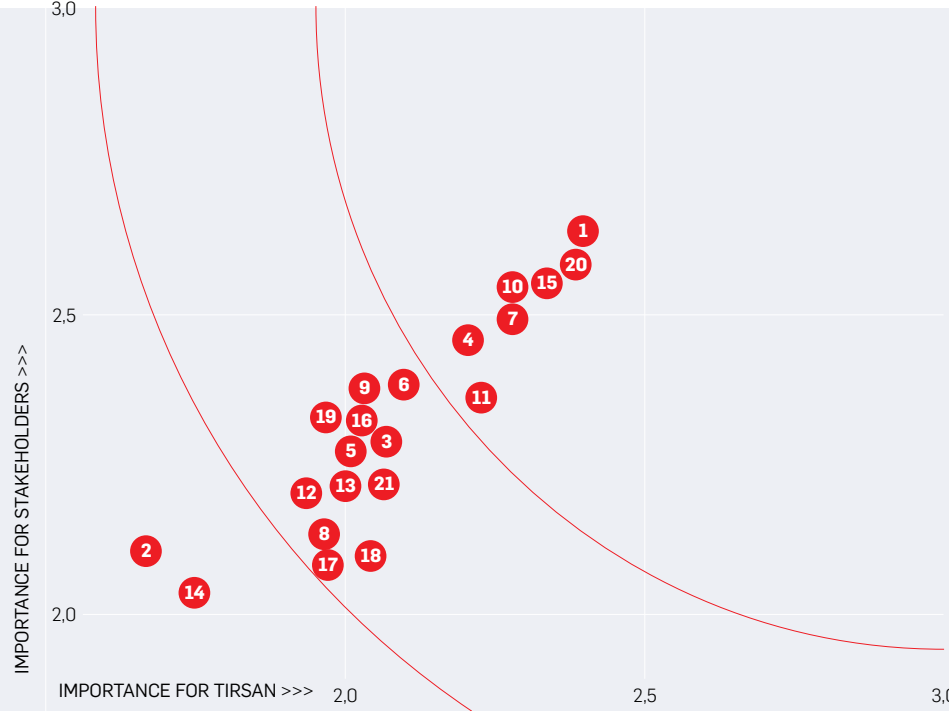
Stakeholder Engagement

Stakeholder	Communication Channels	Frequency of Communication
Tirsan Teams	E-mail, Meetings, Training Programs, Announcements and Notifications, Employee Events	Continuous
Dealers	Training Programs, E-mail, Telephone Calls, Visits, Digital Systems, Website	Continuous
Service Partners	E-mail, Telephone Calls, Visits, Digital Systems, Website	Continuous
Suppliers	E-mail, Telephone Calls, Visits, Website, Trade Fairs	Periodically
Non-Governmental Organizations	Telephone Calls, Visits, E-mail	As Required
Customers	E-mail, Telephone Calls, Visits, Website, Social Media, Trade Fairs	Continuous
Public Institutions and Government Authorities	Telephone Calls, E-mail, Official Audits, Visits	Periodically
Academy	Telephone Calls, E-mail, Visits	As Required
Media	Telephone Calls, E-mail, Press Releases, Press Conferences, Social Media, Website	Continuous

Materiality Assessment and Prioritization Matrix

To establish scientifically grounded sustainability strategies that create value for both our stakeholders and Tirsan, we initiated a comprehensive materiality assessment process. As a first step, we evaluated the sustainability topics and potential impacts that are important across our entire stakeholder universe. Based on global sustainability sector analyses, the GRI Standards, WEF Global Risk Reports, and workshops conducted with the participation of all company departments, we identified 21 topics as our material sustainability issues. We then developed online surveys covering these topics and shared them with all stakeholders included in our Stakeholder Map, including our international stakeholders. As a result of this process, we received a total of 956 completed survey responses. We analyzed the responses and scored them based on two dimensions: Importance to Tirsan and Importance to Stakeholders. This process enabled us to develop the Tirsan Prioritization Matrix.

Following approval by senior management, the topics of Digitalization, R&D and Innovation, Employee Training and Development, Sustainable Supply Chain, and Sustainable Products were elevated from the High Priority category to the Very High Priority category. This adjustment reflected the strategic importance that Tirsan places on these areas. Accordingly, these topics were incorporated into our short-term action plans.



Very High Priority Topics

- 1. Digitalization
- 20. R&D and Innovation
- 15. Employee Training and Development
- 10. Sustainable Products
- 7. Sustainable Supply Chain
- 4. Occupational Health and Safety
- 11. Customer Satisfaction

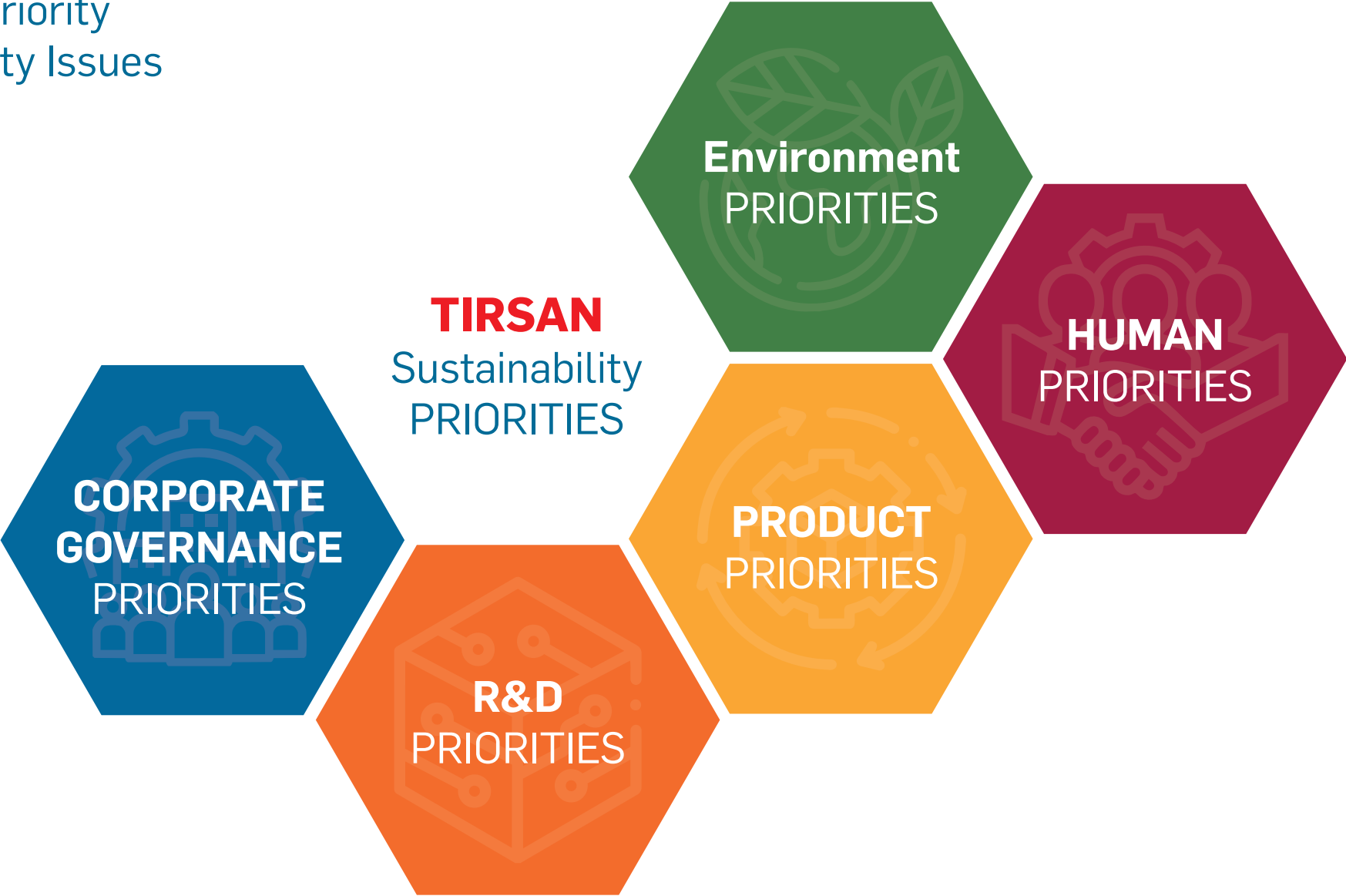
High Priority Topics

- 6. Energy Efficiency and Conservation
- 9. Employee Satisfaction
- 16. Carbon Footprint
- 3. Good Corporate Governance
- 19. Continuous Improvement of Operational Excellence
- 5. Ethics and Transparency
- 21. Lean Culture and Continuous Improvement
- 13. Equality, Diversity and Inclusion
- 12. Circular Economy and Waste Management
- 18. Systematic Approach to Product Safety
- 8. Water and Wastewater Management
- 17. Risk Management

Priority Topics

- 2. Responsible Raw Material and Resource Use
- 14. Local Communities

Managing Priority Sustainability Issues



Sustainability Theme : **Corporate Governance Priorities**
Priority Level : **Very High Priority**

Priority Topic	How We Manage It	Our Targets
Digitalization	By following the latest technologies in our operational and administrative processes, we integrate them into our manufacturing operations and advance in two key areas: digitalization and production automation. Through our Digital Transformation Team, we integrate new technologies into our business processes and increase our production speed and safety by expanding the use of robotic technologies. We ensure the continuity of security and compliance across all our systems within the scope of ISO 27001 and PDPL requirements.	We aim to continuously improve the value we create for our customers by integrating digitalization into our business in the most effective way possible and by delivering more transparent, efficient, and high-quality processes.
Sustainable Supply Chain	Our long-term, trust-based collaborations with our supply chain partners represent one of our most important processes for ensuring customer satisfaction. We contribute to the regional economy through our local suppliers. We continuously strengthen our quality performance and customer satisfaction by supporting our suppliers through our quality processes and training programs.	By sharing our environmental and social sustainability goals with our supply chain partners, we aim to support their sustainability efforts as well. By monitoring the sustainability data of our suppliers, we will work together with them on reducing carbon footprints, promoting responsible raw material use, and advancing social sustainability topics.
Customer Satisfaction	We continuously listen to customer expectations and needs and develop our most innovative products and services to enhance their competitiveness. We regularly collect and analyse customer feedback from the field and through our advanced communication channels and continuously improve our processes accordingly. We regularly subject our activities to audits within the scope of ISO 9001.	We will continue to improve our customer satisfaction management processes to ensure that customer feedback is reflected in our activities more rapidly and efficiently. We aim to use multiple channels to measure customer satisfaction by leveraging the advantages of digitalization and to further improve our customer satisfaction processes by regularly reporting the results.
Continuous Improvement of Operational Excellence	We embrace Total Quality Management (TQM) principles that support our objective of improving our processes and embedding excellence as a core element of our corporate culture. Through our TQM Office, we increase effectiveness by digitalizing our processes and transferring practices such as the suggestion system, Kaizen, and Jushiken to digital platforms. While Kaizen activities help us achieve continuous improvement solutions, Jushiken practices enable our employees to develop solutions for specific problems or improvement areas. We conduct 5S audits, standard work audits, on-site quality audits, and visual audits.	Through these initiatives, we aim to ensure operational excellence and its continuity while maintaining the highest levels of customer satisfaction. Through TQM practices, we aim to minimize waste, increase efficiency, ensure continuous improvement through employee participation, strengthen our culture through ongoing process improvements, and sustain operational excellence through all these practices.
Lean Culture and Continuous Improvement	We adopt lean management principles to support continuous development and ensure increased efficiency by reducing waste across all processes.	We aim to strengthen the culture of continuous improvement as an integral part of our corporate culture through the participation of all teams in lean management processes. By continuously measuring the effectiveness of lean management activities, we will continuously improve our processes to enable broader participation.

Sustainability Theme : Corporate Governance Priorities
Priority Level : High Priority

Priority Topic	How We Manage It	Our Targets
Good Corporate Governance	We operate with a management approach based on transparency, accountability, and ethical values, and develop comprehensive policies and procedures accordingly. Through internal and independent audits, we verify the effectiveness of our processes and enhance our organizational agility. Through our broad range of policies, we strengthen our commitments and ensure full compliance with legal regulations and international standards across all our activities.	We will continue our internal audit, independent assurance, certification, and compliance processes.
Employee Satisfaction	We provide solutions through a wide range of practices designed to address the diverse needs of our employees in order to maintain the highest levels of employee satisfaction and well-being. We offer benefits such as childcare support, education assistance, encouragement for participation in sports activities, psychological and physical health services, and discounts across various services through our corporate partnerships to support the well-being of our employees and their families. To evaluate the requests and suggestions of our field teams, we meet with the Employee Relations Committee four times each year and improve our business processes based on their feedback and recommendations. We organize regular social activities to strengthen the bonds among our teams across different locations.	We aim to achieve a 5% improvement in Employee Satisfaction, Engagement, and Motivation indices in each assessment period compared to the results of the previous period.
Ethics and Transparency	We adopt integrity, fairness, and full compliance with the law as guiding principles across all areas of our business. Under the Tirsan Code of Ethics, which we introduced in 2023, we strengthen our ethical culture through our Anti-Money Laundering Policy, Sanctions and Export Controls Policy, Gifts and Hospitality Policy, and Whistleblowing Policy. Through our Ethics Violation Reporting Hotline, we provide a whistleblowing mechanism based on the principle of confidentiality and identity protection. We ensure full compliance with legal regulations and international standards and safeguard our compliance processes through continuous monitoring of legislative developments.	We aim to make our ethical principles an integral part of the way we conduct business, both within Tirsan teams and in all of our relationships with stakeholders. We will continue our training activities on an ongoing basis. We will continue our compliance controls through regular reporting practices.

Sustainability Theme : Corporate Governance Priorities
Priority Level : High Priority

Priority Topic	How We Manage It	Our Targets
Equality, Diversity, and Inclusion	As stated in Tirsan's Human Resources Policy, the Company adopts equality, diversity, and inclusion as the foundation of its people approach in full alignment with all labour-related articles of the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO). We provide equal opportunities to all employees without discrimination of any kind. Tirsan conducts its human resources processes in accordance with the principles of fairness, transparency, and equality.	We aim to increase the number of women working in operational field roles by 10% by the end of 2026.
Risk Management	Strategic, financial, sustainability, compliance, and operational risks are monitored by the relevant coordinators and are regularly reported to the Members of the Board of Directors and the Chairman. Within the assessment of operational risks, cyber risks, physical risks, and natural disaster risks are monitored separately. Our Internal Audit and Legal Departments work in coordination to prevent compliance risks.	Within the scope of risk management, our efforts continue with the objective of maintaining operational excellence. Support will be provided for the implementation of training and certification programs to enable all team members to further develop their competencies at an advanced level.
Local Communities	At Tirsan, we consider social responsibility to be an integral part of our business and carry out activities aimed at strengthening social solidarity. As stated in our Social Assistance Policy, Tirsan takes an active role in various social initiatives and support programs, particularly those focused on women and children, in the areas of disaster relief, education, healthcare, and the environment, with the aim of creating value for society and contributing to social sustainability.	Through collaborations with local and national non-governmental organizations, we aim to organize at least one environmental awareness event and support at least one educational project by the end of 2026.

