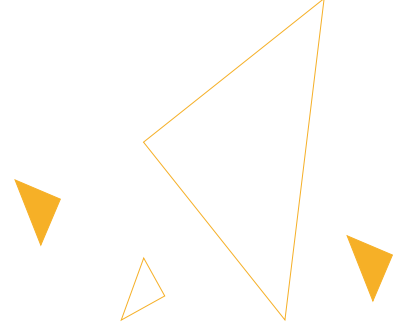




BORUSAN KOCABIYIK FOUNDATION

2022 Annual Report



“

“I have believed all my life that companies exist for people, and people come first.”

1924-2012

”

Asım Kocabıyık

Founder and Honorary Chairperson

The Group companies, drawing strength from Borusan’s deep-rooted values and corporate culture, create added value in the fields of production, service and industry in collaboration with international partners, each a leader in its sector. Drawing strength from Borusan’s deep-rooted values and solid corporate culture, the Borusan Group companies operate with the aim of contributing to all their customers, employees, business stakeholders, society, the environment and the countries by ensuring advantage at work, quality and convenience in life as well as economic added value.

Borusan Holding sets the rules for guidance and conducts auditing activities on issues that create value for companies and stakeholders and ensure the preservation of the Borusan culture. Borusan Holding operates to increase the value created for shareholders with the strategic leadership, services and audit activities offered to companies. Borusan Holding ensures that the Borusan Group is recognized as a respected, innovative, value-creating and beneficial institution for Turkey.



corporate responsibility



Borusan considers as its duty the contribution to the society in areas where the public resources are not sufficient while continuing to grow by creating value for the country.



CONTRIBUTION TO SOCIETY

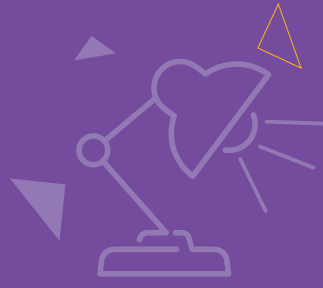
As one of Turkey's leading industrial establishments, Borusan adopts the principle of giving what it receives from the society back to the society. Focusing on corporate social responsibility project in the fields of education, culture and arts, Borusan considers the contribution to the society as its duty while continuing to grow by creating value for the country.

The late Asım Kocabıyık, the Founder and Honorary Chairperson of Borusan, who contributed to the educational and cultural life of the country for many years, founded the Borusan Kocabıyık Foundation as the first step to carry out the activities under a corporate structure.

Adopting the philosophy of "Contribution to Society", Asım Kocabıyık merged the Asım Kocabıyık Culture and Education Foundation and Borusan Sanat, established in 1997 under the roof of Borusan Kocabıyık Foundation in 2008 within the scope of social responsibility activities. With the establishment of Borusan Contemporary in 2011, the BKF expanded its fields of activity and continued to carry out social responsibility initiatives in the fields of culture, education, women's empowerment, etc.

**BORUSAN
KOCABIYIK
FOUNDATION**

education



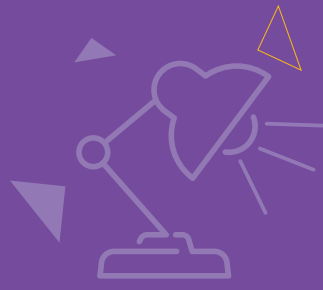
The Borusan Kocabiyik Foundation believes that access to education, culture and arts is among the fundamental rights of people. In line with this belief, the Foundation commits to supporting the people of Turkey in this regard and contributing to the building of a modern Turkey. In 2022, the Foundation continued to spread the love of classical music by supporting arts, to organize contemporary art exhibitions for important artworks including the Borusan Contemporary Art Collection, and to expand its activities and project range for training programs to raise young people as well-equipped individuals.

Launched in 2021, the “**Konumuz Sensin**” (It’s About You) project focuses on university students who are more affected by the harsh economic conditions caused by the global pandemic than other segments of the society. The project continued with various activities and support programs in 2022. Under the project, the Foundation cooperated with the “Askıda Ne Var” (What’s on the Hanger) social initiative to support the education expenses of undergraduate students.

