



GEBZE - İZMİR OTODOLU
İŞLETME VE BAKIM A.Ş.

ESG C&O

Report structure for O&M companies: GİIB – 25.08.2023

Rev 01-12.10.2023-

Rev 02-07.06.2024-

Rev 03-27.09.2024,

Rev 04-03.06.2025

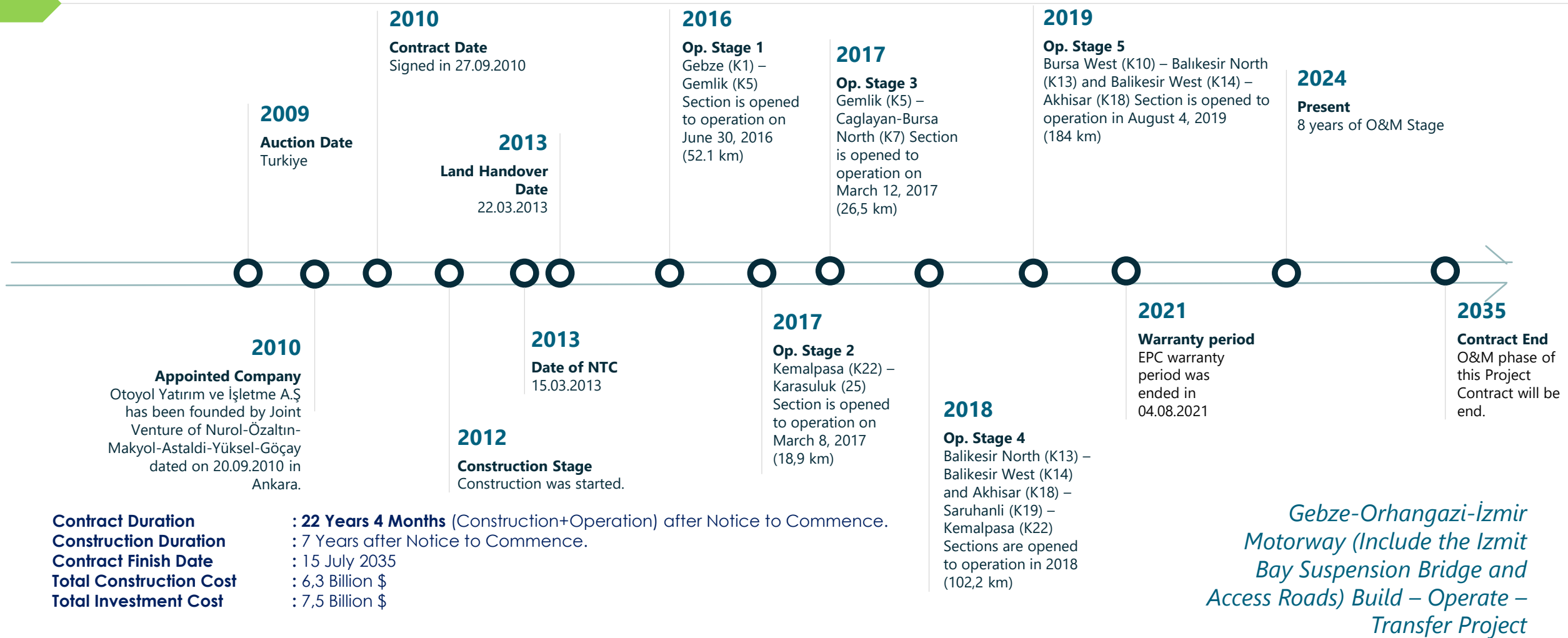
Rev 05-09.09.2025

Rev 06-30.06.2026

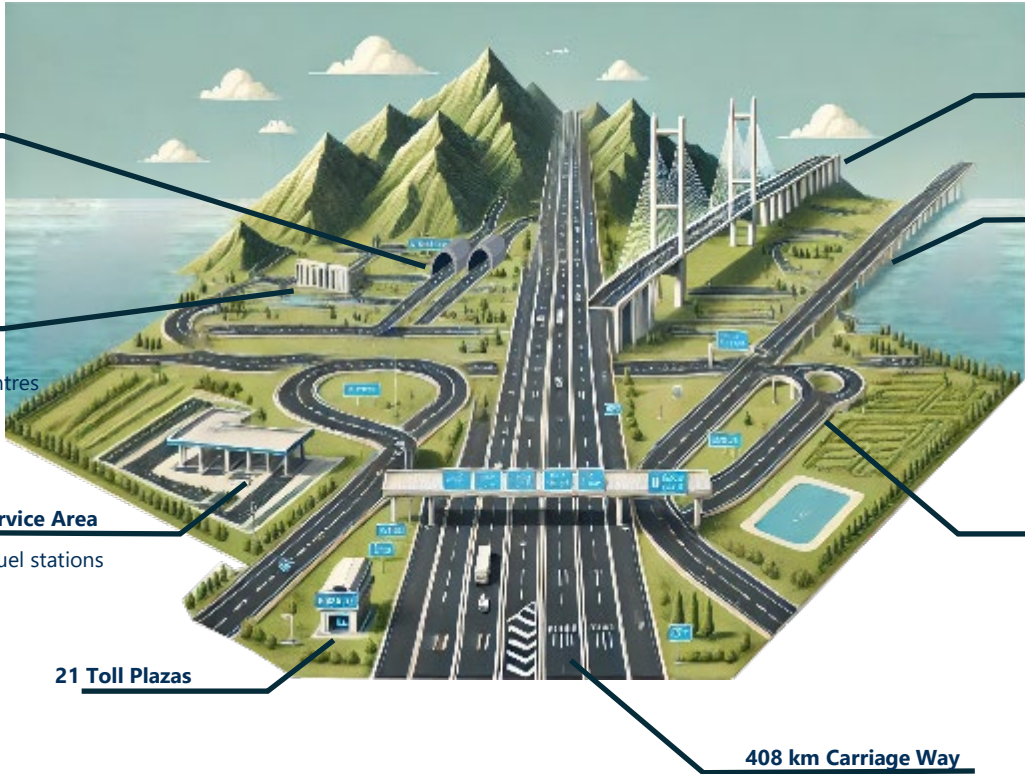
HAYAL ET
YARATICI OL
BAŞAR

başarıdır. mümkün bir gelecek

Overview Of The Project



Overview Of The Project



Totally 526 kms includes Access roads



830 employees

38 %

62 %

Effective Operational Structure

Corporate and Operational Management Structure of GİİB

In line with the diversity and operational depth of the Gebze–İzmir Motorway project, a specialized management model has been adopted under the supervision of Otoyol Yatırım ve İşletme A.Ş. Accordingly, GİİB (Gebze–İzmir Otoyolu İşletme ve Bakım A.Ş.), which is responsible for all maintenance, repair, and operation activities of the motorway, features a strong and balanced corporate structure with an equal partnership of 50% Egis and 50% Otoyol Yatırım ve İşletme A.Ş.

- Strategic Supervision: Executed by the core management team within Otoyol Yatırım ve İşletme A.Ş.
- Field Operations and Employment: In accordance with the nature and specific requirements of the tasks, the entire workforce is structured under GİİB for motorway maintenance, and under OİB for service facilities.



AIM OF THE O&M ESG REPORT

As part of our Impact The Future strategy, this document aims to have a first assessment of the environmental and social practices of the road O&M companies.

The following slides present the main environmental and social challenges linked to road O&M activities. The answers to the questions will help us to understand how do you deal with them at your level in your specific context.

Please provide as much elements as you can with figures, pictures. All these materials will help us to highlight (internally and externally) the best practices.

If existing, we are also interested to receive the documents related to your ISO 140001 certification (notably your environmental management and/or action plan).

To support this work and enable a continuous improvement, the group will now ask for an ESG report every year detailing the actions carried out over the year.

CONTENTS

GIIB IN THE O&M SERVICE LINE

ENVIRONMENT

- 1 CLIMATE CHANGE
- 2 WASTE & POLLUTIONS
- 3 WATER & RESOURCES
- 4 BIODIVERSITY

SOCIAL

- 1 EMPLOYEES
- 2 USERS
- 3 COMMUNITY
- 4 PARTNERS & SUPPLIERS



1 CLIMATE CHANGE

1.1 MITIGATION

REDUCE YOUR OWN GHG EMISSIONS

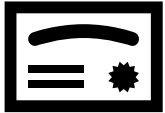
- MANAGEMENT
 - Do you have an energy management system (even if not ISO 50001 certified)?
 - Yes, we have implemented an Energy Management System and successfully obtained the ISO 50001 certification in 2025.
 - 100% green electricity purchase.
 - Scope 1-2-3 GHG emissions have been regularly measured and verified on an annual basis starting from 2022.
 - Scope 1-2-3 GHG emissions are going to be reduced 5% each year.
 - ISO 14064 carbon footprint and ISO 14046 water footprint is certified in 2022, 2023, 2024 and 2025.

Indicators

- tCO2e
- kWh purchased/consumed
- Number of vehicles (per type)
- Fuel purchased/consumed
- Travelled distance



QUALITY MANAGEMENT



CERTIFICATES

bsi. 

Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

GEBZE İZMİR OTOYOLU İŞLETME
VE
BAKIM ANONİM ŞİRKETİ
Nil Cad. No:10
Armutkoy Mah.
Osmanlı
Bursa
16190
Turkey

Holds Certificate No: **FM 773788**
and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

Motorway, Tunnel, Bridge Operation and Maintenance activities of Gebze-İzmir Motorway 503 km (409 km of main line, 33 km of access road, 61 km of junction, total 503km)

For and on behalf of BSI: 
Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2022-09-13
Latest Revision Date: 2025-07-16
Effective Date: 2025-09-13
Expiry Date: 2028-09-12
Page: 1 of 1

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BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

ISO 9001 Quality Management
System Certificate

bsi. 

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

GEBZE İZMİR OTOYOLU İŞLETME
VE
BAKIM ANONİM ŞİRKETİ
Nil Cad. No:10
Armutkoy Mah.
Osmanlı
Bursa
16190
Turkey

Holds Certificate No: **EMS 765554**
and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

Motorway, Tunnel, Bridge Operation and Maintenance activities of Gebze-İzmir Motorway 503 km (409 km of main line, 33 km of access road, 61 km of junction, total 503km)

For and on behalf of BSI: 
Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2022-06-10
Latest Revision Date: 2025-07-17
Effective Date: 2025-06-10
Expiry Date: 2028-06-09
Page: 1 of 1

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ISO 14001 Environmental Safety
Certificate

bsi. 