Sustainability Theme : People Priorities
Priority Level : Very High Priority

Priority Topic	How We Manage It	Our Targets
Employee Training and Development	Tirsan considers supporting the professional and personal development of its employees and promoting a culture of continuous learning as one of the cornerstones of its sustainable success. In line with its human resources strategies, the Company provides comprehensive training programs covering areas such as leadership, communication, technical expertise, and personal development. By supporting the individual development of its employees, Tirsan aims to enable them both to advance in their careers and to play an active role in the international business environment, while ensuring the sustainability of both individual and corporate success through a culture of continuous learning and development.	As Tirsan, we aim to contribute to the professional and personal development of our existing employees by ensuring the continuity of our training and talent management processes, while also attracting new talents, who represent our future workforce, to our organization.
Occupational Health and Safety	In line with our Environment and Occupational Health and Safety Policy and ISO 45001 standards, we implement our OHS practices with great diligence and actively utilize our Occupational Health and Safety Information Management System (OHSIMS). Through this system, we facilitate incident reporting from the field and ensure rapid response and corrective actions. Using the same system, we conduct digital field inspections to minimize workplace accidents. We receive expert consultancy services on fire safety and maintain our equipment in a constant state of readiness. Through our Emergency Evacuation Plans and Lockout-Tagout (LOTO) system, we ensure that our campus complies with Occupational Health and Safety standards. To maintain Occupational Health and Safety across the campus, we monitor the safe working conditions of contractor companies and implement corrective measures where necessary. Through our OHS team, we regularly organize Occupational Health and Safety training and awareness activities and professionally conduct emergency response training programs with the support of AFAD. During Occupational Health and Safety Week, we organize interactive activities to increase awareness and knowledge levels regarding OHS.	We aim to achieve our goal of zero workplace accidents and occupational diseases and to focus continuously on protecting the health and safety of our employees. We aim to embed the OHS culture across all levels of the organization and achieve our annual targets by increasing the effectiveness of supporting training and awareness activities. We aim to enhance campus safety and minimize risks. In 2025, we aim to obtain accreditation for the Emergency Response Training programs delivered with AFAD support and to digitalize the monitoring process for companies entering our campus by implementing the External Contractor Management System.

Sustainability Theme : People Priorities
Priority Level : High Priority

Priority Topic	How We Manage It	Our Targets
Employee Satisfaction	We provide solutions through a wide range of practices designed to address the diverse needs of our employees in order to maintain the highest levels of employee satisfaction and well-being. We offer benefits such as childcare support, education assistance, encouragement for participation in sports activities, psychological and physical health services, and discounts across various services through our corporate partnerships to support the well-being of our employees and their families. To evaluate the requests and suggestions of our field teams, we meet with the Employee Relations Committee four times each year and improve our business processes based on their feedback and recommendations. We organize regular social activities to strengthen the bonds among our teams across different locations.	We aim to achieve a 5% improvement in Employee Satisfaction, Engagement, and Motivation indices in each assessment period compared to the results of the previous period.
Equality, Diversity and Inclusion	As stated in Tirsan's Human Resources Policy, the Company adopts equality, diversity, and inclusion as the foundation of its people approach in full alignment with all labour-related articles of the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organization (ILO). We provide equal opportunities to all employees without discrimination of any kind. Tirsan conducts its human resources processes in accordance with the principles of fairness, transparency, and equality.	We aim to increase the number of women working in operational field roles by 10% by the end of 2026.
Local Communities	At Tirsan, we consider social responsibility to be an integral part of our business and carry out activities aimed at strengthening social solidarity. As stated in our Social Assistance Policy, Tirsan takes an active role in various social initiatives and support programs, particularly those focused on women and children, in the areas of disaster relief, education, healthcare, and the environment, with the aim of creating value for society and contributing to social sustainability.	Through collaborations with local and national non-governmental organizations, we aim to organize at least one environmental awareness event and support at least one educational project by the end of 2026.

Sustainability Theme : Environmental Priorities
Priority Level : High Priority

Priority Topic	How We Manage It	Our Targets
Energy Efficiency	At Tirsan, we continue our energy efficiency initiatives in line with our commitment to leaving a livable environment for future generations and contributing to the protection of biodiversity and ecosystems. We consider controlling our energy consumption to be one of our fundamental priorities and achieve our environmental and economic objectives through investments in energy-efficient technologies and improvements implemented across our production processes. Through the installation of our Solar Power Plant (SPP), we meet a significant portion of our energy demand from renewable energy sources.	In line with our target of achieving net-zero carbon emissions by 2050, we will continue to manage our energy consumption within the framework of the ISO 50001 Energy Management System. By 2030, we will implement energy efficiency assessments and the related improvement targets arising from these studies. We will continue our training activities.
Carbon Footprint	In line with our target of achieving carbon neutrality by 2050, we calculate our greenhouse gas emissions and develop reduction action plans within the framework of the ISO 14064:2018 standard. In order to reduce the greenhouse gas emissions arising from our operations, in 2023 we replaced 18 of our forklifts that generated mobile combustion emissions with electric forklifts, resulting in a reduction in fossil fuel consumption and a 2% decrease in our Scope 1 emissions.	Within the scope of ISO 14064, we will establish periodic monitoring mechanisms for our emissions. By regularly analyzing the data generated, we will continue to develop the roadmap and interim targets supporting our 2050 net zero emission target.
Circular Economy and Waste Management	We continue to strengthen our processes based on the principle of protecting natural resources by preventing waste at source, reducing waste generation, increasing recycling, and promoting reuse. Through our Zero Waste Certificate, we demonstrate the effectiveness of our waste management practices. We safely store our hazardous waste and ensure its recovery through authorized processes.	We aim to reduce the amount of waste generated across all of our processes, increase recycling rates, and protect natural resources. By 2027, we aim to establish a waste tracking system at the production unit level and develop action plans to reduce the amount of waste generated per vehicle produced. We aim to monitor packaging waste as a separate waste category.
Water and Wastewater Management	In line with the principles of conservation and resource efficiency, which are among our Company's core objectives, we manage our water resources in full compliance with applicable legislation. We treat wastewater generated from our operations through advanced chemical and biological treatment processes at our wastewater treatment facility and discharge it in accordance with legal standards. Recognizing our responsibility for the sustainability of water resources, we implement systems designed to reduce our water consumption.	Within our existing operations and new investment projects, we evaluate measures aimed at reducing water use and wastewater generation and target the establishment of water measurement and monitoring systems across our production locations by 2027. In the medium term (by 2030), we will implement rainwater harvesting and treated water reuse initiatives across our campuses.

Sustainability Theme : Environmental Priorities
Priority Level : High Priority

Priority Topic	How We Manage It	Our Targets
Lean Culture and Continuous Improvement	We adopt lean management principles to support continuous development and ensure increased efficiency by reducing waste across all processes.	We aim to strengthen the culture of continuous improvement as an integral part of our corporate culture through the participation of all teams in lean management processes. By continuously measuring the effectiveness of lean management activities, we will continuously improve our processes to enable broader participation.
Responsible Raw Material and Resource Use	We continuously strengthen our awareness and practices related to responsible raw material and resource use. Within Tirsan, we monitor our resource consumption through our carbon footprint, energy management, and water management systems. We conduct our raw material selection processes in full compliance with human health and environmental regulations. We monitor developments within our supply chain in line with European Union regulations, including the Carbon Border Adjustment Mechanism (CBAM).	We will continue our efforts to improve data collection, evaluation, and systems in order to increase resource efficiency in our production processes. Within the scope of our sustainable supply chain approach, we will further develop our supplier assessment processes by incorporating environmental criteria. We will continue to deepen our practices related to resource conservation, recovery, reuse, and recycling across our operations.

Sustainability Theme : R&D Priorities
Priority Level : Very High Priority

Priority Topic	How We Manage It	Our Targets
R&D and Innovation	Through our R&D Centers, operating under the supervision of the Ministry of Industry and Technology and equipped with one of Europe's largest and most diverse testing capacities, we develop innovative products and technologies that shape the future of our industry. We utilize software solutions based on the highest levels of technology throughout our projects. We continuously increase both our patent applications and the number of projects we undertake each year. We achieve successful outcomes in TÜBİTAK/TEYDEB and KOSGEB projects. We collaborate with universities, industry partners, and research organizations, while also supporting the participation of our R&D employees in scientific events and encouraging their involvement in scientific research in order to strengthen industry collaboration and contribute to their professional development.	We aim to reinforce our innovation leadership within the industry, strengthen our intellectual property portfolio, and develop innovative vehicles that shape the future of the sector. Through our R&D processes, we aim to contribute to future transportation systems by designing sustainable products that support the low-carbon economy, improve the environmental performance of the logistics sector, and enable the development of zero-emission vehicles. By increasing our R&D expenditures and investments each year in line with our strategic plans, we also plan to expand the number of qualified R&D personnel within our organization.

Sustainability Theme : **Product Priorities**
Priority Level : **Very High Priority**

Priority Topic	How We Manage It	Our Targets
Systematic Approach	Product safety is defined as one of the primary objectives throughout all of our product development processes. Through our R&D testing processes, we validate both operational safety and long-term usage safety. All of our vehicles are fully compliant with the relevant international safety regulations.	We aim to continuously maintain, improve, and ensure the sustainability of our existing systems across the organization.
Sustainable Products	In Tirsan's product development processes, the Life Cycle Analysis (LCA) methodology is applied with the objective of ensuring that each product maintains its first-day performance for a minimum of 1,000,000 km and at least 10 years of operation through regular maintenance, and products are introduced to customers only after being validated by our qualified engineers at one of Europe's most advanced R&D centers.	Our objective is to explore methodologies for extending our LCA analyses to cover the entire life cycle of our products, including their second-hand use after 10 years and their end-of-life recycling processes.

Sustainability Theme : **Product Priorities**
Priority Level : **High Priority**

Carbon Footprint	Through the lightest products currently available in the sector, long and heavy vehicle combinations, and high-capacity transport solutions, Tirsan directly contributes to reducing its customers' carbon emissions. Tirsan plays a leading role in bringing electrification technologies that have reached the required level of technological readiness to the market and in supporting the development of emerging technologies through multi-stakeholder projects.	We aim to expand the implementation of existing carbon emission reduction technologies and technical criteria across our entire product portfolio, continue our multi-stakeholder projects, fully comply with our obligations under European Union regulations, and develop new solutions by more closely analysing our customers' needs to help reduce their carbon emissions.
Circular Economy and Waste Management	Individual R&D projects are currently being carried out in line with circular economy principles, focusing on the use of recycled materials as substitutes for virgin materials and raw materials. Tirsan closely monitors its obligations related to the protection of nature and biodiversity in line with evolving European Union regulations.	The expansion of both the number and diversity of R&D projects related to the use of recycled materials as source materials and raw materials will continue to be pursued. Efforts will continue to establish the infrastructure required to measure the impact of improvements in vehicle design and manufacturing processes on the reduction of raw material consumption and waste generation.

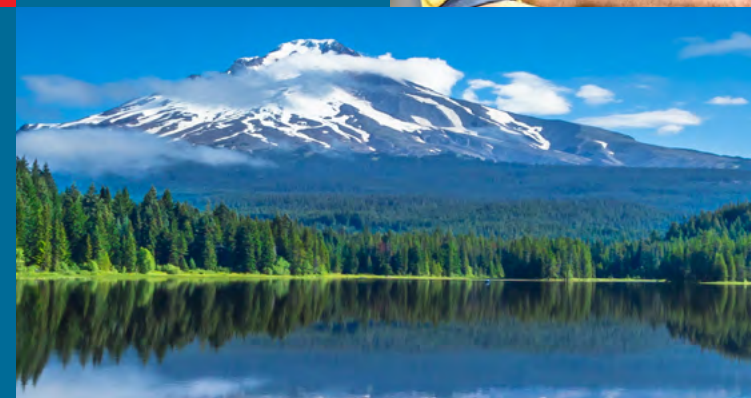
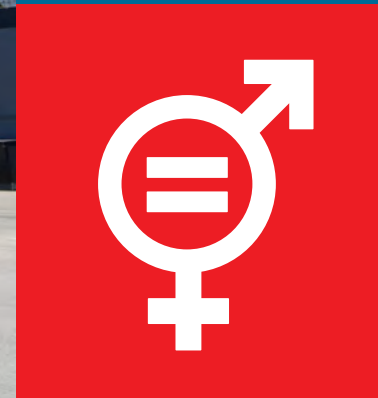
Sustainable Development Goals

As Tirsan, we support the 17 Sustainable Development Goals (SDGs) established by the United Nations in 2015 to provide a shared vision for addressing global challenges and creating a more equitable and sustainable world.

We place these goals at the center of our business strategies and operations, believing that they enable us to deliver innovative and sustainable solutions to the challenges faced by our industry by balancing environmental sustainability, social responsibility, and economic growth.

The Sustainable Development Goals that we support, in light of our risk assessments, materiality studies, Prioritization Matrix, and sustainability priorities, are as follows:

Sustainability Theme	SDG	SDG Sub-Target
ENVIRONMENT PRIORITIES	6 CLEAN WATER AND SANITATION	6.3
	7 AFFORDABLE AND CLEAN ENERGY	7.2
	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.4
	13 CLIMATE ACTION	12.5
		12.6
HUMAN PRIORITIES		13.1
		13.2
		13.3
	5 GENDER EQUALITY	5.1
	8 DECENT WORK AND ECONOMIC GROWTH	5.5
CORPORATE GOVERNANCE PRIORITIES		8.2
		8.3
		8.5
	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	16.2
		16.4
R&D PRIORITIES		16.5
		16.6
		16.7
	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	9.4
		9.5



FOR OUR SHARED
SUSTAINABLE FUTURE

OUR HUMAN RESOURCES APPROACH

OUR HUMAN RESOURCES APPROACH

TIRSAN Human Resources Practices

Our human resources processes are based on the principles of transparency, fairness, and equality in full alignment with the core conventions of the International Labour Organization (ILO). Creating an inclusive working environment that provides equal opportunities to all employees without discrimination is one of our fundamental priorities.

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Success is a long-term team effort. Tirsan considers maintaining the well-being, development, and satisfaction of its leading teams at the highest level to be a fundamental responsibility and manages its processes with this responsibility in mind. While our Human Resources processes are managed by an experienced team, the principles of transparency, fairness, and equality are upheld throughout every stage, from recruitment to compensation management, in full alignment with the core conventions of the International Labour Organization (ILO), and these principles are embraced as an integral part of our corporate culture.

Tirsan aims to provide its employees with a safe working environment and contribute to both their professional and personal development while maintaining a healthy work-life balance. The Company's Human Resources Department acts with the objective of enabling employees to realize their potential, maximize their capabilities, support their development, and build a culture of long-term success. Within this framework, the Company focuses not only on developing today's leaders but also on nurturing the leaders of tomorrow, guiding employees and helping them shape their career paths.