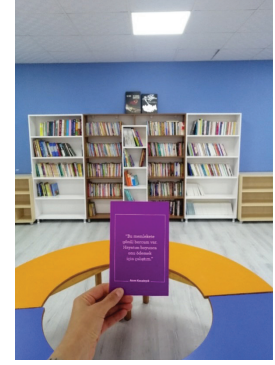
The collaboration has contributed to the transportation and dining hall expenses of students instead of accommodation and food. Under the project launched on November 29, #PaylaşmaGünü (Sharing Day), celebrated to emphasize the importance of sharing for societies, the Foundation granted support for food and transportation expenses of 3500 students in need, studying at different state universities throughout Turkey and staying in state dormitories.



education



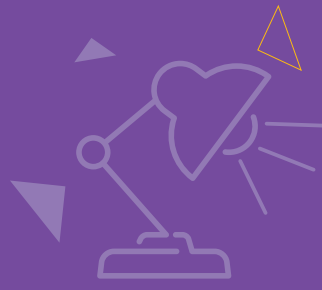
In November 2022, the Foundation initiated the “Borusan Hikâye Evi” (Borusan Story House) project in line with the protocol signed with the Beyoğlu District Directorate of National Education and the Ministry of National Education. Under the project, the Foundation gets together with primary school students in Beyoğlu with 12 training/game workshops held every month while offering in-service trainings to teachers in the primary schools they work. The aim of the project is to meet the need for out-of-school education, to contribute to the strengthening of children’s ability to express themselves, to improve their self-confidence, and to reinforce these skills and competences with storytelling methods. The project focuses on preserving, disseminating and developing the solidarity culture of the Borusan Kocabıyık Foundation and the value bestowed upon education and arts by the Foundation.



Under the 2022 activities of the “Book Project,” more than 150.000 books were donated to the libraries of 600 schools across the country. The books donated to educational institutions at different levels include children’s books, world classics, fairy tales, novels, short stories, biographies and poems by local and foreign authors. The initiative continues under a sustainable support program.



education



The Foundation received 3,388 applications for the 2022-23 fall and spring academic year scholarship program. Evaluating the magnitude of the need, the Foundation increased both the scholarship quota and monthly scholarship payments in line with the clear and defined conditions of its charter, and started the new academic year with 210 scholarship holders.

In addition to providing financial support within the scholarship program, the “Hep1İZ Support Program” was launched in 2021 to help the scholarship holders prepare for business life and to grow as better equipped individuals. In 2022, the Program continued with various activities. Under the program,

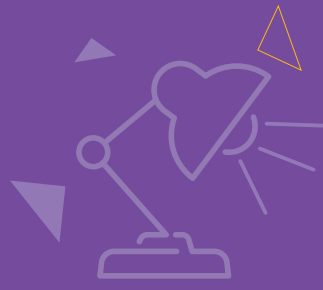
scholars received various supports such as: English language support in cooperation with Berlitz, Avita Consultancy Service which can be applied for various subjects such as psychological support, healthy nutrition, legal counseling, medical counseling, etc., Storytel membership to reinforce their ability to use time effectively and boost their reading habits as well as mentoring support provided by a team of Borusan volunteers.

Within the scope of the Borusan Music Scholarship, which has reached 50 scholarship holders to date, granting support for overseas education at the graduate level, 11 gifted musician candidates were supported in the 2022-2023 academic year.



HEP1İZ
SENANLEYİZ

education



To this day, the Borusan Kocabiyık Foundation carried out the construction of Borusan Otomotiv Zehra Nurhan Kocabiyık Primary School, Gemlik Borusan Primary School, Borusan Asım Kocabiyık Technical and Industrial Vocational High School, Kocaeli University Asım Kocabiyık Vocational School of Higher Education and Uludağ University Asım Kocabiyık Vocational School of Higher Education. Moreover, the BKF completed the restoration of Uludağ Faculty of Law, Afyon Faculty of Law, Uludağ University Gemlik Asım Kocabiyık Cultural Center, Asım and Nurhan Kocabiyık Teachers' Lodge, Zehra Nurhan Kocabiyık Girls' Dormitory and Asım Kocabiyık Boys' Dormitory, and the Library of Istanbul University Faculty of Economics. These construction and restoration projects were deemed worthy of various awards in well-known competitions. The Foundation continued its support in order to meet the basic needs of these educational institutions and to improve their education levels, on a regular basis or on the basis of their needs, in 2022.

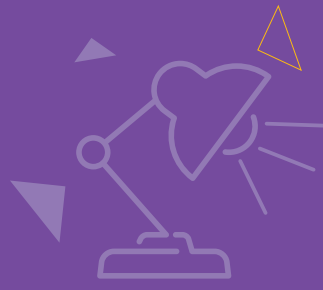


Kocaeli University Hereke Asım Kocabiyık Vocational School of Higher Education was merged with Hereke Vocational School of Higher Education and named Hereke Asım Kocabiyık Vocational School of Higher Education during the restructuring of vocational schools in 2019. Continuing its activities stronger than ever, Hereke Asım Kocabiyık Vocational School received the "EFQM Certificate of Recognized for Excellence 4-Star". In this context, a new educational program, prepared and planned with the Turkish Society for Quality (KALDER), is implemented to help new educators and administrators reach the desired level.