Certificate of Registration

OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM - ISO 45001:2018

This is to certify that:

GEBZE İZMİR OTOYOLU İŞLETME
VE
BAKIM ANONİM ŞİRKETİ
Nil Cad. No:10
Armutkoy Mah.
Osmanlı
Bursa
16190
Turkey

Holds Certificate No: **OHS 765555**
and operates an Occupational Health and Safety Management System which complies with the requirements of ISO 45001:2018 for the following scope:

Motorway, Tunnel, Bridge Operation and Maintenance activities of Gebze-İzmir Motorway 503 km (409 km of main line, 33 km of access road, 61 km of junction, total 503km)

For and on behalf of BSI: 
Theuns Kotze, Managing Director Assurance - IMETA

Original Registration Date: 2022-06-10
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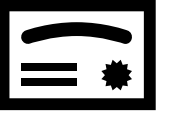
ISO 45001 Occupational Health and Safety
Certificate

NEXT UP



GEBZE - İZMİR OTOYOLU
İŞLETME VE BAKIM A.Ş.

QUALITY MANAGEMENT



CERTIFICATES

Greenhouse Gas Verification Statement
Sera Gazı Doğrulama Beyanı

GEBZE İZMİR OTOYOLU İŞLETME VE BAKIM A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar
Gebze İzmir Otoyolu: 409 km ana gövde, 33 km bağlantı yolu, 61 km kavşak kolları dahil 503 km Otoyol, Tünel, Asma Köprü İşletme ve Bakım Hizmetleri

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / Sera Gazı emisyonları envanterinin ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

ISO 14064-1:2018

Category 1- Direct emissions / Doğrudan emisyonlar	2.586,45	t CO ₂ eq
Category 2- Purchased energy emissions (Location based) / Satın alınan enerji emisyonları (Lokasyon bazlı)	8.402,61	t CO ₂ eq
Category 3- Emissions from transportation / Ulaştırma kaynaklı emisyonlar	1.130,68	t CO ₂ eq
Category 4- Emissions from products, service used / Kullanılan ürün - hizmet kaynaklı emisyonlar	1.167,19	t CO ₂ eq
Category 5- Emissions from associated with the use of the product / Ürün kullanımı kaynaklı em.	-	t CO ₂ eq
Category 6- Other Emissions / Diğer emisyonlar	674,38	t CO ₂ eq
Total Location Based Emissions / Toplam Lokasyon Bazlı Emisyonlar	13.961,30	t CO₂ eq
Total Market Based Emissions / Toplam Pazar Bazlı Emisyonlar	5.599,42	t CO₂ eq

Biogenic Emissions / Biyolojik Emisyonlar - t CO₂ eq

Purchased renewable energy emission allowance / Satın alınan yenilenebilir enerji emisyonları karşılığı 8.361,89 t CO₂ eq

Category 2- Purchased energy emissions (Market based) / Satın alınan enerji emisyonları (Market bazlı) 40,72 t CO₂ eq

Renewable energy references / Yenilenebilir enerji referansları:

YEK-G Document Number/ YEK-G Belge Numarası: January / Ocak - December / Aralık 2025
251200785809 - 251200785808

Credits from GHG Scheme / Satın alınan krediler - t CO₂ eq

Credits references / Kredi referansları

Level of Assurance : Reasonable / Makul Verification Report Date : 05.05.2026
Güven Seviyesi : 01.01.2025 - 31.12.2025 Doğrulama Rapor Tarihi : SG-GNL-061 / 2025
Reporting Period : 01.01.2025 - 31.12.2025 Statement No : Beyan Numarası

Approved by / Onaylayan
Okay Kayhanlı - Genel Müdür

QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
Beştepe Mah. 5397 Sokak, Mira Ofis B1 Blok D:2, Çankaya - Ankara
Tel : +90 312 472 60 67 Faks : +90 312 472 60 68
E-mail: info@qsi.com.tr Web: www.qsi.com.tr

ISO 14064-1:2018

Greenhouse Gas Verification Statement

GEBZE - İZMİR OTOYOLU
İŞLETME VE BAKIM A.Ş.

Water Footprint Inventory and Water Scarcity Impact Assessment Verification Statement
Su Ayak İzi Envanteri ve Su Kısıtlılığı Etki Değerlendirmesi Doğrulama Beyanı

GEBZE İZMİR OTOYOLU İŞLETME VE BAKIM A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar
Gebze İzmir Otoyolu: 409 km ana gövde, 33 km bağlantı yolu, 61 km kavşak kolları dahil 503 km Otoyol, Tünel, Asma Köprü İşletme ve Bakım Hizmetleri Osmangazi/Bursa

The Water Footprint Inventory Report has been verified to meet the standard requirements specified below / Su Ayak İzi Envanter Raporunun, aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

ISO 14046:2014

Ground Water Use / Yeraltı Suyu Kullanımı	18.538,52 m ³
Surface Water Use / Yüzey Suyu Kullanımı	10.897,90 m ³
Rainwater use / Yağmur Suyu Kullanımı	768,80 m ³
Pollution Dilution Requirement / Kirlilik Seyreltme Gereksinimi	13.419,88 m ³
Reporting Unit / Raporlama Birimi	m ³ /kişi.yıl (total person-years)
Results by Reporting Unit / Raporlama Birimine Göre Sonuç	35,67 m ³ /kişi.yıl
Water Scarcity Impact / Su Kısıtlılığı Etkisi	%0,06

Level of Assurance : Reasonable / Makul Verification Report Date / Versiyon : 01.06.2026
Güven Seviyesi : 01.01.2025 - 31.12.2025 Doğrulama Rapor Tarihi / Version : WP-GNL-061 / 2025
Reporting Period : 01.01.2025 - 31.12.2025 Statement No : Beyan Numarası

Approved by / Onaylayan
Okay Kayhanlı - Genel Müdür

QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
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Tel : +90 312 472 60 67 Faks : +90 312 472 60 68
E-mail: info@qsi.com.tr Web: www.qsi.com.tr

ISO 14046:2014

Water Footprint Inventory and Water Scarcity Impact Assessment Verification Statement

NEXT UP



ISO 14064 carbon footprint and ISO 14046 water footprint is certified in 2022, 2023, 2024 and 2025.

QUALITY MANAGEMENT



CERTIFICATES

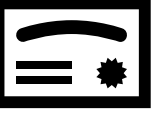


In September 2025, we obtained the ISO 39001 Road Traffic Safety Management System certificate. Our operations comply with international standards on road traffic safety, reducing risks and promoting safer mobility.

NEXT UP



QUALITY MANAGEMENT



CERTIFICATES



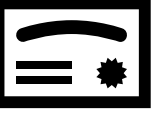
NEXT UP



In December 2025, we obtained the ISO 50001 Energy Management System certificate. Our operations comply with international standards on energy efficiency, reducing environmental impacts and promoting sustainable mobility.

We hold the YEK-G (Renewable Energy Guarantee) certificate for the year 2025. Our operations comply with international standards on energy efficiency and sustainable resource use, reinforcing our commitment to green energy."

QUALITY MANAGEMENT



AWARDS & ACHIEVEMENTS

As a testament to our robust safety culture and sustainable OHS management, we have been honored with the prestigious RoSPA (The Royal Society for the Prevention of Accidents) Gold Award for Gebze–İzmir Motorway Project.



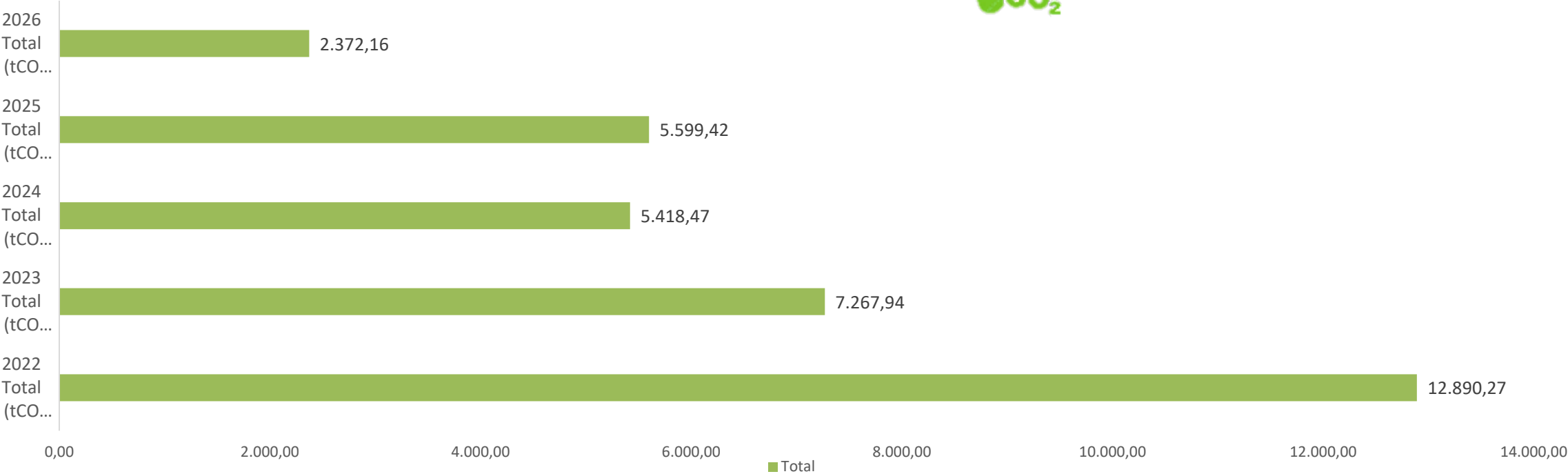
CARBON FOOT PRINT(Annual Summary Graphic)



2026 JANUARY - MAY



GHG Emission (tCO2e)



- Scope 1-2-3 GHG emissions have been measured annually since 2022 and ISO 14064 carbon footprint was verified and certified in 2022, 2023, 2024 and
- Comparison of monthly average values of greenhouse gas emissions according to years;
 - 2023 -43,62% ↓
 - 2024 -25,45% ↓
 - 2025 + 15,93% ↑ Carbon emission levels have turned out to be higher than expected due to harsh winter conditions and the resulting increase in heavy vehicle usage.