At Tirsan, we adopt the principles of "integrity," "fairness," and "transparency," as defined in our Code of Ethics, as the core principles of our human resources practices. We are committed to creating a working environment in which all employees have equal opportunities without discrimination of any kind. From recruitment processes to career development and from promotions to performance management, we apply a fair approach across all of our processes by focusing on individuals' competencies, potential, and contributions. A culture of continuous learning and development lies at the heart of our human resources approach. We provide comprehensive training programs to support the professional and personal development of our employees while encouraging innovative leadership approaches and technical expertise. At Tirsan, we believe that diversity and inclusion are sources of innovation and creativity. For this reason we pursue the creation of an environment where individuals with different backgrounds, experiences and perspectives can work together. Employee satisfaction and well-being are integral components of our human resources policy. We develop solutions that are responsive to the needs of our employees and establish policies that support their work-life balance. We encourage a culture of feedback. Through all of these approaches, we aim not only to enable our employees to achieve their individual goals but also to empower them to create value in line with Tirsan's corporate objectives.

TRAINING AND PERFORMANCE MANAGEMENT

Competency-Based Human Resources Management

At Tirsan, human resources processes are carried out based on a zero-tolerance approach to discrimination and a competency-based management philosophy. All decisions, from recruitment to career management, are shaped by transparent, fair, and objective criteria.

As stated in our Human Resources Policy, Tirsan opposes all forms of discrimination and acts solely from the perspective of job suitability throughout all processes, from recruitment to termination of employment. Our competency-based approach is the sole criterion we use to assess and develop job suitability.

In 2012, we carefully identified 24 core competencies that reflected our Company's vision, mission, and values through the support of professional consultancy services and established our human resources processes on the foundation of a competency-based management approach. In 2024, taking into account evolving needs and our strategic priorities, we reassessed these 24 competencies and transformed them into a more focused and effective structure consisting of 15 core competencies selected from the original framework. These competencies guide all practices across our human resources processes.

Our competency-based approach is applied across a broad range of areas, from recruitment processes to performance evaluation and career management, and from the design of training and development programs to reward and career planning systems, ensuring alignment with our corporate values and policies as well as individual and organizational objectives.

At Tirsan, career management is approached as a strategic process that enables employees to realize their potential and supports their long-term success. In 2022, a promotion framework based on transparency, fairness, and objective criteria was established, with meritocracy and equal opportunity adopted as fundamental principles.

We offer project-based development opportunities for colleagues who wish to advance their careers and move into higher-level roles. At Tirsan, the career management process is shaped according to the individual goals and capabilities of each employee and enables them to explore both vertical and horizontal career opportunities.

Continuous Development and Learning Culture at Tirsan

A culture of continuous learning and development lies at the heart of our human resources approach. We provide comprehensive training programs to support the professional and personal development of our employees while encouraging innovative leadership approaches and technical expertise. We guide our employees in maximizing their potential throughout their career journeys and support their development in ways that contribute both to their individual achievements and to our corporate vision.

Tirsan highly values the development of the professional and personal competencies of its employees and considers a culture of continuous development and learning to be an indispensable component of the organization. We provide a broad range of training and development opportunities that enable our employees to access up-to-date knowledge, gain experience, and advance their careers within their respective fields. In line with our human resources strategies, comprehensive training programs are offered in areas such as leadership, communication, technical expertise, and personal development.

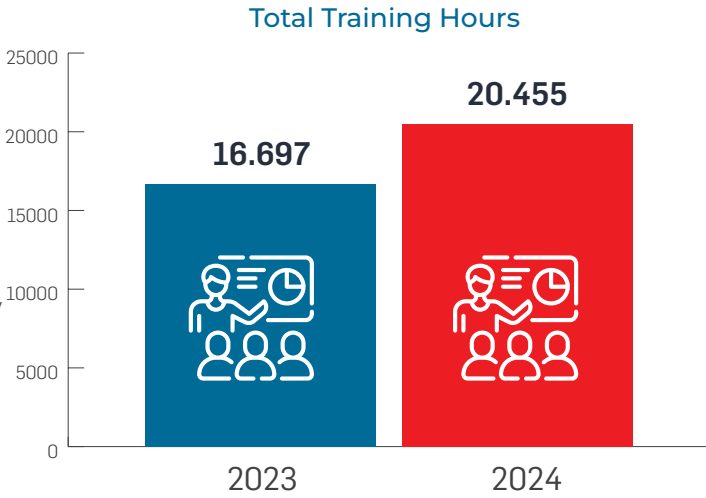
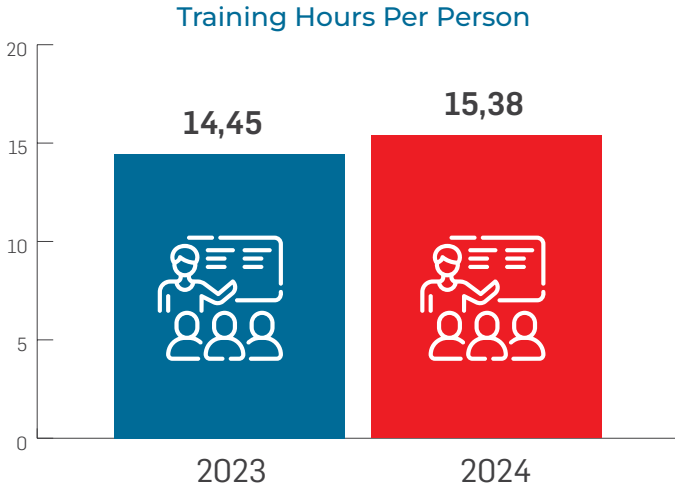
Among our employee development initiatives, customized training programs designed for different positions and needs stand out as key practices. To further enhance the competencies of leaders in managerial and senior positions, we offer our "Leadership School" program. In addition, through the "Next Generation Academy Program," which is designed to attract young talent to the organization, Tirsan aims to develop the professionals of the future.

To support the professional development of our field employees, we organize specialized training programs focused on specific disciplines such as the "Welding Academy" and the "Paint Academy." These approaches aim to establish a strong learning culture within the Company and enhance operational excellence.

Tirsan encourages not only individual development but also the sharing of knowledge and experience. Accordingly, a voluntary internal trainer program is implemented to support employees in transferring their knowledge and experience to their colleagues.

Tirsan also actively supports the higher education and academic pursuits of its employees. Employees are encouraged to participate in master's and doctoral programs and are provided with both financial and non-financial support throughout these processes. In addition, incentive payments are provided for participation in scientific publications, international conferences, and seminars, while educational leave opportunities are offered to support employees in achieving their academic goals. This approach contributes both to enhancing employees' professional knowledge and to strengthening the Company's culture of innovation.

Tirsan highly values improving improving the foreign language competencies of its employees in order to enhance communication effectiveness and collaboration efficiency across all operational locations. Within this scope, the Company employs an English language instructor to provide one-on-one language training. In addition, we provide financial support to employees attending language courses and encourage them to further develop their language skills outside working hours.



Employee Satisfaction and Engagement

Tirsan aims to build a strong, inclusive, and trust-based corporate culture by placing employee satisfaction and engagement at the center of its people approach. This approach, which values employee perspectives and encourages collective development, supports sustainable business outcomes.

We provide solutions through a wide range of practices designed to address the diverse needs of our employees in order to maintain the highest levels of employee satisfaction and well-being.

We offer benefits such as childcare support, education assistance, encouragement for participation in sports activities, psychological and physical health services, and discounts across various services through our corporate partnerships to support the well-being of our employees and their families.

To evaluate the requests and suggestions of our field teams, we meet with the Employee Relations Committee four times each year and improve our business processes based on their feedback and recommendations.

We organize regular social activities to strengthen the bonds among our teams across different locations.

Employee Satisfaction and Well-Being

We provide solutions tailored to the diverse needs of our employees in order to maintain the highest levels of employee satisfaction and well-being. We support the health and well-being of our employees and their families by providing benefits such as Private Health Insurance, Supplementary Health Insurance, and discounts on health insurance services. Through employee well-being initiatives such as childcare support, education assistance, encouragement for participation in sports activities, and psychological and physical health services, we contribute to the health and well-being of our teams while supporting work-life balance.

At Tirsan, special occasions such as birthdays and holidays are celebrated, while support is also provided during significant life events such as births, marriages, and bereavements. In addition, long-service anniversaries at Tirsan are celebrated with the same level of importance as major life events, providing an opportunity to recognize and appreciate our collective achievements as a team.

Employee Participation and the Value of Employee Feedback

At Tirsan, we are committed to ensuring consultation and participation mechanisms for employees and employee representatives. Within this framework, we meet with Employee Relations Committee members four times each year for our field employees and ensure that the requests and suggestions of the teams they represent are communicated to us.

In addition, for office employees, we organize annual "How Are We Doing?" meetings to gather feedback and evaluations regarding their work and working environment.

Furthermore, we support all employees through our suggestion system by encouraging them to challenge conventional approaches within their areas of responsibility, develop innovative and creative solutions that create value, pursue excellence in business outcomes, continuously question existing ways of working, and submit suggestions aimed at improving processes.

Social Activities

At Tirsan, work is not limited solely to professional achievements. We provide our employees with a dynamic, supportive, and socially engaging working environment. Alongside the demands of a busy work environment, the social activities we organize enable us to enjoy working together while experiencing the strength that comes from achieving success collectively.

From sports tournaments and social responsibility projects to themed events and recreational activities, we bring together our teams from different locations through a wide range of initiatives and strengthen our sense of unity and togetherness.



Diversity, Equity, and Inclusion Principles

Tirsan adopts an approach based on respect for human rights and recognizes the United Nations Universal Declaration of Human Rights and ILO standards as guiding principles for its human resources processes. This framework, which provides equal opportunities, aims to create a fair and inclusive working environment that supports diversity.

Having embraced the United Nations Universal Declaration of Human Rights, Tirsan has developed its Human Resources Policy in alignment with the principles of the Declaration. As Tirsan, we consider it our responsibility to ensure that our teams work in a peaceful and comfortable environment where every individual enjoys the freedom to express themselves.

In our recruitment processes, we assess candidates solely on their suitability for the role, without regard to gender, language, religion, race, age, nationality, or differences in opinion. We believe that diversity enriches our corporate culture and we stand firmly against all forms of discrimination. We do not permit or tolerate any form of violence or harassment within our working environment. From recruitment to the termination of employment, we treat all candidates and employees equally, support their development, and ensure fair treatment for every member of our team. We conduct all of our human resources processes in accordance with the principles of fairness, transparency, and equality.

Across all of our operational and administrative processes, including human resources management, we respect human rights and uphold human and employee rights at every level under the guidance of our Human Resources Policy. In full commitment to human rights, we do not engage in any practices contrary to human dignity, including child labour, forced labour, compulsory labour, or modern slavery.

At Tirsan, we adopt the principles of "integrity," "fairness," and "transparency," as defined in our Code of Ethics, as the core principles of our human resources practices. We are committed to creating a working environment in which all employees have equal opportunities without discrimination of any kind. From recruitment processes to career development and from promotions to performance management, we apply a fair approach across all of our processes by focusing on individuals' competencies, potential, and contributions. We aim to provide a working environment where our employees can develop both personally and professionally, express themselves freely, and feel that their contributions are valued.

Gender Equality

Our Company aims to increase and strengthen the presence of women in the business world and adopts gender equality as a fundamental principle in all human resources processes, including recruitment, promotion, training, and development. Tirsan operates within the heavy industry sector. Due to the characteristics of the sector, female employment levels have traditionally been low. To demonstrate that women can also build successful careers in trailer manufacturing and to encourage greater female participation, Tirsan develops vocational training programs in cooperation with İŞKUR that specifically support women's employment.

Tirsan's commitment to gender equality was particularly demonstrated through the "Golden Bracelet" project launched in 2024. The project aims to support women's participation in the workforce and increase diversity within the manufacturing sector. Recognizing the low representation of women in manufacturing, job advertisements published within the scope of the project did not specify gender requirements and equal opportunities were provided to all candidates. Women from rural areas received vocational training in welding, pneumatics, painting, and electrical systems, resulting in the employment of a total of 58 women team members, including 23 welders, 14 painters, and 21 electricians.

Through the collaboration established with İŞKUR, female candidates were able to receive training in the Paint Academy and Welding Academy and obtain professional certifications. The "Golden Bracelet" project not only contributed to the professional development of women but also addressed the sector's need for qualified labor and created a meaningful impact within the manufacturing industry.

To support female employees in maintaining a healthy work-life balance, Tirsan develops flexible working models and supportive policies while also giving special attention to maternity and motherhood processes. Going beyond legal maternity rights, Tirsan offers mothers the opportunity to work from home for two years following childbirth and during school holiday periods throughout their children's primary school education.

ALTIN BİLEZİK DAĞITIYORUZ

Sakarya'nın sanayi devi TIRSAN TREYLER'de yetiştirmek ve belge sahibi yapmak üzere **Kaynak, Boya, Elektrik-Elektronik ve Pinomatik Uzmanı** kadın adayları arıyoruz. Başvurular her Çarşamba ve Cuma günü Tirsan Treyler Adapazarı Fabrikası'nda toplanacaktır. **Tecrüben çok az ya da hiç mi yok? Problem yok. TIRSAN VAR.**

- İkramiye
- Devam primi
- Kreş yardımı
- Yakacak yardımı
- İş veren katkılı BES
- Tamamlayıcı sağlık sigortası
- 3 ayda bir performans primi
- Aylık Kaynak Meslek Performans Primi

BAŞVURU ŞARTLARI: • En az ilköğretim mezunu • 22-40 yaş arasında
• Vardiya sisteminde çalışabilecek • Sakarya ve Kocaeli'nde ikamet eden

Occupational Health and Safety

Tirsan provides a safe working environment through proactive and continuously improving occupational health and safety practices in line with its goal of achieving zero workplace accidents.

Our Environment, Occupational Health and Safety Policy represents Tirsan's commitment to the health and safety of its teams and demonstrates our determination in this area. We regard the ISO 45001 Occupational Health and Safety Management System certification, which we first obtained in 2007, as a concrete demonstration of this commitment and conduct our OHS practices meticulously in line with legal requirements and the ISO 45001 standard.

In line with our commitment to continuous improvement and development by utilizing the opportunities provided by technology while seeking solutions to environmental and occupational health and safety challenges as stated in our Environmental Policy, we have strengthened our OHS culture and reinforced our proactive approach through the Occupational Health and Safety Information Management System (OHSIMS), which we implemented in 2023.

The Occupational Health and Safety Information Management System (OHSIMS) digital platform serves as a communication platform through which monthly field inspections are carried out by OHS Specialists and incident notifications, including property damage incidents, near misses, and hazardous situations, are reported instantly by all employees, enabling corrective actions to be implemented and non-conformities to be closed. Incident notifications submitted through this system are classified and evaluated by the OHS Unit as property damage incidents, near misses, or hazardous situations.