The Bursa Uludağ University Gemlik Sunğipek Asım Kocabiyık Campus Student Center project, the most important project of 2022, was launched in August 2021 with a protocol signed with the Municipality of Gemlik and Bursa Uludağ University. The construction of additional units continues to meet the expected doubling of the annual student quota on campus.



education



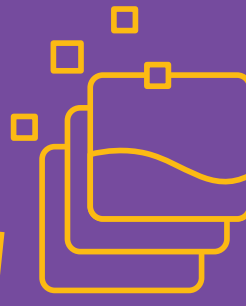
The support granted to the BHS Eco Team project carried out by the students of Borusan Asım Kocabıyık Vocational and Technical Anatolian High School (MTA) continued in 2022. The Foundation supported the works of the 4972 Borusan Robotics and 7444 Ay Yıldız Robotics teams formed by the students of MTA. With a mission to participate in national and international robot competitions, the robotic teams participated in numerous robot competitions in different categories, receiving many awards.



In collaboration with the Günyüzü Education, Culture, Social Aid and Solidarity Association, the Borusan Kocabıyık Foundation continued its efforts to offer and expand Mellow Parenting positive parenting trainings in Turkey, which create

behavioral change, with the understanding that education plays a key role in ensuring social and individual health and preventing the increasing incidences of physical and psychological violence, neglect and abuse. The Foundation carried out studies to adapt and disseminate Mellow Parenting trainings in Turkey, scientifically proven to create behavioral change. To date, 36 accredited practitioners have been trained in 26 provinces, trainings have been offered to 221 people and pilot programs have been completed. It is planned to broaden the scope of the trainings to low-income and/or disadvantaged groups by generating resources from the mellow parenting trainings to be given to the employees of the institutions.

The Borusan Kocabıyık Foundation continues its membership and cooperation with the Education Reform Initiative (ERG) and the Third Sector Foundation of Turkey (TÜSEV). The Education Reform Initiative, of which our Founder and Honorary Chairperson Asım Kocabıyık is one of the founders, is an independent and non-profit organization that contributes to the structural transformation in education for the development of the child and society by creating quality data, constructive dialogue and common sense from different views. The Borusan Kocabıyık Foundation is one of the main supporters of the Third Sector Foundation of Turkey (TÜSEV), established by 23 leading non-governmental organizations, foundations and associations of Turkey to develop the legal, financial and functional infrastructure of the third sector. The Foundation also continues to support and cooperate with “Yuvam Dünya” (Earth: My Home), an association focusing on raising generations that respect the Earth and its resources to combat against the climate crisis.



BORUSAN SANAT

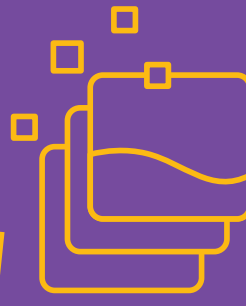
Borusan Sanat carries out its musical activities through the **Borusan Istanbul Philharmonic Orchestra (BIPO)**, an ensemble of the best musicians of Turkey and one of the leading symphonic orchestras in Europe, **Borusan Quartet**, **Borusan Music House**, **Borusan Children's Choir**, **Borusan Klasik** radio, the home of online classical music, as well as **borusansanat.tv**, the online video platform.



Photograph: U. Özge Balkan.

The Borusan Istanbul Philharmonic Orchestra performed a total of 15 concerts in 2022, for an audience of half capacity in the first nine months of the year and full capacity as of October. In 2022, the BIPO changed its concert venue for four years from the Lutfi Kırdar Convention and Exhibition Center to the Zorlu PSM Turkcell Stage.

culture and arts



Throughout 2022, the concerts were conducted by Patrick Hahn, Güler Aykal, Sascha Goetzel, Ryan McAdams, Gergely Madaras and Carlo Tenan. Moreover, the BIPO also welcomed star soloists such as Sergei Dogadin, Daniel Müller-Schott, Nikolay Lugansky, Jan Mráček and Gautier Capuçon. Borusan Quartet performed four concerts at Kadıköy Municipality Süreyya Opera in 2022 during the season. All the concerts were broadcast live on Borusan Klasik.



Opening Concert - Nikolay Lugansky
13 October 2022 - Zorlu PSM Turkcell Stage



Opening Concert
13 October 2022 - Zorlu PSM Turkcell Stage

In December 2022, an audition call was made for violin, viola, cello and double bass groups to expand the artist pool to be included in the orchestra reserve list for the Borusan Istanbul Philharmonic Orchestra.