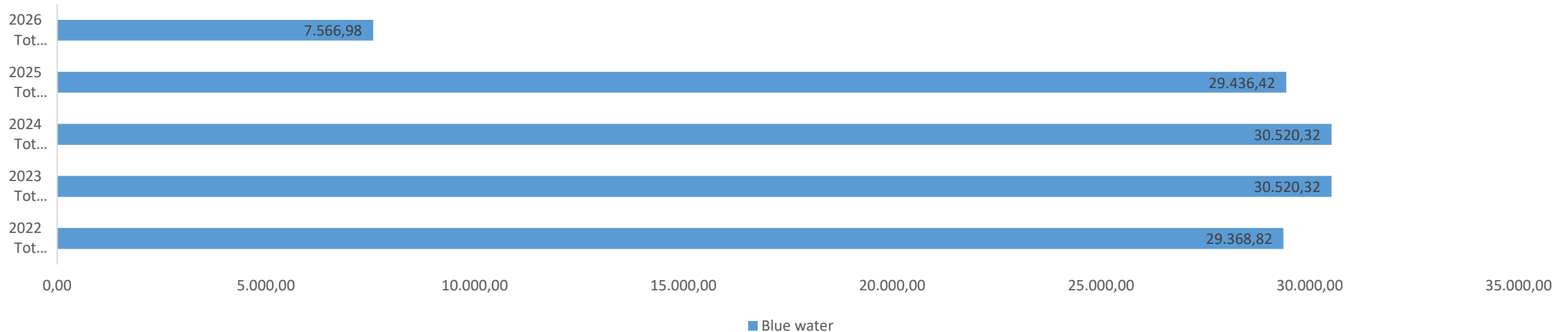
Annual target -5% ↓

BLUE WATER FOOT PRINT(Annual Summary Graphic) 2026



2026 JANUARY - MAY

Blue water (m3)



- Water consumption have been measured annually since 2022 and and ISO 14046 water footprint was verified and certified in 2022, 2023,2024 and 2025



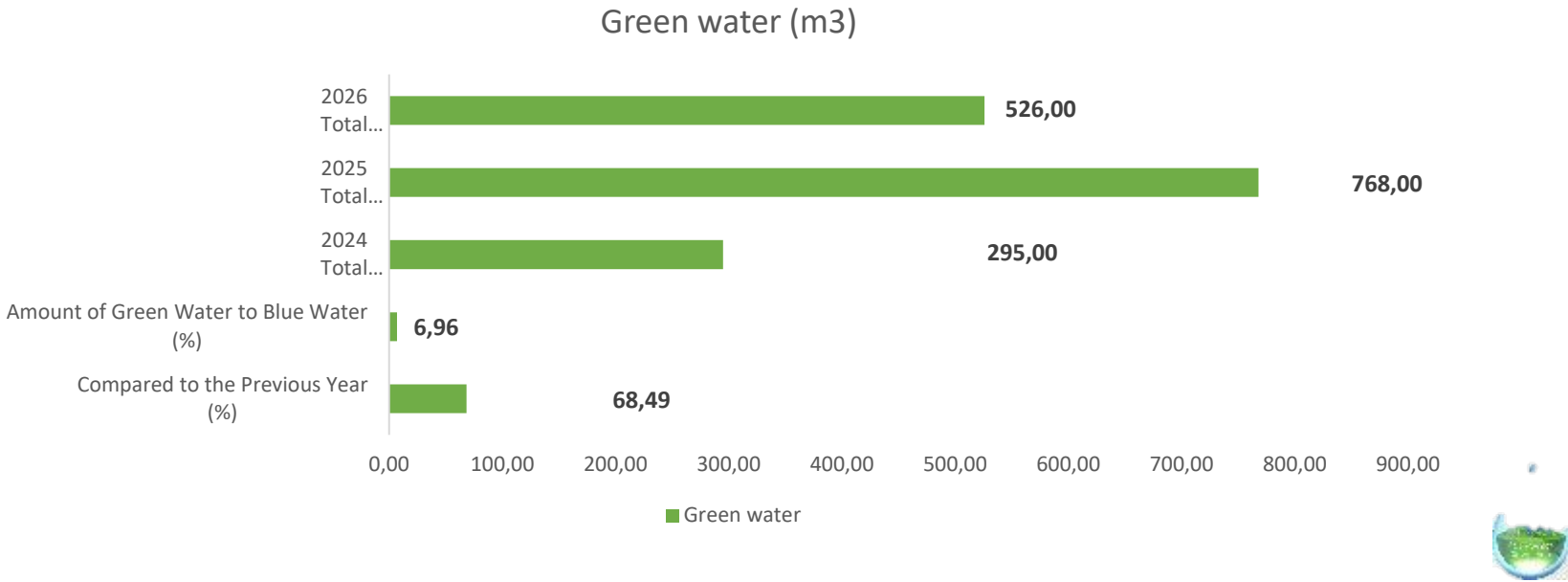
Comparison of annual blue water;

- 2023 -7,78% ↓
- 2024 +1,94% ↑
- 2025 +3,94% ↑

GREEN WATER FOOT PRINT(Annual Summary Graphic) 2026



2025 JANUARY - MAY



Rainwater tanks

Collecting rainwater (Green water) from building roofs started in March 2024 and rainwater is used in brine production, car washing, etc.

In 2024;

- In 2025, a total of **768 m³** of green water was stored and utilized
- The green water tank capacity, which was 134 m³ in 2024, was increased to 238 m³ in 2025

GRESB (Global Real Estate Sustainability Benchmark)

GRESB (Global Real Estate Sustainability Benchmark) is an independent organization providing validated ESG performance data and peer benchmarks for investors and managers.

GRESB process for GİİB;

- ✓ Necessary information and application was completed on June 30 2026,
- ✓ The entry of information into the portal completed on July 1.
- ✓ The preliminary results of the evaluation were announced on September 1. «**95 points**» .
- ✓ The final results will be launched on October 1.



INFRASTRUCTURE

2025 GRESB Benchmark Report Asset

Otoyol Yatırım ve İşletme A.Ş. | Otoyol Yatırım ve İşletme A.Ş.

GRESB Rating: 3/5



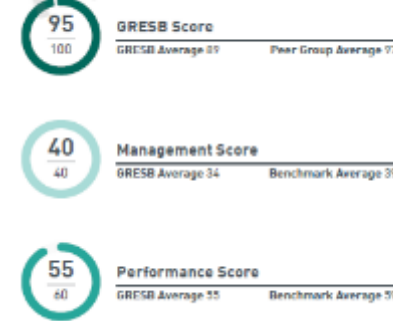
Participation & Score



Nature of Ownership:
Public-Private Partnership (PPP) entity

Sector:
Motorway Network

Location:
Türkiye



1 CLIMATE CHANGE

1.1 MITIGATION

REDUCE YOUR OWN GHG EMISSIONS

- **VEHICLES**

- Are patrollers trained to eco-driving?

If yes, could you develop? (type of training, number of sessions/people trained...)

- Yes, we monitor the behavior of employees regarding eco-driving to speed limit is followed, not start the vehicle at idle, decrease number of patrolling route.

- What are your actions to optimize km driven?

- The management set limit to km driven of LCV Vans in order to decrease consumptions, optimization of patrol tour.

- Do you plan to change the vehicles to « low carbon » alternatives? If yes, could you develop?

- We are replacing our old vehicles (Euro 4) which has high maintenance costs and high diesel consumptions with vehicles with new Euro 6 D engines. At 2023 we replaced 14 vehicles and at 2024 we we replaced 28 vehicles (4 patrol vans, 1 technical van with EV, 21 technical light commercial vans, 2 maintenance vehicles
 - In addition, we have started integrating electric vehicles into our fleet as part of our low-carbon transportation strategy. The introduction of electric vehicles has contributed to an estimated annual reduction of ****22.2 tCO₂e**** in greenhouse gas emissions, supporting our efforts to decrease the environmental impact of our operations.

1 CLIMATE CHANGE

1.1 MITIGATION

REDUCE YOUR OWN GHG EMISSIONS

• BUILDINGS

- Do you have actions to reduce energy consumption?
 - Yes, 21% electric consumption of the buildings. Common area air conditioners (WC, corridor, archive room, etc.) were turned off and other air conditioners are set to 22 degrees for summer and 24 degrees for winter. In addition, air conditioners in automatic toll booths are completely turned off in winter.
 - To prevent unnecessary use of electricity, we printed special labels and affixed them to the required areas (Office, common areas, etc.).
 - Trees planted around the buildings at O&M centers for shadow and to cool down the buildings.
 - White painted roofs and curtains at O&M centers to prevent energy loss.
 - Posters regarding energy saving in O&M centers.
 - Motion detection sensors were installed in common areas.
 - A part of the hot water requirement is provided by solar panels.
 - Perimeter lighting in O&M Centers was converted to LED.
 - In addition, we procure electricity backed by **YEK-G (Renewable Energy Guarantee of Origin) certificates**, ensuring that the electricity consumed is matched with renewable energy generation. This contributes to reducing the carbon footprint associated with our electricity consumption and supports our renewable energy commitments.



Indicators

- tCO₂e
- kWh purchased/consumed
- Lt fuel from genset

1

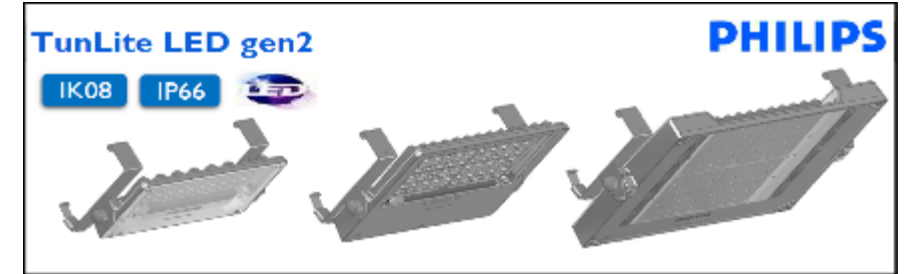
CLIMATE CHANGE

1.1 MITIGATION

REDUCE YOUR OWN GHG EMISSIONS

• LIGHTING

- Do you systematically use LEDs when you replace lighting?
 - Yes, halogen luminaires replaced with LEDs in tunnels. However in October 2023 first replacement in Selçukgazi Tunnel. LED conversion and lighting dimming projects were implemented, resulting in annual electricity savings of **112,054.06 kWh** and a corresponding reduction in CO₂ emissions.
- Do you have adjustment tools associated? (dimmable, sensors, timers...)
 - Yes, halogen luminaires in the tunnels are dimmable. All lighting at motorway interchanges is switched on and off by timers and light sensors.
- What is your plan to reduce consumption of lighting?
 - Lightning on the motorway electricity consumption reduced %40, O&M centers electricity consumption reduced % 50-60 and lightning in the interchanges reduced %50. Regular control and monitoring of consumption of lighting.