In addition to the near miss reporting requirements specified in occupational health and safety legislation, we encourage employees to actively participate in OHS processes by reporting hazardous situations as part of our proactive approach, thereby reducing workplace accidents and progressing towards our zero accident target.

In order to provide the highest level of protection for the health and safety of our employees, particularly in paint and welding production lines, we use motorized and air-supplied masks that exceed international standards, generating both employee satisfaction and occupational health and safety benefits. As part of high value of fire safety, which is an integral component of our Occupational Health and Safety Policy, inspections are conducted bby an exclusively dedicated mechanical engineer of our OHS team ensuring that necessary actions are implemented. We maintain 20 sets of personal protective equipment ready for potential fire response in order to minimize the harm that fires may cause to employees.

Despite continuously increasing production volumes, our Occupational Health and Safety efforts have succeeded in reducing workplace accident rates year after year, and we continue to fulfill and strengthen our commitments in this area by implementing new projects and initiatives.

	2023	2024
Accident Severity Rate	3,15	3,70
Accident Frequency Rate	28,03	26,92



OHS Training and Awareness Activities

At Tirsan, based on our belief that ensuring our teams work in a comfortable and secure environment is our responsibility, we implement Occupational Health and Safety (OHS) training as one of the fundamental elements of protecting employee health and creating a safe working environment. Through the regular training programs we conduct, we increase our teams' awareness of workplace accidents and occupational diseases, minimize risks, and establish safe behavior habits as a permanent part of our culture.

Our investments in OHS training reflect our commitment to a preventive approach. Ensuring the safety of our workplaces is important, but it is equally important that our teams possess the knowledge and skills required to protect their own safety. Through this approach, we not only manage existing risks but also build a highly safety-conscious workforce capable of proactively preventing potential hazards. By making OHS training an integral part of our corporate culture, we safeguard both the health of our teams and the sustainability of our business.

Total OHS Training Hours	
2023	6794
2024	6743,25

Social Responsibility

Through its social responsibility initiatives, Tirsan creates value for a sustainable future by contributing to education, disaster relief efforts, and local development

As a reflection of our deep respect for society and the environment, we continue to build our vision of being part of a sustainable future and regard our social responsibility activities as a reflection of our values and beliefs. Recognizing that creating value for society extends beyond economic success and that social and environmental contributions are equally important, we integrate sustainability principles into every aspect of our business with the aim of leaving a more livable world for future generations.

To contribute to the development of our industry and generate social value, we work closely with non-governmental organizations (NGOs). Within this scope, we undertake leadership roles in prestigious organizations such as the International Transporters Association (UND), the Turkish Quality Association (KalDer), the Federation of Sectoral Associations (SEDEFED), the Educational Volunteers Foundation of Türkiye (TEGV), the Community Volunteers Foundation (TOG), the TOBB Transportation and Logistics Council of Türkiye, and the Black Sea Education, Culture and Environmental Protection Foundation, enabling us to closely follow the latest developments within our industry. Through our collaborations with NGOs, we contribute to the sustainable growth of our industry and support initiatives aimed at improving social welfare. Through these partnerships, in which we develop solutions addressing industry needs and projects responsive to social challenges, we aim to create value not only for our industry but also for society as a whole.

As a company based in Sakarya, we are deeply aware of the profound impacts that earthquakes can have on communities. We continue to feel the pain of the earthquakes centered in Kahramanmaraş in 2023 and once again extend our condolences to those who lost their lives and our sympathy to their families and loved ones.

Following the painful experience of the 1999 Gölcük earthquake, we supported the construction of container homes to help meet the temporary shelter needs of displaced citizens. We also hosted employees who had lost their homes on our campus until their new homes were built, providing them with support during this difficult period.

By undertaking the reconstruction of the damaged Sakarya University women's dormitory, we contributed to enabling students to continue their education. Following the 2023 Kahramanmaraş earthquakes, we considered it our responsibility to mobilize in support of the affected communities by manufacturing mobile laundry and kitchen units to help meet the basic needs of earthquake survivors.

For more than 20 years, we have continued to support educational initiatives for young people and children, who represent the future of Türkiye. Within this scope, we support the "Firefly Mobile Learning Unit" project, implemented by the Educational Volunteers Foundation of Türkiye (TEGV) since 2001, through our collaboration with the Foundation. The Tirsan Firefly vehicle, operating in schoolyards, provides primary school students with access to mobile digital education opportunities. Within the scope of the Firefly Learning Unit project, students in grades 2 through 8 receive either 12-hour or 6-hour training programs focused on algorithmic thinking, coding, technology awareness, interpretation skills, and cognitive development through digital coding activities. We aim to increase the number of Firefly Learning Units currently operating in Sakarya and expand the project to other regions across Türkiye.

We consider educating future leaders to be of vital importance for the sustainable development of both our Company and our country, and we highly value our interns and to our interns and support their development in every possible way. We do not only integrate our interns into our business processes but also provide mentorship, training opportunities, and active roles in

projects. By helping them discover and develop their potential, we aim to cultivate qualified professionals who will contribute value to both our industry and our country.

We also continue to support education through financial assistance programs by providing scholarships to students in need within our local communities and contributing to their educational journeys. Another aspect of our financial support activities includes contributing to healthcare services by funding hospital rooms and supporting the delivery of healthcare services to broader communities. Through our social responsibility projects, we aim to reach all segments of society and create a positive impact on people's lives.

As part of our environmental responsibility, which we consider an important component of our social responsibility approach,

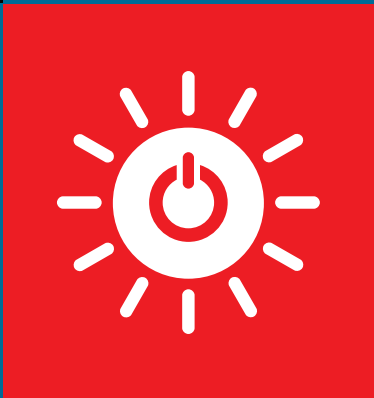
we donated five waste collection stations to village schools near our campus on World Environment Day in 2019 to help foster environmental awareness from an early age. Within the same initiative, through our training sessions on "Circular Economy and Its Benefits," we aimed to increase awareness among students and educators regarding recycling, reuse, and the protection of natural resources.

We consider establishing strong relationships with local communities in the regions where we operate to be an important aspect of our social responsibility approach. To contribute to the development of our local communities, we provide both financial and in-kind support to local residents. By prioritizing local employment within our workforce and supplier network, we support regional employment opportunities and contribute to local economic development while also supporting

national development. We aim for the strong relationships we build with local communities to create not only economic value but also social and cultural value.

Through all of these efforts, we fulfill our social responsibilities and contribute to the development of both local communities and our country. Through our social responsibility projects, we seek to generate social value by operating across a broad range of areas, from education and the environment to culture and the arts. In the communities and regions where we operate, we aspire to be recognized not only for our quality and achievements but also for the value we create for society, while fulfilling our environmental and social responsibilities in line with our sustainability principles and contributing to a more livable world for future generations.





FOR OUR SHARED
SUSTAINABLE FUTURE

OUR ENVIRONMENTAL APPROACH

OUR ENVIRONMENTAL APPROACH

TIRSAN Environmental Approach

Tirsan integrates its environmental approach into its business processes and continues its efforts in energy efficiency, emission reduction, and sustainable manufacturing.

Since 2007, within the scope of its Environment, Occupational Health and Safety Policy, Tirsan has committed to complying with all legal and compliance obligations related to the environment, occupational health, and safety; leaving a livable environment for future generations; contributing to the protection of biodiversity and ecosystems; carrying out initiatives aimed at reducing waste and preventing pollution at its source; preventing injuries and occupational diseases; continuously improving and developing its processes by utilizing technological opportunities while addressing environmental, occupational health, and safety challenges arising during semi-trailer manufacturing; considering environmental, occupational health, and safety impacts in investment decisions; increasing awareness and providing training to employees, customers, and external suppliers on environmental protection and occupational health and safety; eliminating hazards and reducing OHS risks; ensuring consultation and participation of employees and employee representatives; and becoming and remaining the most respected institution in Türkiye's semi-trailer industry in the fields of environment, occupational health, and safety.

The consistent implementation of this policy through related certification and audit systems has enabled it to become an integral part of Tirsan's corporate culture for more than 15 years. During the strategy conferences held at the end of

2022 with the participation of 55 representatives from 29 departments and two external stakeholders, environmental and sustainability issues were identified as the Company's highest priority through collective decision-making, leading Tirsan to establish the Sustainability Committee as the next phase of its continuous improvement journey in this field.

Our Committee continues its efforts in a manner that extends our successful environmental management practices to social sustainability and the sustainability of our customers' operations.

In order to promote sustainability awareness at both the corporate and individual levels, the training programs organized for our internal stakeholders increased from 232.8 person-hours in 2023 to 435 person-hours in 2024, further strengthening awareness across the organization. While securing our sustainability objectives through our effective and complementary management systems, we regard the absence of any negative notifications, complaints, or penalties from external stakeholders such as public authorities, customers, and neighboring communities as an important indicator of our efforts to create social and environmental value.

Energy Efficiency and Renewable Energy Use

Tirsan reduces its environmental impact and strengthens its sustainable performance by optimizing resource consumption through energy efficiency initiatives and investments in renewable energy sources.

As Tirsan, we continue our energy efficiency efforts in line with our commitment to leaving a livable environment for future generations and contributing to the protection of biodiversity and ecosystems. We recognize minimizing our energy consumption as one of our highest priorities and achieve our environmental and economic objectives through investments in energy-efficient technologies and improvements implemented across our production processes.

In order to utilize systems capable of managing energy consumption at optimum levels across all of our operations and to maintain energy conservation as a core focus area, we manage our investments, projects, and energy consumption activities in line with the objectives established under our ISO 50001 Energy Management System. Within the scope of our ISO 50001 Energy Management System, for which implementation and certification activities were completed at the end of 2023, we established our Energy Management Committee and defined the implementation objectives of our Energy Policy at the management level. By developing action plans focused on efficient use and reduction at our energy consumption points, we deepened our efforts regarding renewable energy utilization and focused on managing improvement areas through comprehensive energy consumption analyses.

As part of our energy efficiency efforts, we closely monitor our energy consumption and energy intensity per vehicle produced through our energy performance indicators based on estimated consumption calculations. In 2024, we achieved a 3% improvement compared to the previous year, once again demonstrating our commitment to energy efficiency.

Through our energy efficiency initiatives, we established the capability to continuously monitor energy consumption data across our facilities, both on-site and remotely, through a total of 160 energy analyzers in operation by 2024, with new analyzers being integrated into the system each year. The data collected through these analyzers enabled faster and more effective process analyses while supporting scientifically based decision-making within our energy management processes.

Some of the energy efficiency improvement projects implemented at our significant energy consumption points during 2023 and 2024 include:

Transition to LED Lighting

We contributed to reducing energy consumption and lowering operating costs by replacing existing lighting fixtures across our facilities with next-generation, energy-efficient LED lighting systems. Within the scope of this project, a total of 1,272 lighting fixtures were converted to LED technology, resulting in a 35% reduction in lighting energy consumption.

Nitrogen Production Facility

We reduced losses and environmental impacts associated with the transportation of nitrogen cylinders required for our manufacturing processes by establishing our own on-site nitrogen production facility. This investment contributed to a 0.5% reduction in our Scope 3 emissions and, due to the high nitrogen consumption requirements of our laser and plasma cutting operations, enabled us to address dependency and logistics risks in line with our sustainability principles.

Compressor Utilization Optimization

To meet the compressed air requirements of our factory and wastewater treatment facilities outside operating hours, we replaced high-energy-consumption 200 kW compressors with energy-efficient 7.5 kW compressors. Through this transition, we reduced our energy consumption, contributed to environmental sustainability, lowered operational costs, and improved operational efficiency.

Replacement of Analog Natural Gas Control Panels with Digital Systems

Through this project, which is planned for completion during 2024 and 2025, we expect that transitioning to a digital natural gas monitoring system will deliver a 6% improvement in natural gas consumption and a 5% reduction in our Scope 1 direct emissions.



Carbon Footprint and Emissions

Tirsan aims to systematically reduce its emissions by transparently measuring its carbon footprint and implementing emission reduction projects.

Recognizing the fundamental transformation taking place within the energy sector from fossil fuels to renewable energy sources, we focused on diversifying our energy sources in 2023 and completed the installation of our Solar Power Plant (SPP) system on the rooftop areas of our manufacturing facilities. Through the Solar Power Plant installed across the 131,648 m² rooftop area of our Tirsan Adapazarı Mega Campus, we generate approximately 90–95% of our total electricity demand from renewable energy sources, achieving a 45% reduction in Scope 2 emissions and a 35% reduction in combined Scope 1 and Scope 2 emissions under ISO 14064 compared to our 2023 base year. This investment, which serves as a tangible demonstration of Tirsan's commitment to energy efficiency, reflects our determination to progress toward our sustainability goals while continuously improving our energy efficiency initiatives to reduce our environmental impact and maintain operational excellence.

In order to reduce greenhouse gas emissions arising from our operations, in 2023 we replaced 18 forklifts powered by mobile combustion sources with electric forklifts, resulting in reduced fossil fuel consumption and a 2% decrease in our Scope 1 emissions.



	2023 (tons CO ₂ e) (Base Year)	2024 (tons CO ₂ e)
Direct Greenhouse Gas Emissions		
Category 1	6.725	5.213
From Imported Energy Indirect Greenhouse Gas Emissions		
Category 2	7.720	4.235
Other Indirect Greenhouse Gas Emissions		
Category 3	6.646	4.513
Category 4	80.912	67.256
Category 5	2.190	2.667

Greenhouse Gas Inventory and Verification Process

We began calculating our greenhouse gas emissions in 2021 and, with 2023 designated as our base year, our Company has adopted the transparent, accurate, and accountable management of greenhouse gas emissions as a strategic priority in combating climate change.

The year 2023 was selected as our base year due to improvements in data quality, clearer operational boundaries, and the institutionalization of our reporting methodology, ensuring long-term and comparable monitoring of greenhouse gas emissions.

Accordingly, our greenhouse gas inventory has been prepared in accordance with the requirements of the ISO 14064-1:2018 standard, while our calculation, reporting, and data verification processes have been independently verified by an authorized third-party verification body in accordance with ISO 14064-3 verification criteria.

Our calculations include Category 1, Category 2, Category 3, Category 4, and Category 5 emissions.

Breakdown of Category 3, Category 4, and Category 5 Indirect Emissions

For our Company, operating within the trailer manufacturing sector, indirect emissions are reported in accordance with the following categories defined under ISO 14064-1:

Emissions from Inbound Transportation and Distribution

Emissions arising from the transportation and logistics processes associated with materials delivered from suppliers to our facilities are calculated.

Emissions from Outbound Transportation and Distribution

Emissions generated during the shipment of completed semi-trailers to customers are assessed.