The BIPO premiered three works in Turkey in 2022. Two of premiers were performed as part of the 50th Istanbul Music Festival. The last one was a piece composed by Lera Auerbach under a joint commission of Borusan Istanbul Philharmonic, Munich Philharmonic, Chicago Symphony and Royal Stockholm Philharmonic.



Sascha Goetzel, Gautier Capuçon
8 December 2022 - Zorlu PSM Turkcell Stage
Lera Auerbach *Diary of a Madman*,
Turkey premier.



Borusan Quartet, Perili Köşk

culture and arts

Borusan Quartet, one of the highly-acclaimed chamber music ensembles of Turkey, performed four concerts in Kadıköy Municipality Süreyya Opera House in 2022. During the season, Borusan Quartet welcomed Iraz Yıldız, Can Çakmur, Albion Quartet and Camille Thomas. Moreover, the ensemble performed a concert at Borusan Music House as part of the Beyoğlu Culture Road event organized by the Ministry of Culture and Tourism.



Government Alpha
Noise Istanbul Music Festival 2 - Day 1
Borusan Music House



Kasper T. Toeplitz
Noise Istanbul Music Festival 2 - Day 1
Borusan Music House

Borusan Sanat continued to offer new experiences to the audience with Borusan Music House in 2022. This year, Borusan Music House welcomed many alternative names in 18 concerts. As part of the second Noise Istanbul Music Festival, nine well-known artists of noise music met with fans.



Le Bang Bang - Müze Gazhane



Mercan Dede - Müze Gazhane

culture and arts



In 2022, Borusan Music House held three concerts with Mercan Dede, Le Bang Bang and LBT as part of the events held in Müze Gazhane in cooperation with İBB Kültür A.Ş.



A Premier with the BIPO: Tan Dun
22 June 2022 - Atatürk Cultural Center



Borusan Quartet, Xavier de Maistre
8 June 2022 - Kadıköy Municipality Süreyya Opera House

Borusan Sanat performed two concerts in the 50th Istanbul Music Festival in 2022. In the first event, the BIPO met with the audience under the baton of Tan Dun. In the second event during the festival, Borusan Quartet and the harp virtuoso Xavier de Maistre amazed the audience with a wonderful performance.

The second of thematic program called “BIPO Marathon” at Borusan Klasik hosted the recordings of the most popular concerts by the BIPO every day between December 29, 2021 and January 2, 2022. The “BIPO Marathon-II” reached its audience with five concert recordings. This thematic program was highly appreciated by the music lovers. Our seasonal concerts with the BIPO and Borusan Quartet were simultaneously broadcast live on our radio.

In addition, with borusansanat.tv, the platform that carries the concert experience to digital, Borusan Sanat broadcast 26 concerts by the Borusan Istanbul Philharmonic Orchestra, Borusan Quartet and Borusan Music House as well as and pre-concert talks throughout 2022, reaching a wider audience.

Borusan Sanat aims to continue these projects in 2023.

culture and arts

Borusan Contemporary welcomed 15,763 visitors from April 30 to December 31, 2022.

BORUSAN CONTEMPORARY

Since September 2011 Borusan Contemporary, as an affiliate institution of the Borusan Kocabiyık Foundation, a subsidiary of Borusan Holding, contributes to the cultural life of Istanbul and to society.

By exhibiting the Borusan Contemporary Art Collection, which has a history of 30 years, in Yusuf Ziya Pasha Mansion, also known as Perili Köşk (Haunted Mansion), one of the iconic structures of Istanbul, the Foundation introduced a unique art institution to the cultural scene of Istanbul.

Active for 10 years with sustainable programs such as exhibitions, events and educational activities that include new media art and site-specific installations, Borusan Contemporary organized the first physical exhibition with Axel Hütte: Chronostasis after a hiatus since Mart 2020 due to the pandemic.

culture and arts

In 2007, Yusuf Ziya Paşa Köşkü was leased and renovated by the Borusan Group. The Group uses the building as its headquarters. As the building was designed as an office space, exhibition areas and training rooms were integrated into the office infrastructure, thus providing the audience with an interesting corporate art center experience. Borusan Contemporary's main activities consist of preparing selections from the artworks in the Borusan Contemporary Art Collection and temporary exhibitions focusing on the new media art, organizing events with guest curators and artists included in the collection, increasing the recognition of Turkey's natural and cultural heritage at international level with the regular commissions to artists, supporting the fields of art writing and contemporary art theory and publishing in these fields to create the memory of art in Turkey; and organizing educational programs for children.