Indicators

- Monitoring of electricity kWh
- Lt fuel from genset

1 CLIMATE CHANGE

1.1 MITIGATION

REDUCE YOUR OWN GHG EMISSIONS

LIGHTING

Regarding the possible transition to LEDs for the 2 remaining tunnels, please send us the work you had done measuring the costs and benefits?

Selçukgazi Tunnel LED transition cost;

- LED lightning,
- Dimming module + cable,
- LED Armature Installation,
- Selçukgazi Tunnel LED transition started on October 9th and will be completed on October 29th.
- Selçukgazi Tunnel electricity consumption save an average of 50 % monthly electricity.
- Studies on the cost and technical details for the LED transition of Orhangazi, Belkahve Tunnels (other 2 tunnels) and Osmangazi Bridge lighting have started, and the cost study will be completed by 31st October.
- Orhangazi and Belkahve Tunnels Cost : under study (save an average of 50 % monthly electricity)
- Project planning and cost studies have started for the LED transition of perimeter lighting in Osmangazi (Suspension) Bridge and Toll Plazas areas.
- With the transition from standard fixtures to LED lighting, reductions in energy consumption and carbon emissions of 52% in 2024 and 48% in 2025 have been achieved. The LED fixture conversion in the toll plaza tunnels, completed in 2025, has directly contributed to our energy efficiency goals.



Selçukgazi Tunnel LED Transition

1 CLIMATE CHANGE

1.1 MITIGATION

REDUCE YOUR OWN GHG EMISSIONS

Procurement optimization

Repair of 410 Aluminium Toll Barriers

Category	Subcategory	tCO2e	Total tCO2e
Repair of 410 Aluminum Toll Barrier by routine maintenance department	4.1 - Purchase of raw materials/consumables/mains water	30,4	30,463
	3.1.2 - Transportation of Purchased Goods/Fixed Assets (Ton-km)	0,123	

Reduced by **30,463** tons of CO2 equivalent, **0.48%**

Reducing the Use of Thermal Roll Paper

Category	Subcategory	tCO2e	Total tCO2e
Reducing the Use of Thermal Roll Paper	4.1 - Purchase of raw materials/consumables/mains water	34,3	34,79
	3.1.1 - Transportation of Purchased Goods/Fixed Assets (Km)	0,49	

Reduced by **34,79** tons of CO2 equivalent. Impact on total carbon footprint **0,55%**



1

CLIMATE CHANGE 2025 İÇİN GÜNCELLE

1.1 MITIGATION

REDUCE YOUR OWN GHG EMISSIONS

• RENEWABLE ENERGY

- Do you purchase green electricity? If yes, precise how and send us documentation (supplier, energy certificates, PPA)
 - Yes, we purchase green electricity through hydropower station.
 - In 2025 19864 MWh consumption of electricity.
 - Our green electricity was certified (January – June 2026)
- Could you give details if you have on-site production or on-going project? (kWp installed, production, self-consumption, partners, financing...)
 - Currently, we don't have any work for on-site production.



Yararlanıcı Taraf Adı / Beneficiary Name
OTOYOL YATIRIM VE İŞLETME A.Ş.

Organizasyon Adı / Organization Name
ENOVA ELEKTRİK ENERJİSİ TOPTAN SATIŞ A.Ş.

Tüketim Miktarı / Consumption Amount
19864 MWh

Tüketim Dönemi / Consumption Period
Ocak 2025 - Aralık 2025 / January 2025 - December 2025

Adres / Address
Çankaya / ANKARA

Bu ila biddımı, Ocak 2025 - Aralık 2025 tüketim dönemindeki 19864 MWh'lık elektrik tüketiminin yenilenebilir enerji kaynaklarından üretildiğini beyit etmektedir.

This Cancellation Statement confirms that 19864 MWh of electricity consumption in the January 2025 - December 2025 consumption period was generated from renewable energy sources.

Renewable Energy Source Certificate (January 2025 – December 2025)

Indicators

- tCO2e
- kWh consumption electricity
- Fuel purchased/consumed (for genset)

1 CLIMATE CHANGE

1.2 ADAPTATION TO CLIMATE CHANGE

STRENGTHEN RESILIENCE

ASSESSMENT

- Which kind of natural hazards have affected your site recently (flood, drought, fire...)? What were the detailed impacts for the company (safety, economic...)?
 - The west and south of Turkey are affected by fires and earthquakes but there was no direct impact for the company. However, as Marmara (Istanbul) and Izmir earthquakes are expected in the near future, an Earthquake Emergency Action Plan (QSE-PR-26) has been prepared to mitigate the impact on operations. In addition, since we have fire fighting equipment at certain points against the risk of fire, we can support fires that break out close to our motorway, for example in between Savastepe - Balıkesir.
- Did you (or the SPV) already realize a climate risk vulnerability assessment regarding the future climatic conditions? Would you be interested in?
 - Yes, Climate risk vulnerability assessment regarding the future climatic conditions might be suggested to the SPV.



1 CLIMATE CHANGE

1.2 ADAPTATION TO CLIMATE CHANGE

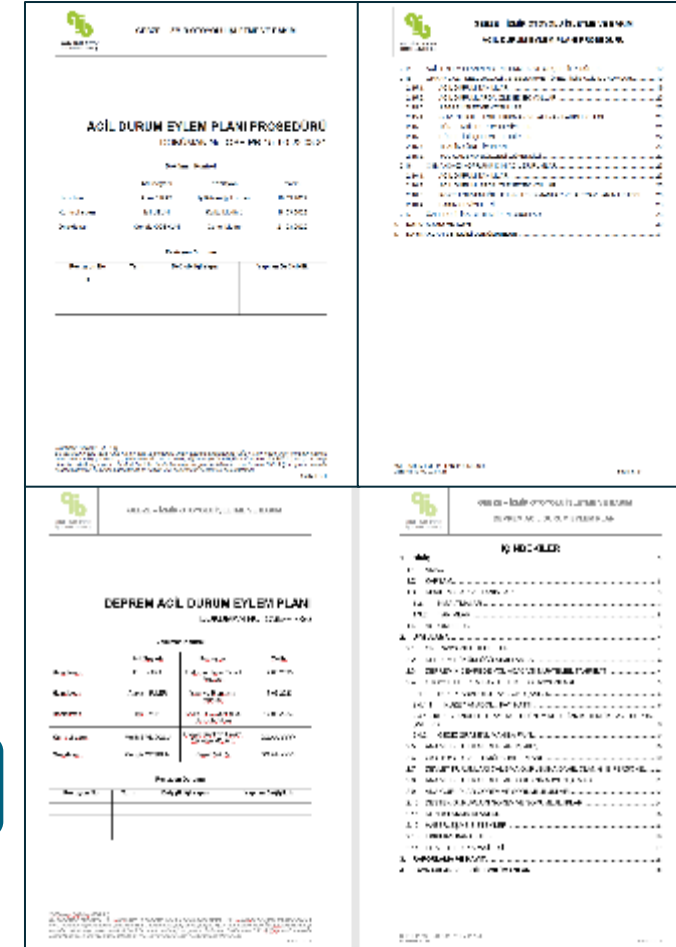
STRENGTHEN RESILIENCE

• RESILIENCE ACTION PLAN

- Have you implemented a resilience action plan (including preventive actions, protection actions &/or response actions)?
 - Yes, Earthquake Emergency Action Plan (QSE-PR-26) is prepared including preventive, protection &/or response actions. It can be provided this document.
 - Emergency Action Procedure including Tunnels, Osmangazi (Suspension) Bridge. (QSE-PR-15)
 - Monitoring Tunnels and Bridge by SCADA Systems.



Disaster (Earthquake) Management Groups



2 WASTE & POLLUTION

2.1 WASTE MANAGEMENT

REDUCTION

• PRODUCTION

- Do you quantify separately the waste:
 - Produced at the O&M centre
 - Yes, quantify waste production by origin at O&M centres.

Hazardous solid waste

- Waste filter
- Waste oil filter
- Waste battery, fluorescent, cartridge
- Contaminated waste
- Contaminated waste after environmental accident on motorway

Hazardous liquid waste

- Waste oil
- Oily water from oil/water separators
- Waste antifreeze

Non-hazardous solid waste

- End-of-life tire

Recyclable solid waste

- Waste paper
- Waste metal
- Waste glass
- Waste collected along the road
- Waste cable
- Waste electrical and electronic equipment

Medical waste

- Domestic waste
- Leftovers from the kitchen
- Waste from personal trash cans in the offices
- Personal protective equipment waste

Waste water

- Domestic waste water
- Treatment plant waste water

Recyclable waste 45.11%,
Hazardous waste 6.96%

Waste water Plants Grey water 16,008 m³, Waste Collected From The Road 47.93%

- Collected on rest areas – (N/A)

Indicators

- Kg/t/l of waste collected (Type: hazardous/non-hazardous)
- Kg/t/l of waste recycled (Paper, plastic, glass, oil, waste water)
- T of composted waste
- Use of chemical products



2 WASTE & POLLUTION

2.1 WASTE MANAGEMENT

REDUCTION



Indicators

- Kg/t/l of waste collected (Type: hazardous/non-hazardous)
- Kg/t/l of waste recycled (Paper, plastic, glass, oil, waste water)
- T of composted waste
- Use of chemical products



2

WASTE & POLLUTION

2.1 WASTE MANAGEMENT

REDUCTION

• PRODUCTION

- Do you quantify separately the waste:
 - Collected along the road?
 - Yes, the recyclable and non- recyclable waste along the road is collected at O&M centers and sent through licenced recycle companies for recycle and dispose.

Recyclable waste 45.11%, Hazardous waste 6.96% Waste water Plants Grey water 16,008 m³, Waste Collected From The Road 47.93%

Indicators

- Kg/t/l of waste collected (Type: hazardous/non-hazardous)
- Kg/t/l of waste recycled (Paper, plastic, glass, oil)



Quantify waste production by origin on collected along the road

2

WASTE & POLLUTION

2.1 WASTE MANAGEMENT

REDUCTION

• PRODUCTION

Have you an assessment of the different types of waste you find on field and the ones in highest quantity ?