Emissions from Employee Commuting

Emissions resulting from employee commuting through company shuttle services are calculated.

Emissions from Customer and Visitor Transportation

Transportation-related emissions generated by customers, dealers, and visitors traveling to our facilities are assessed.

Emissions from Business Travel

Emissions resulting from air travel and hotel accommodations associated with business travel undertaken by our employees are calculated.

Purchased Raw Materials, Finished Goods, and Semi-Finished Products

Embedded carbon emissions arising from the production of purchased products and materials used in trailer manufacturing are calculated.

Capital Goods

Emissions associated with the production and procurement of machinery, equipment, welding robots, buildings, and other capital assets are assessed.

Disposal of Solid and Liquid Waste

Emissions arising from waste disposal processes are calculated according to the disposal methods applied to waste generated during production activities.

Purchased Services

Emissions associated with the energy consumption and transportation activities required for the delivery of services such as consultancy, cleaning, maintenance, repair, and security are assessed.

Product Use Emissions

Methodologies for calculating greenhouse gas emissions generated by trailers throughout their entire life cycle have not yet been clearly defined within applicable regulations and legislation.

One methodology that has been applied since 2021 within the scope of our ISO 14064 greenhouse gas calculations involves measuring emissions associated with refrigeration gases used in our refrigerated trailers and the fuel consumption of these systems, with results verified by accredited organizations.

A second approach involves calculations based on vehicle lifetime and usage assumptions using VECTO data for curtain-sided, box, and refrigerated trailers in accordance with European Union regulations that we have complied with since July 2024. However, the legislation does not yet provide a comprehensive methodology.

As the only manufacturer in Europe supplying equipment for all segments of the transport industry, Tirsan manufactures not only curtain-sided and refrigerated trailers but also tankers, silos, low-bed trailers, tippers, and container chassis products. These product categories currently fall outside the scope of VECTO. No comprehensive regulation or methodology for carbon emission calculations currently exists for these product groups. Accordingly, our objective is to deepen our analyses in

order to contribute to the development of methodologies for future reporting periods, continue monitoring legislation and best practices, determine carbon emissions arising from product use, and develop practical solutions to improve the carbon footprint performance across all Tirsan product groups in future Sustainability Reports.



Circular Economy and Waste Management

Since 2008, Tirsan has ensured that all waste generated from its operations is directed to recycling and recovery processes under the framework of its Zero Waste Certificate.

As stated in our Environmental Policy, which has been in place since 2007, we continue our efforts to promote the efficient use of raw materials and resources, eliminate waste generation wherever possible, reduce waste volumes, increase recycling and recovery rates, and minimize environmental impacts in line with our commitment to reducing waste and preventing pollution at its source.

As a pioneering company taking significant steps toward a sustainable future across many areas, we take pride in holding the Zero Waste Certificate and in operating in accordance with the principles and values it represents as a reflection of the importance we place on waste management practices. Since 2008, we have separately collected waste generated from our operations through an effective segregation system implemented at our waste collection stations. By implementing practices such as waste prevention at source, waste reduction, reuse, recycling, and recovery across all of our operational areas, we aim to establish a more sustainable production and consumption model.

During 2023 and 2024, all hazardous and non-hazardous waste generated from our operations was recycled or recovered through licensed service providers, ensuring that waste was reintroduced into the economy without harming the environment while contributing to the conservation of natural resources.

Guided by our sense of responsibility and our principle of continuous improvement in waste management, we established dedicated temporary storage areas for hazardous waste streams such as chemical waste, paint sludge, and thinner residues, ensuring their separate collection and safe storage without causing environmental harm. Through these efforts, we aim both to strengthen the effectiveness of our waste management practices and to contribute to a more sustainable production model by reducing our carbon footprint.

Water and Wastewater Management

Tirsan treats and discharges 100% of the water used at its Adapazarı campus through advanced physical, biological, and chemical treatment processes.

Although we recognize that the direct impact of our industry on water resources is relatively limited, we highly value water management in line with our corporate principles of conservation and resource efficiency. Within this framework, we pursue an effective water management policy aimed at minimizing water consumption and reducing the environmental impacts of our wastewater. Recognizing our responsibility for the sustainability of water resources, we continuously improve and enhance our practices in this area.

In line with our commitment to the sustainable management of water resources, we source water from the Sakarya water basin through the municipal water network and five groundwater wells.

Wastewater generated from our operations is treated at our wastewater treatment facility, which has a total treatment capacity of 880 m³/day for industrial and domestic wastewater and utilizes physical, chemical, and biological treatment processes, after which the treated water is discharged into the receiving environment in full compliance with legal pollutant parameter limits, thereby minimizing our environmental impact. We regularly analyze wastewater quality both in our in-house laboratories and through accredited external laboratories in order to continuously monitor the effectiveness of our treatment processes.



Responsible Raw Material and Resource Use – Protection of Ecosystems

Tirsan aims to increase resource efficiency through responsible raw material sourcing and the preference for low-carbon materials.

As Tirsan, acting with the commitment to leave a more livable world for future generations, we continuously strengthen our awareness and practices regarding responsible raw material and resource use.

While recognizing the environmental benefits arising from the infinite recyclability of key raw materials such as aluminum, iron, and steel, which form the basis of our production processes, we are also aware of the significant impact that carbon emissions generated during the extraction, processing, and transportation of these valuable resources have on ecological balance. With this perspective, we have identified raw material and resource use as one of our core continuous improvement priorities. Through this focus area, we pursue projects aimed at reducing the use of virgin materials for these metals, which account for approximately 83–85% of our products, producing durable products using less material, developing substitute materials, increasing the use of recycled-content raw materials, and promoting low-carbon products. By incorporating lighter and stronger materials into our designs, we strive to reduce vehicle weight, lower fuel consumption, and contribute to the low-carbon economy. Metal waste generated during our operations is separated through an effective segregation system and sent to licensed recycling facilities, enabling these resources to remain within the circular economy and contributing to a sustainable future.

We highly value the R&D activities our R&D activities aimed at reducing the environmental impacts of other materials used

in our products, including plastics, wood, and rubber tires. By researching more sustainable alternatives for these materials, we encourage the use of recyclable and biodegradable materials wherever possible. During 2023 and 2024, we significantly increased our environmental gains by implementing projects at our R&D Centers aimed at reducing environmental impacts across all stages of our operations, from material selection to production processes.

We closely monitor the implications of the European Union Deforestation Regulation, which entered into force in 2024 and aims to ensure that products placed on the EU market are produced without contributing to deforestation, particularly for our tire suppliers utilizing rubber raw materials and for our industry as a whole. Despite the postponement of the implementation date, we continue our collaboration efforts to ensure that our supply chain is prepared for compliance with this new regulation. Similarly, regarding tires, we maintain full compliance with the European Union Tire Labeling Regulation introduced in 2021, which aims to provide consumers with information on environmental and safety performance indicators such as fuel efficiency, wet grip performance, and external rolling noise through standardized labels.

Through all of these efforts, we maintain our commitment to the responsible use of natural resources and the protection of ecosystems and continue to improve our practices in these areas with the goal of leaving a more livable world for future generations.



FOR OUR SHARED
SUSTAINABLE FUTURE

R&D and INNOVATION

R&D and Innovation

Tirsan further strengthens its leading position in the industry by developing sustainable and competitive solutions through its state-of-the-art R&D infrastructure and continuous innovation work.

Tirsan continues its operations with the vision of becoming a global brand in the road transportation industry that develops its own technologies and shapes customer needs through the products and service solutions it creates. R&D and innovation are at the core of our business. At our R&D centers, which possess Europe's highest and most diverse testing capacity, we develop innovative products and technologies that shape our industry together with our experienced and expert teams. Recognizing that innovation and sustainability form the foundation of both Tirsan's and its customers' competitive advantage and social responsibility, we continuously pursue R&D and innovation activities, contributing to the sustainability of our industry while delivering the most competitive products to our customers.

By establishing the trailer industry's first R&D Center in 2009 and receiving the official R&D Center designation from the Ministry of Industry and Technology of the Republic of Türkiye, we took a pioneering step within our sector. Our first R&D Center operates at our Adapazarı facility across a total area of 5,400 m², focusing on vehicle, component, material, and process development activities. With our second R&D Center, whose foundations were laid in 2017 and which became operational in 2023 with a total area of 16,600 m², we achieved the highest testing diversity and capacity in the trailer industry.

The greatest strength of our R&D Centers is our experienced engineers holding undergraduate, graduate, and doctoral degrees. This expert team develops innovative solutions by utilizing their knowledge and technical expertise to solve the industry's most challenging problems. Our highly educated and experienced workforce forms the cornerstone of Tirsan's continuous innovation capability and industry leadership.

As one of the largest R&D organizations in the European trailer industry, we conduct our R&D and innovation activities meticulously across both of our centers with a total of 162 experts at our Adapazarı facility, including one PhD graduate, one PhD candidate, ten master's degree graduates, and twenty-six master's degree candidates, as well as an additional team of 49 experts at our Gebze facility.

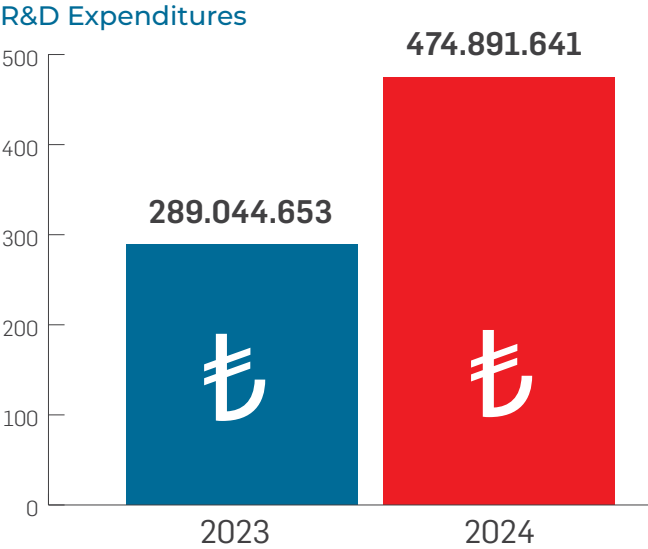
R&D and Innovation

Since its establishment, our R&D organization has filed 678 patent applications and 49 utility model applications, and as an indication of the importance we attach to R&D and innovation, we continue to increase both our project portfolio and patent applications each year. By filing 85 patent applications in 2024, we continued to strengthen our intellectual property rights portfolio. We also support patent processes through our own resources to ensure the continuity of innovation. Our R&D and innovation activities include not only innovative vehicles that will shape the industry in environmental sustainability through lighter and lower-emission designs, but also social responsibility projects aimed at creating social value, such as mobile laundries and children's education vehicles for earthquake-affected regions. With this vision, we continue to contribute to technological advancement and sustainability goals in our industry through 17 completed R&D projects with a total budget of TRY 158 million and 13 ongoing R&D projects with a total budget of TRY 164 million in 2023.

Our R&D Center achieved remarkable success in TÜBİTAK/ TEYDEB project applications, securing approval for 23 projects out of 33 submitted proposals. Within the scope of the mentoring program we implemented to enhance the innovation capabilities of our suppliers, all 10 project applications submitted to KOSGEB were approved, and six of these projects were launched in 2023.

Through the acceptance of two out of nine applications submitted to European Union and Horizon programs, we continue to strengthen our international competitiveness and collaboration capabilities.

While the resources allocated to R&D activities amounted to TRY 2,321,945 in 2009, our belief in and commitment to R&D investments have enabled this figure to increase exponentially over time. Our R&D expenditure, which amounted to TRY 289,044,653 in 2023, exceeded our 2024 target of TRY 400,000,000 and reached TRY 474,891,641, enabling us to continue investing in creating lasting value for our customers.



We continue to expand our R&D and innovation activities through scientific excellence and strong academic collaborations. By collaborating with 45 different universities, industrial organizations, and R&D institutions, we have developed projects that create value for our industry. Since our establishment, our R&D employees have contributed to the scientific advancement of the industry by publishing a total of 135 national and international papers and articles. Guided by the principle of continuous development, our expert R&D teams further expanded their work by publishing a total of five papers and articles in 2023, including three peer-reviewed international publications and two non-peer-reviewed international publications, followed by three peer-reviewed international publications in 2024. Driven by our belief in academic collaboration and continuous development, our R&D teams participated in 297 domestic and 6 international conferences, symposiums, and training programs during the 2023 reporting period, enabling them to closely follow developments that could contribute to our industry.

R&D Awards and Achievement Rankings by Year

2016 Ministry of Industry Best R&D Center 1.	2016 Trailer Innovation 2017 Safety 1.	2018 Trailer Innovation 2019 Chassis 1.	2018 Trailer Innovation 2019 Concept 3.	2020 Trailer Innovation 2021 Component 1.
2020 Trailer Innovation 2021 Body 2.	2020 Trailer Innovation 2021 Smart Trailer 2.	2020 Trailer Innovation 2021 Environment 3.	2022 Trailer Innovation 2023 Component 1.	2022 Trailer Innovation 2023 Safety 2.





FOR OUR SHARED
SUSTAINABLE FUTURE

PRODUCTS

Structured Approach to Product Safety

In line with its vision of becoming a global brand that develops its own technologies and shapes customer needs, Tirsan continuously combines the operational requirements of the road transportation industry with the latest emerging technologies at its R&D Centers to develop the newest products and solutions that enhance customer competitiveness.

As the only manufacturer in Europe capable of serving every segment of the road transportation industry through Europe's broadest product portfolio, Tirsan enables customers in more than 70 countries around the world to carry out their daily operations with the longest-lasting, most efficient, and safest trailers.

While Tirsan's R&D processes are designed to verify and validate product safety, long product life, and full compliance with international regulations, our R&D Centers develop vehicles fully aligned with the latest technological trends and training through collaborations with local and international institutions, universities, and joint product development activities with customers.

Within Tirsan's sustainability materiality assessment, the "Structured Approach to Product Safety" was identified as a high-priority topic through the participation of all stakeholders, further demonstrating that product safety processes, already rigorously implemented within Tirsan, have become an integral part of the corporate culture while reinforcing Tirsan's commitment to continuous improvement of existing processes.



R&D Testing for Product Safety

Tirsan ensures the safety and durability of its products from the design stage onward through comprehensive R&D testing and simulation activities.

At Tirsan Trailer, product safety is ensured through comprehensive and systematic R&D testing and simulation activities carried out to guarantee the mechanical performance, durability, and operational reliability of vehicles and components.

Beginning at the conceptual design stage, full vehicle analyses, component analyses, and tests conducted in laboratories, testing centers, and field environments comprehensively validate material durability and functional safety. These tests ensure that products can operate safely under the expected loading conditions and environmental factors encountered in real-life operations. The data obtained from all tests and simulations are used both for the continuous improvement of existing products and for ensuring the reliability of new product development processes.

This comprehensive and interdisciplinary approach not only ensures the mechanical strength and safety of Tirsan Trailer products but also guarantees their long-term operational reliability, adaptability to field conditions, and full compliance with industry standards and international regulations.