Sculpture: Jamie Salmon, *Asım Kocabıyık*, 2017. Borusan Contemporary Art Collection. **Photograph:** Hadiye Cangökçe.

Wall installation: Jerry Zeniuk, *Istanbul Wall Painting*, 2007. Borusan Contemporary Art Collection. **Photograph:** Hadiye Cangökçe.

culture and arts

The photography project, commissioned by the Borusan Contemporary Art Collection to photographer Axel Hütte, one of the leading names of the Düsseldorf School of Photography, was introduced to art lovers under the title Axel Hütte: Chronostasis as of April 30, 2022. The exhibition, curated by Hans Irrek, made a significant contribution to the visual documentation of the Terrace Houses, located in the Ephesus Ancient City, as well as the shootings that took place in fourteen different ancient cities. Borusan supports the restoration of the Ephesus Ancient City via the Ephesus Foundation. Axel Hütte: Chronostasis exhibition welcomed art lovers until August 27, 2022. For the exhibition, a photo book was published with 500 copies offered for sale.

The Borusan Contemporary Art Collection selection Water Reverie exhibited via digital platforms since March 2020, together with Axel Hütte: Chronostasis, is also now open to physical visits.



Axel Hütte, *Aphrodisias, Night*, 2017. **Photograph:** Özge Balkan.

Welcoming the new season with two exhibitions in September 17, 2022, Borusan Contemporary continues to display impressive examples of contemporary art with the temporary exhibition UVA: Edge of Chaos and the new collection exhibition Hybrid Spaces.

The exhibition UVA: Edge of Chaos was premiered on September 17, 2022. In the temporary exhibition galleries of Borusan Contemporary. UVA: Edge of Chaos is curated by Julia Kaganskiy, consisting of a total of five site-specific installations produced for the exhibition by London-based artist collective United Visual Artists (UVA).

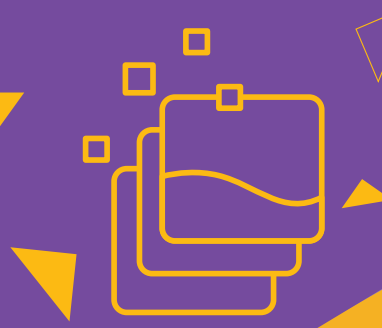
On the same date, the Borusan Contemporary Art Collection selection Hybrid Spaces, curated by Necmi Sönmez, was opened to visitors as part of the new art season. The selection is created as an exhibition project that includes various event programs aiming to contribute to the intellectual accumulation in the field by focusing on the intersection points of contemporary art and architectural practices.

UVA: Edge of Chaos and Hybrid Spaces will be open to visitors until August 27, 2023.



UVA, *Phases*, 2022. Photograph: Matt Clark.

culture and arts



Borusan Contemporary welcomed **15.763** visitors from April 30 to December 31, 2022. This shows a **186%** increase with respect to the number of visitors (8.456) between April 30 and December 31, 2019, when Borusan Contemporary was open before the pandemic.

Borusan Contemporary continued its strategic cooperations in the culture and arts sector in 2022. In addition, various works in the Borusan Contemporary Art Collection were exhibited as loan works under various curatorial approaches within the scope of collaborations developed with a myriad of internationally respected art institutions.

Edward Burtynsky's diptych photograph *Oil Fields #19a and #19b* was exhibited on loan as part of the La Caixa Foundation's opening of the newly built arts center in Valencia between July 2022 and January 2023.



Markus Weggenmann, *Ohne Title N. 338*, 2007. Borusan Contemporary Art Collection.

Kemal Önsoy, *Untitled*. Borusan Contemporary Art Collection.

Photograph: Hadiye Cangökçe.

culture and arts

Borusan Contemporary loaned Fly to Mars 9 by Jennifer Steinkamp to be exhibited at the Mardin Biennial from May 20 to June 20, 2022, and in the exhibition Deeper, prepared specially for the opening of the Basilica Cistern from July 16 to August 30, 2022. The work titled Daisy Chain by Steinkamp was exhibited at Saint Benoit Church between 6-16 October 2022 as part of 212 Photography Istanbul.

Two photographs by Robert Mapplethorpe titled Lisa Lyon are planned to be exhibited from September 7, 2022 to July 30, 2023 as part of the exhibition Grief and Pleasure held at the Odunpazarı Modern Museum.

Under special projects, Borusan Contemporary supported the design and organization of the BMW Jeff Koons x Art Car event.