- Yes, plastic bottles filled with urine, bags with garbage, other non-recyclable waste, etc.
- It is operationally very difficult to separate waste at the source from collection along the road, after the waste is stored sent through licenced recycle companies for recycle and dispose (Most of the waste collected from the road is disposed of as it is non-recyclable waste)

Which waste are the most difficult for you to manage?

- Waste collected along the road are the most difficult to categorize.

Do you need support on this topic?

- Yes, support is needed. If there is an example application regarding this, your support should be useful/helpful for us.

Indicators

- Kg/t/l of waste collected (Type: hazardous/non-hazardous)



Quantify waste production by origin on collected along the road



Waste bag collected along the road and storage O&M center

2 WASTE & POLLUTION

2.1 WASTE MANAGEMENT

REDUCTION

• PRODUCTION

- Could you explain your waste management plan?
 - Yes, waste is separated by origin and collected temporarily in restricted areas and sent to licenced recycle companies.
- What are your actions to reduce waste production and improve sorting?
 - Plastic reduction plan : paper packaging in supplier contracts, water fountain, cardboard glass replaced by glass.
 - Reduce paper consumption in offices, print two-sided and recycle paper.
 - Digital transmission of personnel payrolls to the employee by KEP (registered e-mail), publishing management systems documentation digitally with M-files program for use of paper reduction.

Indicators

- Kg/t/l of waste collected (Type: hazardous/non-hazardous)
- Kg/t/l of waste recycled (Paper, plastic, glass, oil)
- T of composted waste
- Use of chemical products



Quantify waste production by origin in O&M centers, toll plazas, collected along the road

2 WASTE & POLLUTION

2.1 WASTE MANAGEMENT

REDUCTION

• AWARENESS

- Do you have actions raising awareness on waste reduction for employees &/or road users?
 - Yes, regarding waste reduction employees are informed during induction and periodical trainings. One point lessons are given if necessary. Waste management trainings are supported with posters at O&M centres, toll plazas.
 - ISO 14064 carbon footprint and ISO 14046 water footprint training (2 day x 8 hour x 20 trainier=320 hour for ISO 14064, 1 day x 8 hour x20 trainier=160 hour for ISO 14046).
 - ISO 14064 carbon footprint and ISO 14046 water footprint are going to be verified and certified in 2023 ,2024 and 2025
 - All actions about waste management are followed at Health and Safety committee every month.



	Indicators
•	Kg/t/l of waste collected (Type: hazardous/non-hazardous)
•	Kg/t/l of waste recycled (Paper, plastic, glass, oil)
•	T of composted waste
•	Use of chemical products
•	Training hours

2

WASTE & POLLUTION

2.1 WASTE MANAGEMENT

SUITABLE MANAGEMENT

TREATMENT

- How do you sort/categorize the different types of waste?
 - 3 types of waste; hazardous (liquid waste, solid waste, medical waste), non-hazardous (recyclable waste, domestic waste, waste collected along the road), waste water.

2023;

- Plastic (55 kg), glass (575 kg), metal (165.252 kg), paper (580 kg) waste was recycled .
- Hazardous (3350 kg) waste was disposed .

2024;

- Plastic (540,86 kg), glass (3839,9 kg), metal (225617 kg), paper 3949,22 kg) waste was recycled .
- Hazardous (9431 kg) waste was disposed .

2025;

- Plastic (1442,7 kg), glass (3582,15 kg), metal (209441,5 kg), paper 3529,48 kg) waste was recycled .
- Hazardous (15572 kg, Electronic Waste 326,5), waste collected from the roadside (234710 kg waste was disposed).

- Which waste are the most difficult for you to manage?
 - Waste collected along the road are the most difficult to categorize.
 - Do you need support on this topic?
 - Yes, support is needed. Waste collected along the road is sent through licenced companies for recycle /dispose.

Indicators

- Kg/t/l of waste collected (Type: hazardous/non-hazardous)
- Kg/t/l of waste recycled (Paper, plastic, glass, oil, waste water)
- Kg/t/l of hazardous waste disposed



2

WASTE & POLLUTION

2.1 WASTE MANAGEMENT

SUITABLE MANAGEMENT

- **TREATMENT**

- How do you treat each type?
 - Each type is recycled &/or disposed waste through licensed companies.
 - The wastewater in the O&M centers is treated at the treatment plant, the wastewater in the toll plazas is sent to the treatment plant with septic tank, and in some locations it is disposed of directly by the sewer line.



Waste Water Plant in O&M Center



Municipal Waste Water Plant



Contracted Recycling Waste Separation Plant

2 WASTE & POLLUTION

2.1 WASTE MANAGEMENT

SUITABLE MANAGEMENT

- TREATMENT
 - How do you treat each type?
 - Each type is recycled &/or disposed through licensed companies. For the 10,000m² of green space managed and composting.



Indicators

- km² of grass cutting area



The compost
(organic);

organic waste resulting from the maintenance of the green spaces of the Gebze-Orhangazi-Izmir highway, is made from dry leaves, sheets made from cellulose wadding, or from newspaper sheets. The compost made from these materials will be used to meet the nutritional needs of the plants that are on the highway.



For the production of this compost, we use a third of green material rich in nitrogen and two thirds of a brown matter rich in carbon. In addition, freshly cut green herbs and water are also incorporated to accelerate decomposition.

Nitrogen, which promotes the formation of leaves and plant bodies, is a nutrient that directly affects the physiological functions, quantity and quality of the product in the plant. The latter uses large amounts of nitrogen during its development. For example, trees with sufficient nitrogen requirements will be more resistant to pests.



Since there are no nitrogen compounds in the soil rock, the nitrogen source is provided by the organic matter and plant residues. In Turkey, the amount of nitrogen in the soil is not enough. Given the soil's low nitrogen content, nitrogen fertilizer must be added to ensure healthy plant growth.

2.2 POLLUTION REDUCTION

HAZARDOUS PRODUCTS MANAGEMENT

- **POLLUTING PRODUCTS**

- What kind of chemical and phytosanitary products do you use, and for which use (green space management, cleaning, maintenance...)?
 - We do not use any phytosanitary products. 0 phytosanitary products policy.
- Do you monitor the quantity of products used? What are your actions to reduce/optimize it? Do you limit the perimeter and frequency to the strict necessary?
 - No
- Do you have a 0 phyto policy for green space management? If no, do you have a plan reduction for this type of products?
 - Yes, we follow 0 phyto policy for green space management.

2 WASTE & POLLUTION

2.1 WASTE MANAGEMENT

HAZARDOUS PRODUCTS MANAGEMENT

- POLLUTING PRODUCTS
 - How do you manage hydrocarbons on road (from road users' vehicles) and at O&M centre (from your vehicles, genset...)?
 - For the oils spilled on the motorway after vehicle accidents, the oil spill kit (absorbing material) found in all patrol and maintenance vehicles is applied to the road by the teams.
 - Hazardous waste collected from the motorway is sent to licensed/certificated companies.
 - Have you implemented a systematic policy of Recuperation, Recycle and Treatment of them? Could you describe it?
 - Yes, waste oil from genset, vehicle maintenance works are recycled through licensed companies.
 - Do you promote the use of less polluting materials/ alternatives (i.e. for the maintenance)? Which ones?
 - Yes, we started to use ClearNox in place of Adblue.

Indicators

- Kg/t/lt of waste collected (Type: hazardous/non-hazardous)
- tCO₂e
- Kg/t/lt of waste oil recycled



2 WASTE & POLLUTION

2.2 POLLUTION REDUCTION

OTHER ACTIONS

- **NOISE & LIGHTNING**
 - Do you have soundproof walls or other devices enabling to reduce noise &/or lightning pollution?
 - No action of lightning pollution
 - We have soundproof walls on Bornova viaduct and Mudanya intersection



Bornova Viaduct



Mudanya Intersection

2

WASTE & POLLUTION

2.2 POLLUTION REDUCTION

OTHER ACTIONS

- **TUNNELS**

- If you operate tunnels, how do you manage air pollution (filter...)?
 - There are no filter systems in the tunnels. When air pollution occurs in the tunnel, it is evacuated by jet fans.
- The Tunnel of Belkahve being closed to Izmir, it could be important to install filter system to improve air quality. Do you have a study of the possible costs/benefits ?
 - No, we do not have any study on improving air quality, if there is an example application regarding this, your support should be useful/helpful for us.

3

WATER & RESOURCES

3.1 WATER MANAGEMENT

WATER

- **AWARENESS**

- Do you have trainings &/or campaigns dealing with resources management (like water) and good practices to follow?
 - Yes, regarding resources management (like water) employees are informed during induction and periodical trainings. Posts in water usage areas (toilets, kitchen) as water waste reminder.
 - All WCs work with double reservoir/siphon system.

Indicators

- m³/l drinkable and non-drinkable water consumed at O&M centers, toll plazas



3.1 WATER MANAGEMENT

WATER

• CONSUMPTION

- Do you measure the quantity of water used by type (drinking water, ground water, rainwater)?
 - Yes, drinking water and ground water are measured. Missing water meters were installed to measure the quantity of ground water in 2023 and 2024.
- What are your main consumption categories (cleaning, toilets, watering, etc.)? Could you provide figures?
 - Main water consumption categories are brine production for winter viability (~6.000t/yr), fire hydrants, domestic water, green space watering, car/vehicle cleaning after winter viability at O&M centres and only use of domestic water at toll plazas (~5.000m³/yr)
- Do you have actions implemented to reduce your consumption? Do you upcycle (wastewater for cleaning of infrastructures/vehicles, rainwater for the green spaces of the operating sites...)?
 - Yes, car/vehicle cleaning not allowed during summer & drought. Currently, study regarding water recuperation. In order to collect and evaluate the rain water, studies have been started to determine the locations of the collection areas firstly.

3 WATER & RESOURCES

3.1 WATER MANAGEMENT

WATER

• CONSUMPTION

- Do you measure the quality of water at some point (i.e. rainwater on roads, wastewater from O&M centre...)?
 - Quality of waste water of treatment facility is measured quarterly.
- Could you please share with us the study you made regarding water recuperation and quality evaluation?
 - Rainwater is collected in O&M centers and used in brine production, car wash etc. activities.
 - Refined water in Turgutlu O&M center is used to water plants around.
 - Waste water of treatment facilities is measured by licensed laboratories quarterly and results are monitored..