R&D Testing for Product Lifetime

Tirsan validates the long service life and safe performance of its products through tests equivalent to the most demanding operating conditions.

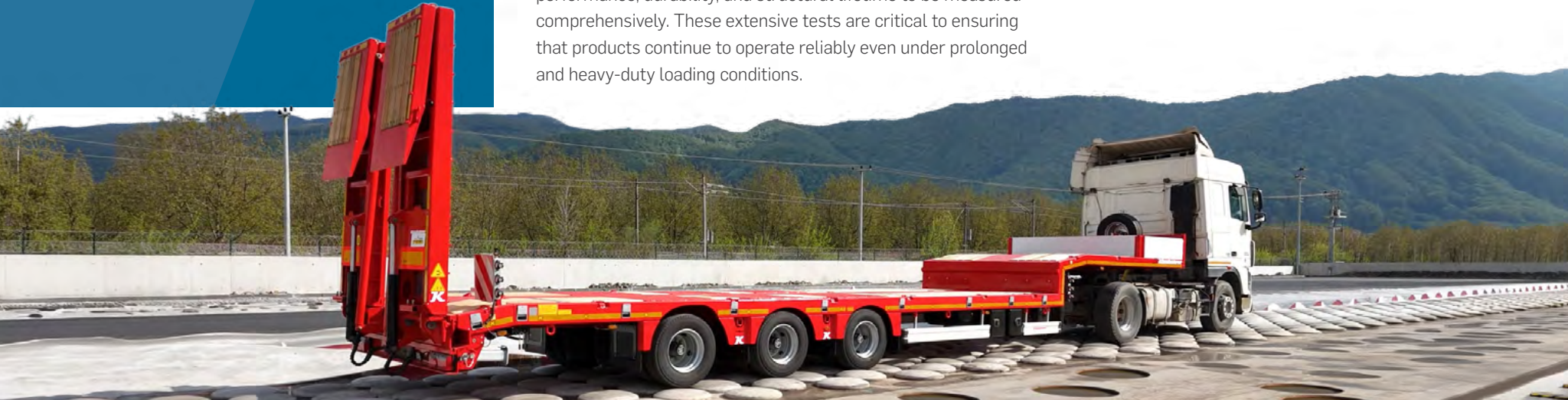
At Tirsan Trailer, product lifetime is ensured through systematic and comprehensive R&D testing and simulation activities designed to maintain reliability, preserve performance, and guarantee operational integrity under long-term operating conditions.

Through fatigue analyses and engineering assessments conducted during the conceptual design stage, the functional and structural life of products is predicted during the design process and lifetime estimations are documented in detail.

Products are subjected to real operating conditions using hydraulic simulators and proving grounds, allowing functional performance, durability, and structural lifetime to be measured comprehensively. These extensive tests are critical to ensuring that products continue to operate reliably even under prolonged and heavy-duty loading conditions.

In addition to minimum 1,000,000 km durability tests, environmental durability tests such as thermal resistance testing, UV resistance testing, dust testing, sealing tests, and functional/specialized tests ensure product resilience under various climate and operating conditions.

This interdisciplinary and systematic approach not only ensures that Tirsan Trailer products are long-lasting and durable, but also guarantees that they can be used safely, sustainably, and effectively under real operating conditions.



Homologation Compliance Processes

Tirsan develops its products in full compliance with national and international regulations, enabling them to be delivered with confidence to customers around the world.

Products manufactured by Tirsan and safely operated by road transport companies in more than 70 countries worldwide are certified in accordance with all applicable local and international regulations of the respective markets. In addition, all Tirsan Trailer products are designed and developed in full compliance with national and international legislation, as well as standards and regulations such as EU regulations, UNECE, ATP, CODE XL, and HACCP requirements. R&D projects not only generate innovative solutions that enhance our customers' competitiveness, but are also carried out on the basis of full compliance with applicable regulations and international standards.

Double-deck and high-volume refrigerated trailers:

Our double-deck and high-volume refrigerated trailers are designed in compliance with ATP, HACCP, and CODE XL regulations, incorporating the insulation systems and temperature control technologies required for refrigerated food transportation.

Modular container carrier trailers:

Our modular container carrier trailers, developed in accordance with EU Regulation 1230/2012 and ISO 668 standards, have been specifically designed for container transportation, and all homologation tests required under applicable EU regulations and international ISO standards have been successfully completed within the scope of these projects.

Four-axle silo and low-bed trailers:

Brake testing (UNECE R13, one test per vehicle type) is performed for all four-axle vehicles to verify braking performance and ensure that braking systems comply with applicable regulatory requirements.

Curtainsider, box, and low-bed trailers:

Load securing ring testing (EN 12640, one test per vehicle type) is conducted to verify transportation safety and the durability of load securing equipment. CODE XL testing (EN 12642, one test per vehicle type) is performed to ensure vehicle compliance with regulatory requirements for loading and transport operations.

All trailer families:

Rear underrun protection testing (UNECE R58, one test per vehicle type) is conducted to validate the impact resistance and safety performance of vehicle underrun protection systems.

In addition, designs featuring modular structures and high maneuverability, fully aligned with European Union regulations, have been developed, while testing and simulation data are regularly fed back into the design teams to ensure the continuous improvement of our products.

Ergonomic Design for Product Safety

Tirsan enhances operational efficiency through ergonomic designs that place user safety and comfort at the center of product development.

User safety and comfort are among the cornerstones of Tirsan's sustainable design approach. Within R&D projects, operator safety, ease of maintenance, and user ergonomics are treated as primary design criteria. Projects developed within this framework aim to simplify loading and unloading operations, optimize vehicle accessibility, and enable operators to work safely and efficiently.

Within the Lightweight Aluminum Horizontal Silo Trailer project, serviceable single-wall flange-free discharge cones simplified operator intervention and improved ergonomics during loading and unloading operations. Loading and unloading times were improved. The use of common cone components enabled component standardization and inventory optimization in after-sales services.

The Smart Trailer Project increased operational ergonomics and safety in silo vehicles through mobile phone and application-based remote control systems, enabling operations to be monitored remotely and from a safe distance during manual procedures.

We introduced the safety-enhanced tipping silo trailer equipped with this system in 2016. In 2018, the project was nominated in the Safety Category of innovation awards. The first safety feature of our tipping silo trailer is a safety control system that prevents any loading or unloading intervention while the vehicle is pressurized, thereby reducing accident risks. Another safety feature of the tipping silo trailer prevents the tipping body from being raised at unsafe angles during unloading operations and restricts vehicle movement once the unloading position has been activated in order to eliminate driver errors. Due to the high discharge speeds within the vehicle, an automatically activated ventilation system prevents vacuum formation inside the trailer and reduces accident risks by allowing air intake when required. Sensor systems that continuously monitor brake caliper thickness contribute to preventing accidents that could occur during road operations. Our safety-enhanced tipping silo trailer has been successfully commercialized. Additional R&D projects have been carried out in the field of tank and silo automation, including remote loading and unloading systems and intelligent loading and unloading technologies. Most recently, the Automatic Alignment System with Visual Warning Lights Project was developed for vehicles used in heavy transport operations and equipped with hydro-mechanical steering systems, enabling the automatic control of the angle between tractor and trailer as well as wheel steering direction while providing visual guidance through warning lights visible both on the control unit and in the driver's side mirrors. This system allows drivers to perform vehicle and trailer alignment easily and with high accuracy, improving operational efficiency while providing an ergonomic user experience.

Within the container product family, the octagonal central beam design, which received first place in the innovation chassis category, enabled structurally reliable opening and closing operations while optimizing load safety and reducing the physical effort required during operation through smoother and more gradual movement sequences that prioritize user health and comfort.

In our new-generation curtainsider vehicles, optimized roof bows combined with an optimized center pillar design enable roof lifting operations to be performed with 1.3 times less force compared to conventional systems. As a result, users achieve maximum control and operational efficiency with minimal effort. To improve loading and unloading ergonomics in curtainsider vehicles, curtains, pillars, rear door locking mechanisms, and curtain buckles used by drivers were optimized, delivering a minimum of 40% reduction in required operating effort across the industry and introducing one of the most user-friendly products in the sector.

To facilitate tire replacement for drivers, our box-type vehicles are equipped with sliding spare wheel carriers that support and balance the weight of the tire through a guided sliding structure, allowing tire changes to be carried out with significantly less effort. This solution contributes directly to protecting driver health and well-being. All of these initiatives collectively demonstrate Tirsan R&D Center's user-focused design philosophy and integrated sustainability strategy. Each project is supported by the principles of environmental responsibility, safety, durability, and efficiency, while prioritizing operator experience and ease of use.

Innovation Awards and International Achievements Supporting Safety

Tirsan reinforces its leading position in the industry through safety-focused innovations and internationally recognized awards.

Through its strong R&D infrastructure and innovative approach, Tirsan Trailer continues to demonstrate sustainable innovation success within the industry. Through its comprehensive R&D activities and original product designs, the company has received a total of nine awards within the scope of the European Innovation Awards. Through these awards, Tirsan has contributed to improving the safety of people, the environment, and cargo operations.

2023 – First Place in the “Component” Category with the Van Eck Roll Container Locking System

The system addresses cargo safety risks that may occur during partial loading operations through an intelligent and practical cargo securing solution.

2023 – Second Place in the “Safety” Category with the Kässbohrer Integrity Protection Device

Through the patented digital system developed to ensure operational safety, all unauthorized external interventions on loaded vehicles are instantly reported to the relevant parties.

2021 – Second Place in the “Body” Category with the 45ft Roll Swap Body Vehicle

The vehicle enables the safe and efficient transportation of steel coils during rail loading operations and prevents accidents resulting from transporting steel coils using unsuitable vehicles.

2021 – Second Place in the “Smart Trailer” Category with Trailer Advanced Driver Assistance Systems

The Trailer Advanced Driver Assistance Systems (K-ADAS) create differentiation through four technological features selected from seven technologies, more than 50% of which were new to the trailer industry and fully compatible with existing truck ADAS systems. Functions such as warning the driver to support safe overtaking maneuvers and preventing collision accidents through 360-degree visibility during parking operations elevate product safety to a higher level. These features also contribute to the development of intelligent trailers that will become essential once fully autonomous driving becomes standard.

2019 – First Place in the “Chassis” Category with the Kässbohrer K.SHG AVMH Front-, Middle-, and Rear-Extendable Multifunctional Container Chassis

The product was developed using a patented octagonal middle and rear extension structure together with a user-friendly patented front extension system to provide reliability and efficiency in intermodal operations.

2019 – Third Place in the “Concept” Category with the Talson Safe Box Product

The self-supporting aluminum body structure of the box, together with specialized safety equipment and compatibility with door and locking systems from all brands, delivers the highest levels of security.

2017 – First Place in the “Safety” Category with the Kässbohrer High-Security Bitumen Tanker

To eliminate safety risks that could result in fatal injuries to drivers and fires in unloading areas during the unloading of bitumen and similar materials transported at temperatures reaching 250°C, we automated all unloading operations and enabled remote control of the entire process. By automating sequence control, the operating logic of the required valves was configured to function in the correct order, thereby preventing operator errors. Thanks to the emergency shut-off button, valves that would normally require manual closure using hand wheels can be closed pneumatically in less than 0.1 seconds. As a result, operator and environmental safety are ensured in incidents such as hose detachment or rupture.

These awards provide tangible evidence of Tirsan Trailer’s commitment to innovation and product safety. At the same time, they reinforce the success of the company’s R&D investments and strengthen its leadership position within the industry. Each award reflects Tirsan’s vision of developing safe, innovative, and sustainable products.

SUSTAINABLE PRODUCT (LCA - LIFE CYCLE ASSESSMENT)

Tirsan applies the Life Cycle Assessment (LCA) methodology throughout its product development processes, aiming for each product to maintain its first-day performance through regular maintenance over a minimum service life of 10 years and at least 1,000,000 kilometers of operation. Products are validated by highly qualified engineers within one of Europe’s most advanced and well-equipped R&D centers before being introduced to customers.

At the same time, numerous national and international projects conducted by the Tirsan R&D Center contribute directly to both environmental and economic sustainability objectives.

Research into Solutions for Corrosion and Wear Problems Observed in Trailer Vehicles

The project entitled “Development Studies for Flux-Cored Wire with Powder Additives and Advanced Coating Applications” has been approved for support under the TÜBİTAK TEYDEB program. The objective of the project is to develop coating applications aimed at solving corrosion and wear problems encountered in low-bed trailers. Within low-bed applications, Zn-Al coating technology has been implemented particularly on chassis components to provide protection against acidic corrosion resulting from road salting operations. Tirsan’s low-bed product family has achieved the highest level of metallization protection within the sector and successfully passed the industry’s most demanding salt and corrosion resistance test with a performance exceeding 3,800 hours, outperforming its closest competitor by 72%. By increasing durability through enhanced corrosion protection, product lifetime has been extended while reducing the need for primary raw materials and replacement components. Measuring the environmental benefits of these improvements in terms of carbon emission reductions has been identified as a focus area for future projects and analyses.



Circular Economy



Tirsan embraces a circular economy approach across all processes, from production to end-of-life management. This approach aims not only to reduce waste, but also to ensure that products, components, and materials are designed to be reusable, repairable, and recyclable throughout their lifec

Tirsan is the first and only manufacturer in Europe capable of serving all segments of the road transportation industry with the broadest product portfolio in Europe, producing more

than 1,000 individual products across 21 product families that enhance customer competitiveness. Aluminum, steel, and composite materials used in production processes are selected from materials with high recyclability, while production losses are minimized through material standardization strategies applied in chassis, door, and side panel manufacturing.

All products developed by the Tirsan R&D Center are designed according to modular and disassemblable design principles, extending product lifetime through component-level refurbishment and replacement opportunities. For example, within the Modular Container Carrier Trailer project, bolted main chassis structures allow individual components to be disassembled and renewed separately. In tipping silo vehicles, all connection components and operational safety elements are installed using removable coupling systems, enabling replacement without damaging the overall vehicle structure when maintenance is required. Thanks to the aluminum riveted panel structure used in Talson box vehicles, only the damaged panel can be replaced, providing modular repair solutions without requiring replacement of the entire side structure. In the new curtainsider trailer series, modular bracket structures that can be used on the roof and side structures according to customer needs and preferences provide easy adaptation to different roof and side configurations while meeting changing operational requirements. In low-bed and low-loader vehicles, component-based modular structures enable rubber, grating, and hardwood flooring alternatives to be replaced according to operational requirements, accident conditions, and climatic needs.

The R&D Center integrates circular economy principles into product development processes by evaluating environmental impacts through Life Cycle Assessment (LCA) analyses and optimizing material selections and production methods through lower-carbon alternatives.

In addition, analyses and tests focusing on the mechanical and fatigue performance of recyclable materials are conducted to identify materials with high reuse potential.