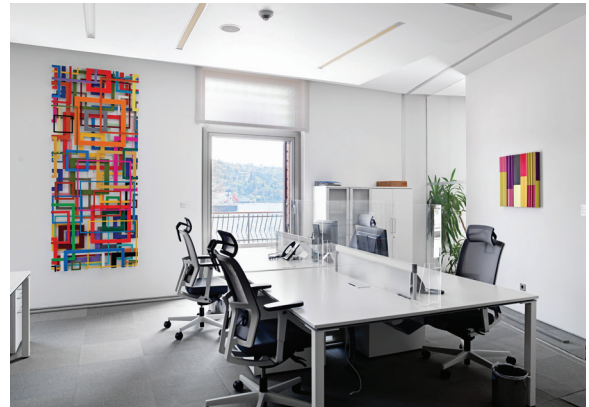
Borusan Contemporary continued its presence in digital media in 2022 as well. Past exhibitions on the Google Arts & Culture platform and the works in the Borusan Contemporary Art Collection were visited by **33.455** people from **155** countries as of January 2022.

The Digital Exhibition Guide, prepared for the exhibitions Water Reverie, Axel Hütte: Chronostasis, UVA: Edge of Chaos and Hybrid Spaces, was used by **3.148** people throughout the year.

The 360-degree virtual tour prepared for the Water Reverie exhibition, updated on February 23, 2021, was enjoyed by a total of **16.909** visitors in 2022.

The event series titled “Conversations on Edip Cansever”, held online on Zoom on March 15 and 29 and broadcast on Borusan Contemporary’s YouTube channel, attracted **1.928** views.

Moreover, **162** people participated in the exhibition tour event organized for the first time on WhatsApp for the Axel Hütte: Chronostasis exhibition as part of the “Very Good Works Whatsapp Studio Program” on August 18.



Beat Zoderer, Hologram S2 No. 1, 2010. Borusan Contemporary Art Collection.
Thomas Glassford, Partitura, 2007. Borusan Contemporary Art Collection.
Photograph: Hadiye Cangökçe.

culture and arts

Celebrating its fourth year, Borusan Contemporary Blog reached **22.289** art readers in 2022. While making long-term collaborations with bloggers, 8 articles were published in 2022, amounting to a total of **83** pieces of content by **17** authors to date. With the interview series, artwork readings and exhibition evaluations, Borusan Contemporary aims to provide art lovers with more detailed information about the collection, to disseminate information about the exhibitions and works to a wider audience, to increase the number of media art viewers and to improve literacy about media art.

In 2022, **24** works of art were included in the collection. As of the end of 2022, there are **760** works in the Borusan Contemporary Art Collection.

Philip Frank's Mycellium Network is installed on the balconies of Perili Köşk and Laurent Bolognini's X360 is installed outside Perili Köşk.

The Borusan Contemporary Art Collection commissions numerous local and foreign artists to create new artwork. By creating projects and artworks, the eminent international representatives of contemporary art create artworks that will illuminate,

document and promote the discussion of Turkey's cultural heritage and current problems. These artworks provide opportunities for cross-cultural transition and reinterpretation, developing a new perspective to cultural assets with historical value. To this end, the commissioned project by Edward Burtynsky (11 photographs) was completed in 2022. In addition, a new commission project was started with photographer Olivio Barbieri.

It is a rare occasion to witness corporations willing to share their headquarters with the public. Borusan Contemporary opens the doors of Perili Köşk to art lovers on weekends, thus proving the importance bestowed on transparency by the Borusan Group. Aware of the importance of culture and arts in society, the Borusan Group aims to improve the interest of public on arts and expand their access to culture through Borusan Contemporary.



Phillip Frank, *Mycellium Network*, 2022. Projection installation. Borusan Contemporary Art Collection.

Photograph: Gülay Yiğitcan.

women's empowerment



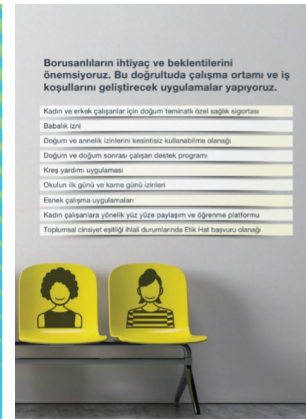
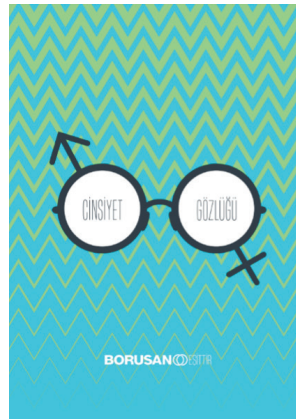
For the last decade, Borusan Group has been designing and implementing its policies and practices with a business culture of equality, diversity and inclusion. In this decade dedicated to equality, Borusan Group takes various important actions in all Group companies and throughout the Group with an eye on equality, diversity and inclusion.