Indicators

- m³ rainwater consumed



Rainwater tanks in O&M centers



Plants around Turgutlu O&M center

3 WATER & RESOURCES

3.1 WATER MANAGEMENT

WINTER VIABILITY

- Could you explain your winter viability process?

Do you limit your consumption of dry salt? How (brine...)? Do you practice preventive measures?

- We observe environmental awareness and reduce dry salt consumption by brine (transition from salt to brine) in winter viability process. Brine is composed of %23.3 salt and %76.7 water.
- In 2022 %69 dry salt and %31 brine were used in winter viability.
- In 2023 %77 dry salt and %23 brine were used in winter viability.
- In 2024 %79 dry salt and %21 brine were used in winter viability
- In 2025 %78 dry salt and %22 brine were used in winter viability
- We use potassium acetate instead of salt on Osmangazi Bridge during winter viability process.

Indicators

- T of dry salt used
- T of alternative resource used (Brine)

PRINCIPLES

- Preventive maintenance
- Protective maintenance
- Snow ploughing under heavy snowing

To determine of material to be used and vehicle types:

Meteorological datas (past and current) and winter weather conditions

To determine the Winter Maintenance Vehicle Rings (Cycles):

Project design (number of special structures, intersections and access roads, locations of operation and maintenance centers and salt stores

To determine the number of winter maintenance vehicles

OBJECTIVES

keeping the entire motorway open in heavy snowfall

to respond quickly to incidents

to ensure safe driving for motorway users

to carry out preventive maintenance on time

to take the necessary precautions quickly and correctly after meteorological warnings

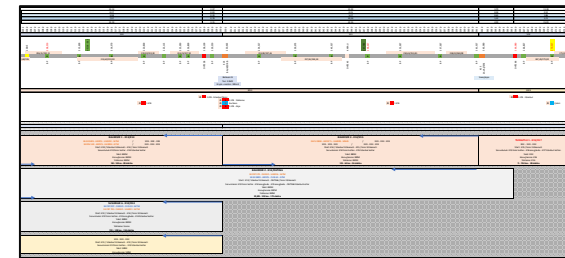
using less salt, being sensitive to the environment

STRATEGY

Preventive maintenance consists of measures taken to reduce the impact of adverse weather conditions with the information obtained from data sources before adverse weather conditions occur on the road route.

When it is certain that the motorway surface will become risky with meteorological data and other on-site field determinations, this application is carried out before adverse weather and traffic conditions occur. With the application, the effect of the weather conditions on the motorway is reduced and the negative effects that will occur are tried to be kept under control.

The quantities and methods to be applied in preventive maintenance vary according to the risk levels of adverse weather conditions and ambient conditions.



	FROST DAYS	SNOWING DAYS
2018-2019	22	10
2019-2020	29	8
2020-2021	34	12
2021-2022	55	25



	FROST DAYS	SNOWING DAYS
2022-2023	13	6
2023-2024	29	6
2024-2025	29	19

4

BIODIVERSITY

4.1 PRESERVATION OF NATURAL ECOSYSTEMS

PRODUCTS

• GREEN SPACES

- How much green space do you manage (km²)? What are their repartition (along the road, toll plaza, compensation areas...)?
 - 18.522 km² total green space (along to road, toll plaza) area (7,314 km² landscape maintenance area)
- Do you manage "high potential environmental zones"? How many?
 - Yes, Osmangazi Bridge, which connects Istanbul to Bursa, passes over the Bay of Izmit in the Marmara Sea and close to Hersek Lagoon. Lagoon is of great importance as a shelter, feeding and breeding area for many species, especially water birds.
- What actions have you implemented to preserve these areas?
 - We use environmentally friendly potassium acetate to prevent icing in bridge zone winter maintenance. We do not degrade the biodiversity of the sea and lagoon.
- Have you implemented non-hazardous methods (to destroy invasive alien species, sheep grazing...) ?
 - No
- Do you support grassland, hedges &/or agroforestry on site or close to your site?
 - Yes, we send the cut grass as bales to the farmers.
 - Memorial forest areas created.
 - Organic waste resulting from the maintenance of the green spaces of motorway is collected and the compost made from these.



4

BIODIVERSITY

4.1 PRESERVATION OF NATURAL ECOSYSTEMS

METHODS

• ADAPTED STRUCTURES

- Do you have eco-bridges or other wildlife passages? If yes, could you give use information on them (number, type, management...)?
 - There are 2 eco bridges in our Project in order to use of animal passing.
- Is there any monitoring with data that you can share (even if made by SPV)?
 - Photo traps on ecological bridges, wild animal crossings are monitored.



4 BIODIVERSITY

4.1 PRESERVATION OF NATURAL ECOSYSTEMS

METHODS

- **AWARENESS**

- Do you have trainings &/or campaigns focusing on biodiversity and its protection?
 - No
- Have you a tool in which you can share information regarding the biodiversity on your site?
Other tools/information?
 - No

1 TRAFFIC

1.1 SAFETY & WELL-BEING

HEALTH & SAFETY

- Do you have H&S trainings (topics, amount of collaborators...)?
 - Yes, occupational health and safety induction training is given 16 hours before starting work, with this training is repeated in 4 hours every year for employees and subcontractors.
 - The topics of the training are regulations, emergency situation, ergonomics, first aid, safety rules under traffic, working with work equipment, working at height, near miss and accident, personal protective equipment etc.
 - ISO 50001 Energy Management Systems training is also provided** to ensure environmental and energy sustainability across our operations.
 - Our HSE team consists of 4 colleagues. At the same time, managers and all employees are our collaborators for HSE.

Indicators
- Number of personel trained to the Safety Attitude - Number of OHS events - HSE training hour/man

KAZA SONRASI TEK NOKTA EĞİTİMİ

Lokasyon ve Kaza Tipi

Ülke/Şehir	Tarih-Saat (Günler Yılları)	Kaza Türü/ Kaza Türü Kategorisi	İş Gücü Kaybı (G)
Kaza Durumu	KPI (G) (Yıllık)	Kaza Nedeni	Yerleşim Durumu

OLAY: 2024/02/28 tarihinde saat 14:30 civarında Gebze'de Kaza tipi: Yürüyüş sırasında yolda yürüyüş yapan bir çalışanın düşmesi sonucu meydana gelen bir kazadır. Kazanın nedeni, çalışanın yürüyüş sırasında dikkat dağınıklığı ve yolda yürüyüş yaparken dikkat dağınıklığıdır. Kazanın sonucu, çalışanın yaralanması ve işten ayrılmasıdır. Kazanın sonucu, çalışanın yaralanması ve işten ayrılmasıdır.

OLAY SONRASI

Çalışanlar personelinin durumu

İşin durdurulması

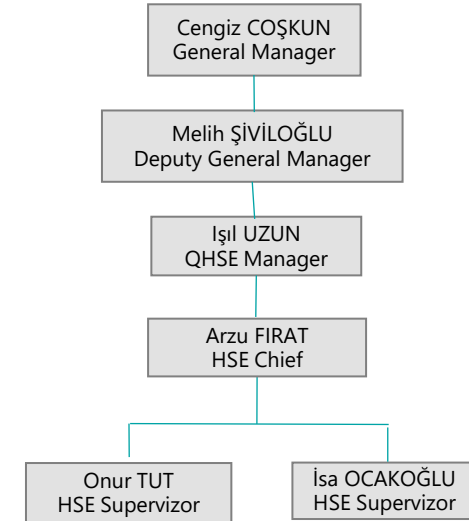
İşin yeniden başlatılması

Düzenli Faaliyetler

- Makine çalışmaları sırasında dikkat dağınıklığına karşı çalışanların eğitilmesi
- Kazanın sonucu, çalışanın yaralanması ve işten ayrılmasıdır.

One Point Lesson Training Example

GIIB HSE Organisation Chart



1 TRAFFIC

1.1 SAFETY & WELL-BEING

HEALTH & SAFETY

- What are the main OHS actions implemented on-site? Do you have innovative measures?
 - Our HSE training specific to the risks of each department.
 - After the HSE training, a HSE interview is held to evaluate the training effectiveness.
 - Emergency drill (first aid, fire, chemical leak) are held annual.

OUR HIGH RISKS	
	Intervention under traffic
	Traffic accident
	Working with electricity and its dangers
	Vehicles crashing into toll booths
	Working at height and danger of falling



DISTRIBUTION OF OHS RISKS-2025				
Department	Number of Risk	Average Risk Score	After correction action Average Risk Score	Risk Reduction Rate
Traffic Safety&Routine Maintenance	89	8,83	5,35	-40%
Toll Collection	72	6,62	4,36	-35%
Vehicle Equipment	41	9,07	5,27	-43%
Elektromecanic	39	8,65	5,02	-45%
Bridge Control	32	9,28	5,33	-52%
Structural Planning	22	8,95	4,85	-51%
Office	20	6,55	4,26	-38%
Groups Requiring Special Policy	26	2,84	10	-86%

1

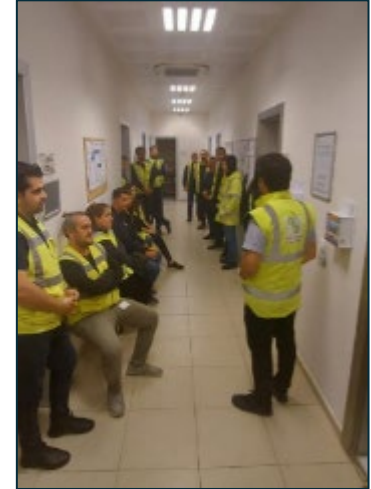
EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

SOCIAL MEASURES

- Are the employees paid above the National Minimum Wage?
 - Yes, we pay our employees up to the minimum wage.
- What actions do you implement to promote/enhance the well-being/fulfilment of your employees?
 - We provide our employees with occupational retraining, the use of a company car twice for vacations, bonus payments on religious holidays, +2 days of marriage leave, a birthday bonus, a +2-day paid leave bonus for a smoke-free lifestyle, and +2 days of paid funeral leave. Additionally, those completing their 10th year of service are rewarded with +6 extra days of leave and a supermarket gift card.