These studies are carried out to improve the accuracy of material data and boundary conditions used in simulation applications, ensuring more reliable and consistent analysis results. Within this process, dedicated tests are conducted to determine the reuse potential of recyclable materials, while their mechanical durability and fatigue performance are evaluated in detail.

Our long-term objective is to ensure the safest possible use of recycled materials in vehicles through robust analyses and testing programs that accurately replicate real-world operating conditions.

Projects developed within this scope support sustainable product strategies and circular economy objectives while contributing to the creation of a product ecosystem that simultaneously delivers environmental and economic sustainability.

Responsible Raw Materials



Acting with the commitment to leave a livable world for future generations, Tirsan continuously develops awareness and practices related to responsible raw material and resource use throughout all production processes. We recognize the environmental advantages of recyclable raw materials such as aluminum, iron, and steel, which form the foundation of our production activities, while continuously improving our processes to reduce the ecological impacts of carbon emissions arising from the extraction and processing of these resources.

Within suitable product groups, Tirsan utilizes S700MC high-strength steel to increase payload capacity, durability, and product lifetime. Through the use of ultra-high-strength steel, we achieve annual savings of approximately 9% in primary steel consumption while protecting global resources and reducing indirect production emissions.

Our R&D activities also continue to focus on increasing the use of recyclable and biodegradable alternatives for materials such as plastics, wood, and rubber.

In addition, we maintain close collaboration with our suppliers to ensure the sustainable sourcing of tires produced from rubber raw materials in line with the requirements of the European Union Deforestation Regulation, which entered into force in 2024. By fully complying with the EU Tire Labeling Regulation, we provide customers with information regarding fuel efficiency, wet grip performance, and external rolling noise values, enabling safer and more sustainable purchasing decisions.

Tirsan aims to integrate responsible natural resource use, sustainable material selection, and recycled material utilization not only as responses to R&D initiatives and regulatory requirements, but also as an integral part of product development processes and corporate culture.

Carbon Footprint

Tirsan focuses on reducing carbon emissions throughout the entire value chain, from design and production to product use, by developing low-emission and efficient solutions.

According to the European Commission's assessment of CO₂ emissions in the transport sector, heavy-duty vehicles (HDVs), truck-trailer combinations, and buses account for approximately 6% of total European Union greenhouse gas emissions and more than 25% of emissions originating from road transportation. Our leading position within the logistics industry brings with it the responsibility to reduce carbon emissions generated during design, production, and operational use. Within our R&D centers, product development processes are planned with the objective of reducing fuel consumption and improving efficiency. This approach directly contributes to reducing our customers' carbon emissions throughout the operational life of our products.

Under the European Green Deal framework, the VECTO (Vehicle Energy Consumption Calculation Tool) system, which measures CO₂ emissions and fuel consumption of curtain-sided, box, and refrigerated trailers with rectangular body structures, entered into force in 2024. With its proactive approach, Tirsan evaluated the impacts of the regulation while it was still under discussion, completed the necessary preparations in advance, validated its data, and takes pride in holding VECTO Certificate No. 0001.

In line with the VECTO regulation and targets that will become fully applicable by 2030, our R&D activities aimed at reducing fuel consumption and improving efficiency continue without interruption.



Longer and Heavier Vehicles (LHV)

As part of sustainable transportation solutions, development activities are being carried out on vehicle combinations up to 32 meters in length, defined under EU mass and dimension regulations as Longer and Heavier Vehicles (LHVs). By enabling larger payloads to be transported in fewer trips, LHV vehicles significantly reduce total fuel consumption and carbon emissions. Within curtain-sided product families, the 32-meter-long Super Eco Combi (SEC) vehicle developed together with our customers has successfully undergone extensive testing in the Netherlands. The SEC vehicle was further tested at AMPT Maasvlakte with the participation of RDW, the Port of Rotterdam Authority, and other official institutions.

The SEC combination stands out through features such as dynamic wheelbase technology and Huckepack compatibility integrated into Tirsan Mega Curtain-Sider vehicles. Maneuverability characteristics, including turning radius performance, were designed and validated considering all road

conditions. Operational field testing activities continue. SEC combinations are available in curtain-sided, box-body, and container carrier configurations.

The vehicles are fully compatible with intermodal transportation thanks to train loading brackets suitable for P400 wagon standards. In addition, the 90 mm gooseneck height provides an internal loading height of 2,950 mm, enabling the transportation of high-volume cargo. As a result, the SEC concept delivers the carrying capacity of two conventional vehicles within a single combination and offers the potential to reduce carbon emissions by up to 40%.

At the same time, our 32-meter combination product portfolio includes dedicated chassis solutions designed specifically for Scandinavian markets with optimized axle configurations capable of carrying both 45-foot and 40-foot containers. These vehicles provide high transport capacity in compliance

with regional regulations while delivering efficient intermodal transport solutions and reducing the operational requirement for additional tractor units.

Our contribution is not limited to general cargo transportation; within our low-bed product family serving the construction industry, drawbar low-bed trailers can be connected both behind rigid trucks and to standard low-bed trailers, enabling 24-meter vehicle combinations that transport larger loads in a single trip.

Particularly for short-wheelbase construction equipment and asphalt paving machinery, hydraulic gooseneck ramp options make loading and transportation safer and easier on a single trailer, reducing the number of transport operations required during daily activities while improving operational efficiency.



Electrification

In line with the European Union's zero-emission objectives, the ZEFES (Zero Emission Freight EcoSystem) project, launched in January 2023 and targeted for completion in June 2026, focuses on the development of electric tractor and trailer technologies. Within the scope of this project, Tirsan is developing next-generation vehicle architectures that contribute to zero-emission targets and integrating electric solutions into its product portfolio. As part of electric trailer projects, a strategic partnership has been established with ZF to develop innovative trailer concepts incorporating electric axle technologies. Battery modules and battery cabinets have been fully designed within the Tirsan R&D Center and integrated into curtain-sided trailers and container chassis vehicles.

Through European Union projects such as FORCE FIELD, SOLTRUCK, and E-SPRIT, which have generated significant technical know-how, battery-carrying container trailers, solar-powered charging trailers, and Vehicle Integrated Photovoltaic (VIPV) systems have been developed, while testing, simulation, and modelling experiences have been integrated into Tirsan's product development processes.

For cold-chain transportation, the Electric Cool Reefer vehicle, developed under the vision of "Zero Fuel, Zero Emissions in Refrigeration", has been designed on the Thermo King refrigeration platform and equipped with a BPW electric axle system capable of generating energy during operation. This architecture enables refrigeration functions to operate entirely through electric power with zero direct emissions. Thanks to the integration of electric refrigeration systems, best-in-class thermal insulation performance, and advanced GRP panel technologies, the solution delivers annual savings exceeding 4,000 liters of fuel while reducing carbon dioxide emissions by more than 10 tonnes per year.



Lightweight Vehicles

Among Tirsan's product development priorities is the continuous lightweighting of both existing and future products across the entire portfolio, creating both economic and environmental benefits.

As a result of improvement projects carried out on 35 m³ non-tipping silo trailers used in bulk transportation, a next-generation Aluminum non-tipping Silo Trailer that is 500 kg lighter was developed. By reducing the overall vehicle height by 120 mm, a lower-height was achieved, while the 500 kg weight optimization increased payload capacity and operational efficiency. The reduced vehicle weight lowered fuel consumption, improved trip efficiency by 2%, and delivered corresponding reductions in carbon emissions.

The renewed tipping silo trailer family is approximately 5% lighter than comparable vehicles currently available on the market thanks to advanced engineering solutions and validated tank and component thickness optimization. This enables greater payload capacity while minimizing fuel consumption during empty return journeys. All components installed on the vehicle have been designed to be removable for cleaning and maintenance purposes.

For low-bed trailers, flexible vehicle configurations and lean design principles allow vehicle tare weight to be reduced by up to 500 kg, lowering fuel consumption during transportation operations and improving operational efficiency. The modular and add-on design philosophy applied to vehicle components ensures that these benefits are directly transferred to end users.

Our patented fixed 40–45 ft container chassis featuring the award-winning octagonal chassis design and recognized as the Trailer Innovation Award winner in the chassis category is the lightest fixed

container carrier in Europe, with a vehicle weight of only 4,020 kg. Increased payload capacity, reduced trip requirements, and lower fuel consumption during empty returns contribute directly to lower carbon emissions.

Our chemical tanker family, with capacities ranging from 30,000 liters to 37,500 liters and positioned among the lightest products in Europe within its segment, enables transport operators carrying hazardous materials to reduce trip frequencies and lower fuel consumption during empty operations, resulting in reduced carbon emissions.

Through all of these projects, Tirsan continues its efforts to reduce carbon footprints, improve fuel efficiency, and accelerate the transition toward zero-emission transportation. Every product developed through our innovation and engineering capabilities is designed not only to achieve technical excellence but also to contribute directly to the fight against climate change.

As part of our unmatched intermodal product portfolio, our lightweight 45 ft curtain-sided Swap Body vehicle weighing only 3,900 kg can be combined with Europe's lightest fixed ultra-light 45 ft container chassis weighing 3,620 kg, creating the lightest combination in Europe and enabling our multimodal transport customers to significantly reduce their carbon footprints.



High-Capacity Vehicles

Tirsan Mega Curtain-Sider vehicles provide an additional 5.2 m³ of cargo volume through their 2,950 mm internal clear height, enabling more efficient transportation of high-volume cargo while reducing carbon emissions.

Serving the bulk transportation market, the 90,000-liter aluminum tipping silo trailer, the highest-capacity tipping silo vehicle in its segment, enables even the lightest-density cargo to be transported in compliance with maximum legal road weight limits while minimizing operational times through the fastest loading and unloading operations available to our customers. As the only manufacturer in the market producing aluminum vehicles at this capacity level, we have been supplying 90,000-liter tipping silo trailers to our customers for more than 20 years.

Our VAN ECK double-deck trailers, recognized as the lightest double-deck vehicles in Europe, provide 60% more loading capacity and enable transportation volumes equivalent to three conventional vehicles with a single unit, resulting in up to 40% lower CO₂ emissions. With deck heights of 186 cm on each level, these double-deck vehicles are approximately 500 kg lighter than comparable solutions available on the market, helping customers operating in high-volume general cargo transportation reduce their carbon emissions.





APPENDICES

Performance Indicators GRI Index

PERFORMANCE INDICATORS

Social Performance Indicators

EMPLOYEE DEMOGRAPHICS	DISCLOSURE	2023	2024
Total Number of Employees	Person	1252	1326
Female	Person	141	141
	Rate	%11	%11
Male	Person	1111	1171
	Rate	%89	%89
OFFICE EMPLOYEE			
Female	Rate	%28	29%
	Rate	%72	71%
FIELD EMPLOYEE			
Female	Rate	%1	2%
	Rate	%99	98%
TOTAL NUMBER OF EMPLOYEES BY EDUCATION LEVEL			
Primary School	Rate	%16	%18
High School	Rate	%40	%41
Associate Degree	Rate	%11	%10
Bachelor's Degree	Rate	%30	%28
Master's Degree	Rate	%3	%3
Doctorate	Rate	0	0

	DISCLOSURE	2023	2024
TOTAL EMPLOYEE RATIO BY AGE GROUPS			
Under 30 years old	Rate	%37	%28
30-50 years old	Rate	%57	%63
50 years and older	Rate	%6	%9
NUMBER OF EMPLOYEES WHO ARE DISABLED, FORMER CONVICTS, OR VICTIMS OF TERRORISM			
Female	Rate	X	X
Male	Rate	X	X
BOARD MEMBERS			
Female	Rate	%50	%50
Male	Rate	%50	%50
MANAGER RATIO			
Manager and above			
Female	Rate	%25	%28
Male	Rate	%75	%72
MANAGER PERIODS BY AGE GROUPS			
Under 30 years old	Rate	0	0
30-50 years old	Rate	%78	%80
50 years and older	Rate	%22	%20

Social Performance Indicators

EMPLOYEE TURNOVER	DISCLOSURE	2023	2024
Turnover Rate	Rate	%16,9	%9,5
NUMBER OF NEWLY HIRED EMPLOYEES			
Female	Person	42	25
Male	Person	99	61
Under 30 years old	Person	87	64
30-50 years old	Person	54	20
50 years and older	Person	0	2
NUMBER OF EMPLOYEES WHO LEFT THEIR JOBS			
Female	Person	29	18
Male	Person	64	59
Under 30 years old	Person	41	36
30-50 years old	Person	51	36
50 years and older	Person	1	5

EMPLOYEE DEVELOPMENT	DISCLOSURE	2023	2024
EMPLOYEE TRAINING - NUMBER OF PARTICIPANTS			
White-collar Employee	Person	3638	2998
Blue-collar Employee	Person	3050	2603
EMPLOYEE TRAINING - TOTAL HOURS			
White-collar Employee	Person*Hour	446,26	371,43
Blue-collar Employee	Person*Hour	145,24	142,81
Female	Person*Hour	213,16	352,56
Male	Person*Hour	477,76	396,11
NUMBER OF EMPLOYEES GIVEN REGULAR PERFORMANCE EVALUATION FEEDBACK			
White-collar Employee			
Female	Person	136	164
Male	Person	350	438

OSH	DISCLOSURE	2023	2024
ACCIDENT FREQUENCY RATE			
Direct Employment	Person	28,03	26,92
Service Procurement	Person	29,80	21,07
NUMBER OF INJURED EMPLOYEES			
Direct Employment	Person	33	40
Service Procurement	Person	53	32
NUMBER OF EMPLOYEES WHO WERE SERIOUSLY INJURED			
Direct Employment	Person	0	0
Service Procurement	Person	0	0
WORK ACCIDENT SEVERITY RATE			
Service Procurement	Person	3,15	3,70
Service Procurement	Person	2,83	1,30

	DISCLOSURE	2023	2024
LOST DAY RATE			
Direct Employment	Sayı	0,37	0,43
Service Procurement	Sayı	0,33	0,15
NUMBER OF DEATHS DUE TO WORKPLACE ACCIDENTS			
Direct Employment	Person	0	0
Female	Person	0	0
Male	Person	0	0
Service Procurement	Person	0	0
Female	Person	0	0
Male	Person	0	0
OCCUPATIONAL DISEASE RATE			
Service Procurement	Person	0	0
Service Procurement	Person	0	0

Environmental Performance Indicators

NATURAL RESOURCES	Unit	2023		2024	
		Target	Realized	Target	Realized
Raw Material Quantity	Tons	Not applicable	47.613	Uygulanmaz	36.849
Recycled Raw Material Quantity	Tons	Not applicable	19.287	Uygulanmaz	16.273
Use Rate of Packaging Made from Recycled Material (Raw Material or Product Packaging)	Tons	-	-	-	-
ENERGY AND FUELS					
Total Energy Consumption kWh	kWh	18.000.000	17.466.596	17.000.000	18.513.417
Electricity Purchased (kWh)	kWh	18.000.000	17.466.596	10.479.957	9.758.929
Total Renewable Energy Production kWh -Solar Power Plants	kWh	-	-	17.000.000	16.299.205
Renewable Electricity Consumption	%	-	0%	90%	88%
Natural Gas Consumption (kWh)	kWh	28.000.000	27.651.400	27.000.000	24.500.132
Diesel Fuel Consumption (liters)	lt	-	262.408	249.288	193.696
Gasoline Consumption (liters)	lt	-	22.798	-	84.461
Energy Intensity (TEP energy consumption / Number of vehicles)	TEP / araç adedi, yıllık	0,34	0,31	0,37	0,41