In 2022, the Equal Borusan company committees and the Group Board continued to operate under the governance model designed with the belief that equality brings happiness and productivity for employees. Under this governance model, the Equal Borusan Group Board met four times throughout the year. The actions taken by the Equal Borusan company committees and the actions taken/ to be taken throughout the Group as well as the progress in the key performance indicators were followed.

According to the equality-inclusion targets aimed to be achieved by 2030, it is planned to reach a ratio of 40% for white-collar women employees, 15% for women field employees, 30% for senior management, and 40% for middle management. In 2022, the Group reached 26.2% for white-collar women employees, 4.3% for women field employees, 25% for senior management, and 23% for middle management. In order to reach these targets, in 2022, a woman candidate was evaluated in 3 out of 10 employees in white collar recruitment and 1 out of 10 in field worker recruitment while 3 out of 10 positions in promotion processes were filled by women managers.

NURSERY SUPPORT

As one of the important actions implemented throughout the Group in 2022, nursery and day care support of TL 1.300 was provided to women employees. Nursery and day care support was granted to white and blue-collar permanent women employees with children aged 0-66 months across the entire Borusan Group. In 2022, a total of 821 women employees benefited from this support, implemented to strengthen women's participation in business life, especially after giving birth, and to break the perception of "the only parent who cares for children" for women in the society. Moreover, in order to support female employees who gave birth in 2022, the amount of maternity coverage in health insurance was increased significantly.



women's empowerment



#10 YEARS VIDEOS DEDICATED TO EQUALITY

In the 10th year dedicated to equality, equality-oriented and inclusive communication works also continued. Successful projects launched under the theme of equality-inclusion in companies were used to generate comprehensive videos with the theme of “10 Years Dedicated to Equality” and published in internal and external channels.



PAY GAP ANALYSIS

In 2022, the balance between men and women wages at the Borusan Group was analyzed. In the analysis, referred to as the “pay gap” analysis in the literature, the wages of men and women employees working in roles of equal job size were compared with each other. The analysis showed that equal pay for equal work is observed for men and women employees at Borusan, and gender is not a discriminatory factor in remuneration. Contrary to discrimination, in some managerial positions, it is observed that women employees are on average paid slightly higher than men employees, albeit to a limited extent.

PARENTAL GUIDE

As a new project in 2022, the Parental Guide was launched to support the role of parents, who play a very important role in baby and child care, via Borusan practices. A guide was prepared in order to support mothers and fathers considered as having equal responsibility in the care and upbringing of the new member of the family. In addition to legal procedures such as leave and working hours, fringe benefits provided to employees with children at Borusan, and the trainings and support packages offered to Borusan employees are included in the guide.



women's empowerment



WEBINAR ON NOVEMBER 25, THE INTERNATIONAL DAY FOR THE ELIMINATION OF VIOLENCE AGAINST WOMEN

Borusan organized a webinar in collaboration with the Business Against Domestic Violence (BADV) Project. The aim of the webinar was to underline that one of the most important obstacles to gender equality is violence. In particular, it was discussed that domestic violence is one of the most important causes of inequality against women, how to raise awareness about this issue, and what psychological and social support mechanisms can be provided to people suffering from violence. The webinar was open to all Borusan employees to increase their level of knowledge and awareness on this subject.



BORUSAN EQUALITY SCHOOL

In 2022, in collaboration with the Toptalent career platform, the "Borusan Equality School" project was launched to raise awareness in society about equality and inclusion. Under the project, Borusan employees who are members of the Equal Borusan committees inspired companies and individuals that want to work on inclusion-equality in business life by offering different perspectives and practice examples.

Borusan Eşitlik Okulu'nda sıradaki eğitim!



Eşitlik Okulu'nda 2. eğitimimiz yayında. Borusan Mannesmann İnsan Kaynakları ve Endüstriyel İlişkiler Müdürü, Borusan Eşitlik Şirket Lideri **Arif Öner**, Borusan Eşitlik Okulu'ndaki 2. eğitimde bize Çalışma Hayatına Yönelik Kapsayıcı Çözümler konusunu anlatıyor.

#EşitliğeAdanmış10Yıl



BORUSAN EŞİTLİK

women's empowerment



10TH YEAR BOOK

As part of the activities for 10th year dedicated to equality, Borusan launched a book project in 2022 to leave an important work and resource on this issue for the next generations. The book will be prepared based on the important equality-inclusion experiences of the employees in Borusan and in their own families, and will be an important source for the future of Borusan as well as companies working and operating in similar environments.