Occupational retraining

Indicators

- Salary payment
- Number of occupational retraining
- HSE training hour/man

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

- **PROFESSIONAL DEVELOPMENT**

- Do you have processes promoting knowledge-sharing (group projects, tutorship...)?
 - Yes, we have these processes. For example;
 - Supporting to other O&M Public Private Projects with trainings in Turkey and abroad (Eurasia Tunnel, Canakkale Bridge and Motorway, BAKAD Almaty).
 - Republic of Turkey General Directorate of Highways officials were given training on our practices by our company.
 - We share our in-house experiences with our teams in all regions.

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

- **PROFESSIONAL DEVELOPMENT**

- Do you have great stories to share on internal promotion?
 - Yes, we use quite- hiring as HR management, it gives employees the opportunity to work in challenging assignments, improve existing skills, learn new skills, expand their careers. For example,
 - Mr. TURAN who is started as Traffic Control Operator, was doing traffic management well and became the Main Traffic Control Center Chief, he had been doing this job for 3 years. Afterwards, it was decided that he was the appropriate person thanks to his commitment, morality, ability of decide, incident management and coordination, attitude towards his subordinates.



Samed TURAN- Traffic Safety Deputy Manager

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

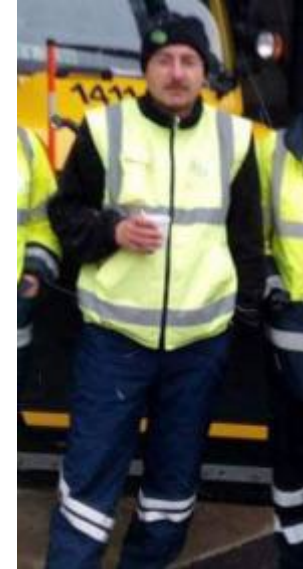
WORKING CONDITIONS

- **PROFESSIONAL DEVELOPMENT**

- Do you have great stories to share on internal promotion?

An other story of career advancement and internal promotion is,

- Mr. GÜREL worked in EPC during the construction period of the project as a private chauffeur. After that he started his career in our company as a Road Supervisor in 2015, continued to work in our company as a Routine Maintenance Officer in 2017 due to the service he provided for 2 years. In return for his devoted work in team management, work planning, and in this process, he has been working in our company as a Routine Maintenance Chief since 2020. He was also promoted to Deputy Routine Maintenance Manager in March 2024.



Bilal GÜREL - Deputy Routine Maintenance Manager

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

- **PROFESSIONAL DEVELOPMENT**

Our great story of career advancement is,

- Mr. ŞİVİLOĞLU, who started his career as a Geological Engineer in 1992, took part in the construction of the road between Gebze and Bursa in July 2012, as the Construction Senior Chief Engineer, with his vast experience of earth works, asphalt pavement and civil structures. After 2 years, he worked as Project Manager between Bursa and Balıkesir. He transitioned from Construction to Operation side to our company in June 2021 and has been working as a Traffic Safety and Maintenance Department Manager at an important point of our company with average of 300 employees for approximately 2 years in carrying out construction and operation together. He was also promoted to Deputy General Manager in January 2024.



Melih ŞİVİLOĞLU- Deputy General Manager

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

- **PROFESSIONAL DEVELOPMENT**

- Do you have great stories to share on internal promotion?

An other story of career advancement and internal promotion is,

- Ms. Erkan started her career at Otoyol Investment and Operation in April 2013 as Chief Accountant and held this position for 7 years. During this period, she completed her master's degree and obtained her Certified Public Accountant (CPA) license. In January 2020, she transitioned from the construction company to the operation side and began working in our company as Accounting Manager. As of January 2024, she has been promoted to Head of Finance and Human Resources Department.



Necmiye ERKAN-
Finance & HR Department Manager

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

- **PROFESSIONAL DEVELOPMENT**

- Do you have great stories to share on internal promotion?

An other story of career advancement and internal promotion is,

- Mr. Sevrean began his career at GİİB on June 1, 2016, as a Toll Collection Supervisor.
- Thanks to his dedication and strong sense of responsibility, he quickly distinguished himself and was appointed as Warehouse Chief on October 1, 2020.
- With his contributions to financial processes, analytical perspective, and disciplined work ethic, Burak Sevrean stood out further by completing his master's degree alongside his professional career and earning the Certified Public Accountant (CPA) license. Following these achievements, as of September 1, 2023, he has been serving as Deputy Director of Financial Affairs.



Burak SEVREN- Deputy Finance Manager

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

- **PROFESSIONAL DEVELOPMENT**

- Do you have great stories to share on internal promotion?

An other story of career advancement and internal promotion is,

- Ms. Nurkan started her career as a Metallurgical and Materials Engineer in 2012 and took part as an engineer in the construction of the İzmit Bay Crossing Bridge (Osmangazi Bridge) in February 2013. After the opening of the bridge, he joined GİİB Inc. in November 2016 and has been serving as Deputy Bridge Maintenance Manager since August 2018.



Fulya NURKAN
Deputy Bridge Maintenance Manager

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

- **PROFESSIONAL DEVELOPMENT**

- Do you have great stories to share on internal promotion?

An other story of career advancement and internal promotion is,

- Ms. GÖKDAĞ started her career in 2012 as a General Services Staff Member at the Altınova Maintenance and Operation Building of the General Directorate of Highways (KGM). Since 2015, she has held various positions within GİİB Inc. Following the increase in accident rates on our highway, she was assigned by senior management to oversee incident follow-up and collection processes. In this capacity, she has been serving as an Accident Collection and Reporting Operator since May 2018.

There are eight stories of internal promotion, in addition to this, we have many more great stories about internal promotion.



Didem GÖKDAĞ
Accident Collection and Reporting Operator

1 EMPLOYEES

1.1 SAFETY & WELL-BEING

WORKING CONDITIONS

• PROFESSIONAL DEVELOPMENT

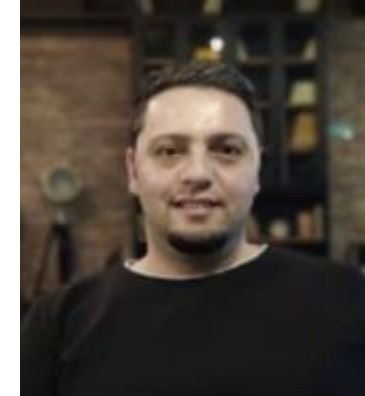
Our great story of career advancement is,

In our project, career plans continue to be offered to employees based on their competencies. In this context, our colleagues who worked on the Gebze-Izmir Highway Project for a long time have started new roles in different Egis projects.

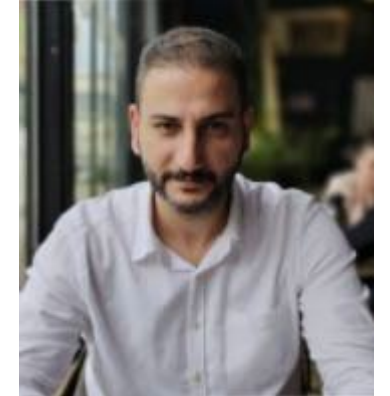
- Atakan Süler ; who started his career as a Geological Engineer in 2007, took part in the construction of the tunnels between Gebze and Bursa in July 2012 as the Tunnel Chief Engineer, bringing his vast experience in tunnel excavation, geotechnical engineering, and inline concrete. He transitioned from the construction to the operation side at our company in December 2016, and after successfully serving as the Asset & Planning Manager, he now continues his career as our Digitalization and Innovation Manager.
- Seyit Nizam Nurkan; who has been serving as Bridge Systems Chief at the Bridge Directorate since November 1, 2016, will now continue his career as Traffic and Safety Manager at the Egis Eurasia Tunnel Project.
- Mehmet Cengi;, who started working at GİB on November 2, 2016, and began his career as a Toll Collection Controller, has been promoted to Assistant Director of Audit as a result of his dedicated work. He will now begin working as the Toll Collection and Audit Manager on the Egis Eurasia Tunnel Project.



Atakan SÜLER- Asset & Planning Manager



Seyit Nizam NURKAN-
Traffic&Safety Manager



Mehmet CENGİZ-
Toll & Audit Manager

1

EMPLOYEES

1.2 EQUALITY & INCLUSION

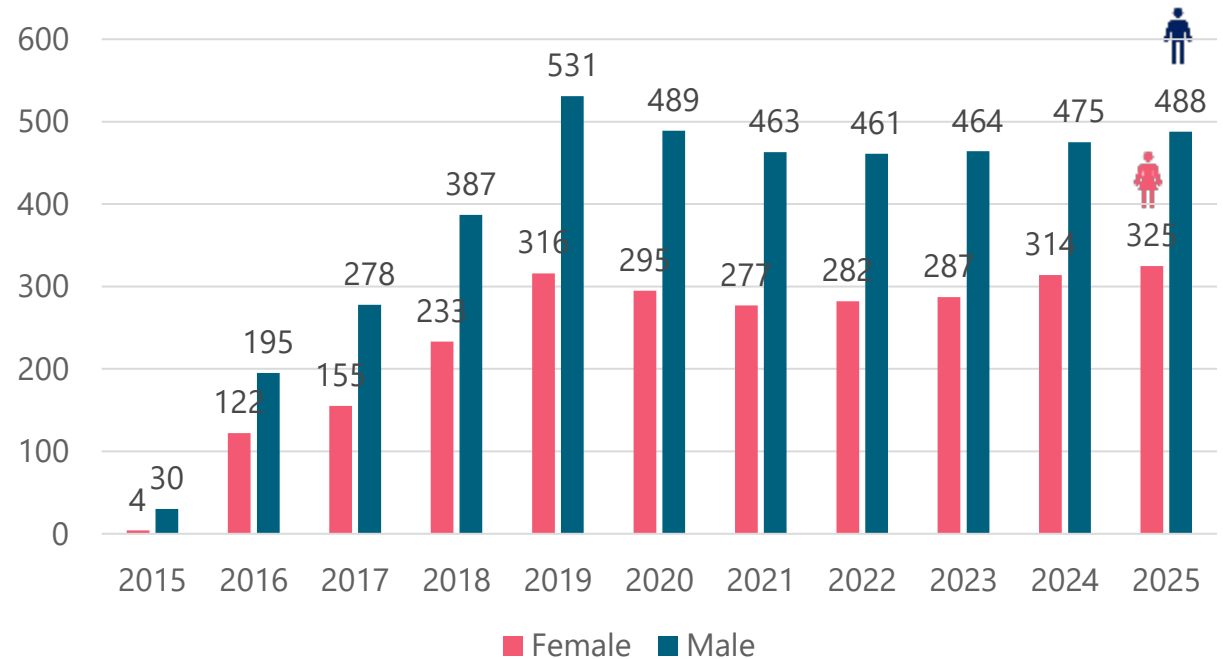
GENDER EQUALITY

- What do you have in place to promote female employment?
(partnership with associations, campaigns...)
 - No, we don't have any place to promote female employment. As a company policy, we attach importance to the employment of female employees.
- How many women work on this project? Which position do they have? Are there women in unusual roles (patrol, traffic control, IT...)?
 - End of the August 2025; we have 325 women working with us.
 - Patrol team has 1 woman.
 - Traffic control room team has 1 woman.
- Do you have women in leadership positions?
 - Yes, end of the August 2025;
 - We have 2 women manager, 3 women deputy manager, 10 women chief, 2 women engineer and 32 women supervisor.