SOLID WASTE AND CIRCULAR ECONOMY	Unit	2023		2024	
		Target	Realized	Target	Realized
Amount of Hazardous Waste Sent to Recycling, tons (Includes recycling and reuse)	ton	308	264	251	218
Amount of Hazardous Waste Sent to Energy Recovery	ton	942	821	780	775
Amount of Hazardous Waste Sent to Disposal/Landfill/Solid Waste Site	ton	0	0	0	0
Amount of Non-Hazardous Waste Sent to Recycling, tons (Includes recycling and reuse)	ton	2663	2.429	2.308	1.787
Amount of Non-Hazardous Waste Sent to Energy Recovery	ton	697	581	552	467
Amount of Non-Hazardous Waste Sent to Disposal/Landfill/Solid Waste Site	ton	0	0	0	0
Total waste not sent to landfill, recovered rate	%	100	100,00	100,00	100,00

Environmental Performance Indicators

WATER AND WASTEWATER MANAGEMENT	2023		2024		
	Unit	Target	Realized	Target	Realized
Total Annual Water Withdrawn by Source (m³)	m³	215.000	202.327	170.000	136.173
Well Water (m³)	m³	200.000	191.180	150.000	118.406
Network Water (m³)	m³	15.000	11.147	20.000	17.767
Tanker - Transport Water (m³)	m³	0	0	0	0
Total Annual Water Consumption by Source (m³)	m³	215.000	202.327	170.000	136.173
Well Water (m³)	m³	200.000	191.180	150.000	118.406
Network Water (m³)	m³	15.000	11.147	20.000	17.767
Tanker Water (m³)	m³	0	0	0	0
			17		16
Water Discharged by Source (m³)	m³	135.000	118.862	110.000	73.447
Receiving Environment (m³)	m³	135.000	118.862	110.000	73.447
Wastewater Channel (m³)	m³	0	0	0	0
Recovered Water (m³)	m³	0	0	0	0
Reused Water and Wastewater (m³)	m³	0	0	0	0
Recovered/Reused Water (m³)	m³	0	0	0	0
Recovered Wastewater (m³)	m³	0	0	0	0

GREENHOUSE GAS EMISSIONS	2023		2024		Unit	
	Target	Realized	Target	Realized		
Direct Greenhouse Gas Emissions	Scope 1	NA	6.726	NA	5.214	ton CO2, e
Resulting from Imported Energy Indirect Greenhouse Gas Emissions	Scope 2	NA	7.720	NA	4.235	ton CO2, e
	Scope 3	NA	6.646	NA	4.513	ton CO2, e
Other Indirect Greenhouse Gas Emissions	Scope 4	NA	80.913	NA	67.527	ton CO2, e
	Scope 5	NA	2.190	NA	2.667	ton CO2, e

GRI INDEX

STATEMENT OF USE: Tirsan Trailer Industry and Trade Inc. has reported in accordance with GRI Standards for the period 01.01.2024-31.12.2024.
GRI 1 USED : GRI 1: Basic Principles 2021

GENERAL INFORMATION		GRI STANDARDS	EXPLANATIONS	NOTIFICATION LOCATION
GRI 2: General Disclosures 2021	2-1	Company Profile	About Report, About Tırsan, Arka Kapak	4, 7, 96
	2-2	Entities included in sustainability reporting	About Report	4
	2-3	Reporting period, frequency, and contact information	About Report	4
	2-4	According to previous reports revised information	GRI İndeksi: Yeniden düzenlenen bilgi bulunmamaktadır.	-
	2-5	External Assurance	About Report	4
	2-6	Activities, value chain, and other business relationships	About Report, About Tırsan	4, 7
	2-7	Employees	Principles of Equality, Diversity and Inclusion, Social Performance Indicators	44, 81
	2-8	Employees of subcontractor companies	Principles of Equality, Diversity and Inclusion, Social Performance Indicators	44, 81
	2-9	Governance structure	Tırsan Corporate Governance	14
	2-10	The process of determining the competence and qualifications of the members of the highest governance body	GRI İndeksi: Yönetim Kurulu üye seçimi gereklilikler çerçevesinde gerçekleştirilmektedir.	-
	2-11	Chair of the highest governance body	Tırsan Corporate Governance	14
	2-12	Role of the highest governance body in managing impacts	Tırsan Corporate Governance	14
	2-13	Delegation of responsibility for managing impacts	Our Sustainability Approach	22
	2-14	Role of the highest governance body in sustainability reporting	Our Sustainability Approach	22
	2-15	Conflicts of interest prevention processes	Tırsan Corporate Governance	14
	2-16	Communication of critical concerns to the highest governance body	GRI İndeksi: Raporlama döneminde benzer vaka yaşanmamıştır.	-

GENERAL INFORMATION	GRI STANDARDS		EXPLANATIONS	NOTIFICATION LOCATION
GRI 2: General Disclosures 2021	2-17	Competencies of the highest governance body	Tirsan Corporate Governance	14
	2-18	valuation of the highest governance body's performance	GRI Index: The Board of Directors' performance evaluation processes are carried out within the framework of the requirements.	-
	2-19	Wage policies	GRI Index: Not shared as confidential information.	-
	2-20	The process for determining wages	GRI Index: Not shared as confidential information.	-
	2-21	Total annual wage rate	GRI Index: Not shared as confidential information.	-
	2-22	Statement on sustainable development strategy	Our Sustainability Approach	22
	2-23	Policy commitments	Tirsan Corporate Governance	14
	2-24	Implementation of policy commitments	Tirsan Corporate Governance	14
	2-25	Processes to remediate negative impacts	Tirsan Corporate Governance	14
	2-26	Mechanisms for seeking advice and raising concerns regarding issues related to ethical and legal conduct	Tirsan Corporate Governance, Employee Satisfaction and Engagement	14, 42
	2-27	Compliance with laws and regulations	GRI Index: No illegal developments occurred during the reporting period, and no penalties were received for non-compliance with laws and regulations.	-
	2-28	Corporate memberships	Corporate Initiatives	10
	2-29	Stakeholder engagement	Stakeholder Engagement, Materiality Assessment and Prioritization Matrix	25, 27
	2-30	Percentage of employees covered by collective bargaining agreements	GRI Index: No collective bargaining agreement.	
GRI 3: Priority Issues 2021	3-1	Process to determine material topics	Stakeholder Engagement, Materiality Assessment and Prioritization Matrix	25, 27
	3-2	List of material topics	Stakeholder Engagement, Materiality Assessment and Prioritization Matrix	25, 27

Very High Priority

GENERAL INFORMATION	GRI STANDARDS		EXPLANATIONS	NOTIFICATION LOCATION
DIGITALIZATION				
GRI 3: Priority Issues 2021	3-3	Management of material topics	Managing Priority Sustainability Issues,	28
R&D AND INNOVATION				
GRI 3: Priority Issues 2021	3-3	Management of material topics	Managing Priority Sustainability Issues, R&D and Innovation	28, 60
EMPLOYEE TRAINING AND DEVELOPMENT				
GRI 3: Priority Issues 2021	3-3	Management of material topics	Managing Priority Sustainability Issues, Training and Performance Management	28, 40
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Training and Performance Management, Social Performance Indicators	40, 81
	404-2	Programs for upgrading employee skills and transition assistance programs	Training and Performance Management	40
	404-3	Percentage of employees receiving regular performance and career development reviews	Social Performance Indicators	81
SUSTAINABLE PRODUCT				
GRI 3: Priority Issues 2021	3-3	Management of material topics	Managing Priority Sustainability Issues, AR-GE ve İnovasyon, For Our Shared And Sustainable Future Products	28, 60, 64
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	AR-GE ve İnovasyon, For Our Shared And Sustainable Future Products	60, 64
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Our Environmental Approach	50

Very High Priority

GENERAL INFORMATION	GRI STANDARDS		EXPLANATIONS	NOTIFICATION LOCATION
SUSTAINABLE SUPPLY CHAIN				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues	28
OCCUPATIONAL HEALTH AND SAFETY				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues, Occupational Health and Safety	28, 46
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health and Safety	46
	403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	46
	403-3	Occupational health services	Occupational Health and Safety	46
	403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	46
	403-5	Worker training on occupational health and safety	Occupational Health and Safety	46
	403-6	Promotion of worker health	Occupational Health and Safety	46
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	46
	403-8	Workers covered by an occupational health and safety management system	Occupational Health and Safety, Social Performance Indicators	46, 81
	403-9	Work-related injuries	Occupational Health and Safety, Social Performance Indicators	46, 81
	403-10	Work-related ill health	Occupational Health and Safety, Social Performance Indicators	46, 81
CUSTOMER SATISFACTION				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues	28
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GRI Content Index: No such discrepancies were observed during the reporting period.	-

High Priority

GENERAL INFORMATION	GRI STANDARDS		EXPLANATIONS	NOTIFICATION LOCATION
ENERGY EFFICIENCY AND SAVINGS				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues, Energy Efficiency and Use of Renewable Resources	28, 52
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Energy Efficiency and Use of Renewable Resources	52
	302-3	Energy intensity	Energy Efficiency and Use of Renewable Resources	52
	302-4	Reduction of energy consumption	Energy Efficiency and Use of Renewable Resources	52
	302-5	Reductions in energy requirements of products and services	Energy Efficiency and Use of Renewable Resources, For Our Shared And Sustainable Future Products	52, 64
EMPLOYEE SATISFACTION				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues, Employee Satisfaction and Engagement	28, 42
GRI 402: Labor/Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Employee Satisfaction and Engagement	42
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	TIRSAN Human Resources Practices, Employee Satisfaction and Engagement, Social Performance Indicators	39, 42, 81
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Satisfaction and Engagement	42
	401-3	Parental leave	Principles of Equality, Diversity and Inclusion, Social Performance Indicators	44, 81

High Priority

GENERAL INFORMATION	GRI STANDARDS		EXPLANATIONS	NOTIFICATION LOCATION
CARBON FOOTPRINT				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues, Carbon Footprint and Emissions	28, 54
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Carbon Footprint and Emissions, Environmental Performance Indicators	54,
	305-2	Energy indirect (Scope 2) GHG emissions	Carbon Footprint and Emissions, Environmental Performance Indicators	54,
	305-3	Other indirect (Scope 3) GHG emissions	Carbon Footprint and Emissions, Environmental Performance Indicators	54,
	305-4	GHG emissions intensity	Carbon Footprint and Emissions, Environmental Performance Indicators	54,
	305-5	3Reduction of GHG emissions	Carbon Footprint and Emissions	54
CORPORATE GOVERNANCE				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues, Tirsan Corporate Governance	28, 14
CONTINUOUS IMPROVEMENT OF OPERATIONAL EXCELLENCE				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues	28
ETHICS AND TRANSPARENCY				
GRI 3: Priority Issues 2021	3–3	Management of material topics	Managing Priority Sustainability Issues	28
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	GRI Content Index: No such non-conformity was observed during the reporting period.	-
	205-3	Confirmed incidents of corruption and actions taken	GRI Content Index: No such non-conformity was observed during the reporting period.	-

High Priority

GENERAL INFORMATION		GRI STANDARDS		EXPLANATIONS	NOTIFICATION LOCATION
LEAN CULTURE AND CONTINUOUS IMPROVEMENT					
GRI 3: Priority Issues 2021	3–3	Management of material topics		Managing Priority Sustainability Issues	28
EQUALITY, DIVERSITY, AND INCLUSION					
GRI 3: Priority Issues 2021	3–3	Management of material topics		Managing Priority Sustainability Issues, Principles of Equality, Diversity and Inclusion	28, 44
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees		Principles of Equality, Diversity and Inclusion, Social Performance Indicators	44,
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken		GRI Content Index: No cases of discrimination were reported during the reporting period.	-
CIRCULAR ECONOMY AND WASTE MANAGEMENT					
GRI 3: Priority Issues 2021	3–3	Management of material topics		Managing Priority Sustainability Issues, Circular Economy and Waste Management	28, 57
GRI 306: Waste 2020	306-1	Direct (Scope 1) GHG emissions		Circular Economy and Waste Management	57
	306-2	Energy indirect (Scope 2) GHG emissions		Circular Economy and Waste Management	57
	306-3	Other indirect (Scope 3) GHG emissions		Circular Economy and Waste Management	57
	306-4	GHG emissions intensity		Circular Economy and Waste Management	57
	306-5	Reduction of GHG emissions		Circular Economy and Waste Management	57
SYSTEMATIC DESIGN FOR PRODUCT SAFETY					
GRI 3: Priority Issues 2021	3–3	Management of material topics		Managing Priority Sustainability Issues, For Our Shared And Sustainable Future Products	28, 64

High Priority

GENERAL INFORMATION		GRI STANDARDS		EXPLANATIONS	NOTIFICATION LOCATION
WATER AND WASTEWATER MANAGEMENT					
GRI 3: Priority Issues 2021	3–3	Management of material topics		Managing Priority Sustainability Issues, Water and Wastewater Management	28, 58
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource		Water and Wastewater Management	58
	303-2	Management of water discharge-related impacts		Water and Wastewater Management	58
	303-3	Water withdrawal		Environmental Performance Indicators	84
	303-4	Water discharge		Environmental Performance Indicators	84
	303-5	Water consumption		Environmental Performance Indicators	84
RISK MANAGEMENT					
GRI 3: Priority Issues 2021	3–3	Management of material topics		Managing Priority Sustainability Issues, Risk Management and Internal Audit	28, 21

Priority

GENERAL INFORMATION		GRI STANDARDS		EXPLANATIONS	NOTIFICATION LOCATION
RESPONSIBLE USE OF RAW MATERIALS AND RESOURCES					
GRI 3: Priority Issues 2021	3-3	Management of material topics		Managing Priority Sustainability Issues, Responsible Raw Material and Resource Use – Protection of Ecosystems	28, 59
GRI 301: Materials 2016	301-1	Materials used by weight or volume		Responsible Raw Material and Resource Use – Protection of Ecosystems	59
	301-2	Recycled input materials used		Responsible Raw Material and Resource Use – Protection of Ecosystems	59
	301-3	Reclaimed products and their packaging materials		Responsible Raw Material and Resource Use – Protection of Ecosystems	59
LOCAL COMMUNITIES					
GRI 3: Priority Issues 2021	3–3	Management of material topics		Managing Priority Sustainability Issues, Social Responsibility	28, 48
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs		Social Responsibility	48
	413-2	Operations with significant actual and potential negative impacts on local communities		GRI Content Index: No information regarding adverse events was found during the reporting period..	-



TIRSAN

SUSTAINABILITY REPORT

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