ACTIVITIES BY GROUP COMPANIES

Borusan Cat: Borusan Cat, together with its business partner Kaltun Maden, initiated a project to strengthen gender equality and increase women employee employment rate. The project aimed to increase the women employment rate as well-equipped construction equipment operators with the comprehensive trainings offered. The project also aimed to ensure the participation of local talents and women in the workforce and to add value to the region and society. During the program, women construction equipment operator candidates received in-class and on-site trainings on various topics such as occupational health and safety, how to use wheel loader construction equipment, etc. Successful candidates received their certificates and licenses and started to operate construction equipment in the Kaltun Maden mining sites.

Borusan Araç İhale: In order to employ women in the expertise department, the “Women Expertise Training” program was developed and announced within the company. The project aims to increase women’s employment rate in vehicle expertise roles, which are unfortunately not considered as a role suitable for women, and to create an employment area for women in the growing used vehicle sales market.

Borusan Mannesmann Boru: The project “First of All, I’m a Father”, launched for the first time in 2019 to great acclaim, was relaunched in 2022. The program was implemented at the Gemlik and Halkalı campuses. The training for fathers aimed to build a close relationship based on love and trust with their children from an early age. The trainings included topics such as what is fatherhood, caring for the child on equal terms with the mother, child development, and gender.

Borusan Kocabıyık Foundation: The Borusan Kocabıyık Foundation continued its efforts to offer and expand Mellow Parenting positive parenting trainings in Turkey, which create behavioral change, with the understanding that education plays a key role in ensuring social and individual health and preventing the

women's empowerment



increasing incidences of violence, neglect and abuse. In particular, the Foundation gave priority to support for trainer and facilitator trainings. Trainers continue to provide “Practitioner” trainings for Mellow Pregnants, Mellow Father-to-be, Mellow Mothers and Babies, Mellow Fathers and Babies, Mellow Mothers and children aged 1-5, Mellow Fathers and children aged 1-5, as well as face-to-face and online group trainings.

Borusan Sanat: Auditions held periodically for the Borusan Istanbul Philharmonic Orchestra were carried out in line with the basis of the egalitarian “blind audition” approach. The performances were evaluated by a jury of experts in their fields behind a closed curtain, based on the view that music has no identity or gender. This approach, implemented since 2011, aims to provide equal opportunities for women and men, focusing only on performance and thus allowing the evaluation of candidates for their musical abilities.

Supsan: With the “Bu İşte Bi’ Kadın Eli Var” (Women at Work) project, launched in 2022, employment opportunities were created for women in the men-dominated factory working area such that women can work in every role and position. Under the project, in 2022, six female employees were employed in production lines where female employees have not played a role until now.

Borusan Lojistik: With the project “Painting Contest for Generations Who Look at the World through the Eyes of Equality”, a contest was held for young people to participate with paintings reflecting their perceptions of equality and inclusion. This contest was open to participants from inside and outside the company, receiving great attention on social media platforms. The winning painting was wrapped on two trucks operating in Turkey in the field of transportation and exhibited all over Turkey.

Borusan Port: Borusan Port signed a protocol with Gemlik Atatepe MTA High School to increase the rate of women employees in the long run. Within the scope of the protocol, introductory training on Borusan Port was given to 11th grade students in the transportation service department. The female students, who were found suitable as a result of the exams, started to participate in Borusan Port business processes trainings.

Borçelik: In collaboration with the Bursa Businesswomen and Executives Association (BUIKAD) and Nilüfer Organized Industrial Zone (NOSAB), the “This is Equality Business” project was launched in order to contribute to gender equality. A protocol was signed with the aim of increasing the employment rate of women workers in the region in the production processes, employing 100 women and training qualified women employees for 45 industrial companies in NOSAB in

women's empowerment



the first phase. The process was completed for the ESCARUS – TKSB Advanced Level Gender Equality Project Certification (CEPS) Borçelik applied for with the aim of evaluating all the ongoing equality studies on a global scale.

Borusan Automotive Group: The “Woman Has the Key” project was initiated to break the social taboos regarding employment. Specialization trainings were offered for women who applied to work in Borusan Oto branches and technical services. With the process after their applications, women employees were hired for technician roles in the workshops. In addition to the trainings in the workshop, supportive development programs and projects were carried out to ensure that women and men are equal not only on paper but also in minds. In 2022, the “Woman Has the Key” project won the “Bronze Award” from the Stevie Awards, the “Sustainability Award of the Year” from the Automotive Distributors and Mobility Association, and the “Polaris Sustainability Award” from the BMW Group.