Indicators

- % female workers
- % female workers in leadership position

STAFF DISTRIBUTION BY GENDER



1

EMPLOYEES

1.2 EQUALITY & INCLUSION

GENDER EQUALITY

- Do you provide equal wage?
- GIIB A.Ş. 2025 Employment Strategies,
- At GIIB A.Ş., we believe in the power of employee diversity.
- Women's employment is of great importance to us. While our current situation sees **40%** of our employees as women, we consider it one of our primary goals to increase this rate.
- In 2025, we are proud to share that the number of women working in technical fields (1), engineering (2), construction fields (1), supervisor (32), chief (10), deputy manager (3) and manager (2) is increasing daily. Our company culture is built on the belief that every business area offers equal opportunities for success to both men and women. As such, we have made it a priority to have **20% of managerial positions occupied by women.**



Istanbul-İzmir Otoyolu'nun tek kadın bakım operatörü çalışma ...

Indicators

- % female workers
- % female workers in "unusual roles" (patrol, traffic control, IT...)
- Professional equality index X actions promoting gender equality

1 EMPLOYEES

1.2 EQUALITY & INCLUSION

DIVERSITY & INCLUSION

- Do you have actions/processes which participate to promote diversity & inclusion in the company &/or with our suppliers?

Ex: do you work with local specialized firms for employment?

- Yes, as a multi-partner company, BAHTYGUL HAYDAROVA, a Turkmen citizen, was hired to diversify our employees. It was to test how our diversity would be received by our company. With Bahtygul we learn how to manage this procedure, what adds to the core values of the components. It started with creating the work permit by sending the documents of the relevant persons from the state. The first one-year work permit was given by the Turkish Ministry of Labor. Meanwhile, Bahtygul's working period was extended for 1 more year by observing the contribution of different perspectives, moral values and beliefs to the institution of diversity. At the end of the day, it was observed that the diversity of stories was supported by our own employees' perseverance, effort and effort. This process, which started as a trial, contributed to the company processes with support.
- Our highway consists of 4 cities and their towns. The process we apply when recruiting and purchasing materials is to support the local people living there, to give small businesses the opportunity to work. creating job employment by supporting regions and contributing to the continuation of the lives of the living people
- In addition to our commitment to gender equality, we also take initiatives to include underprivileged groups in the workforce. We prioritize the training of 23 disabled employees (%3) in order to increase their employment opportunities and to take an active role in working life. Our company places emphasis on employing disabled individuals, apart from the compulsory rates set by Turkish laws, in a variety of roles including administrative affairs officers and toll center operator , and we are committed to help them develop their skill sets.
- Our highway consists of 4 cities and their towns. The process we apply when recruiting and purchasing materials is to support the local people living there, to give small businesses the opportunity to work. creating job employment by supporting regions and contributing to the continuation of the lives of the living people.
- Furthermore, we actively employ foreign national interns to continuously foster a diverse and inclusive work environment.

Indicators

- % of workers with disabilities
- % of workers from other nationalities

2 USERS

2.1 SAFETY FOR ROAD USERS

SAFETY

- **MANAGEMENT**

- What is implemented to ensure a safe infrastructure?

- Osmangazi Bridge is located in one of the most seismically active places in the world. It is designed as per Euro Norms and Turkish State Highways Technical Requirements to withstand ship impact, strong wind, heavy traffic, excess loads and earthquakes.
- The Structural Health Monitoring System (SHMS) is an integral part of the structure of Osmangazi Bridge. SHMS system also supports the traffic management during strong wind blows and winter maintenances.
- All civil structures/assets and motorway pavement are inspected by engineers at least twice a year.
- Sensitive inspections are carried out for important structures such as tunnels and viaducts once a year and/or after earthquakes.
- All detected problems are intervened as soon as possible.
- The Tunnels are monitoring with SCADA system.



Indicators

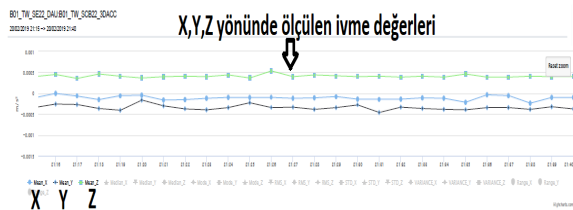
- Osmangazi Bridge SHMS results
- Number of days with strong wind
- % of completed inspection and maintenance plans

2 USERS

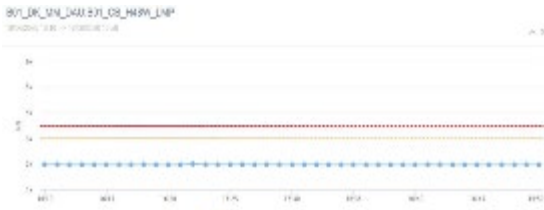
2.1 SAFETY FOR ROAD USERS

SAFETY

MANAGEMENT



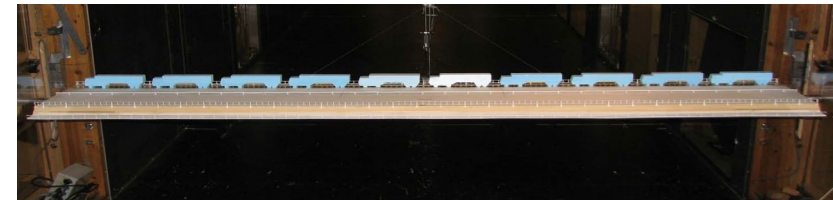
SHMS seismic event graph



SHMS load graph

Seismic design criteria

Seismic Event	Ground Motion Return Period	1999 Earthquake	Damage Performance level
Functional Evaluation Earthquake (FEE)	150 years (50 % in 100 years)	Nearly equal	Minimum Damage
Safety Evaluation Earthquake (SEE)	1000 years (10 % in 100 years)	2.5 times	Repairable Damage
No Collapse Earthquake (NCE)	2475 years (4 % in 100 years)	3.5 times	No Collapse, Life Safety Damage



Wind Tunnel Tests (extreme traffic)

Indicators

- Osmangazi Bridge SHMS seismic event graphs
- Osmangazi Bridge SHMS load graphs

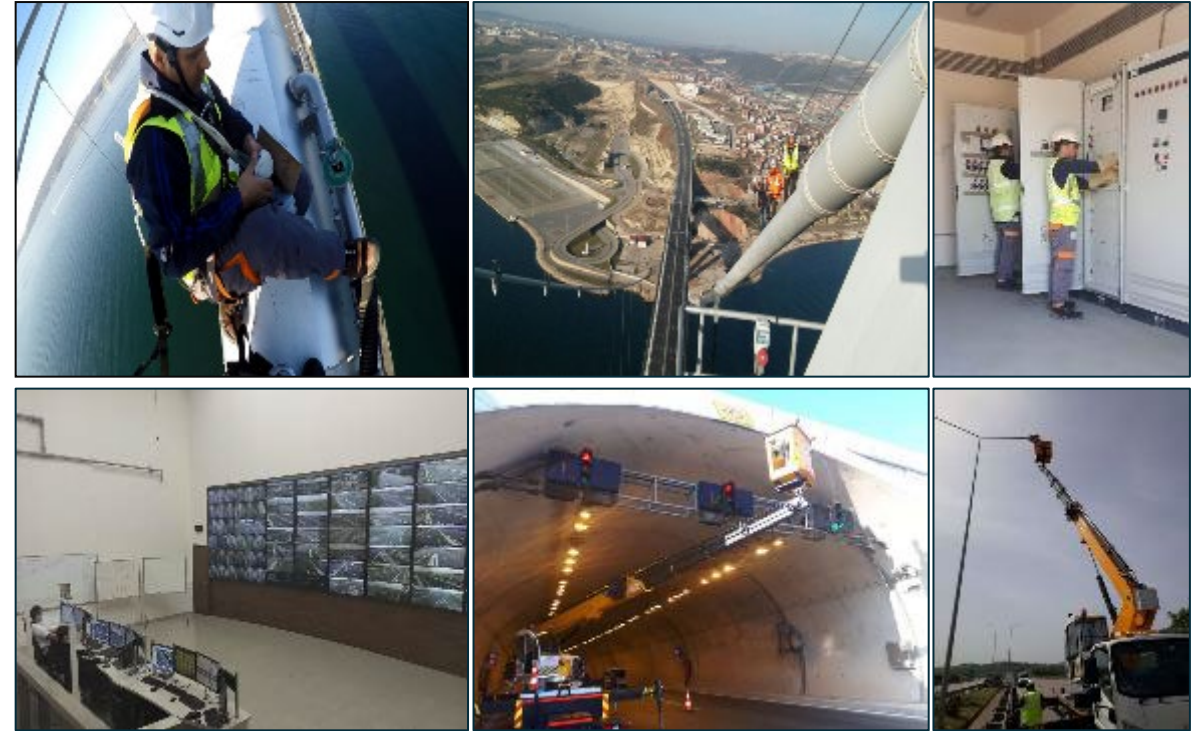
2 USERS

2.1 SAFETY FOR ROAD USERS

SAFETY

• MANAGEMENT

- Do you have measures? Regular monitoring?
 - Yes, Regular inspection and maintenances are carried out by in house team and reputable outsource companies which are reviewed by an experienced Consulting Company.
 - Main, Tunnel, Bridge Control Centers are dedicated to monitor the motorway where trained SCADA operators monitor the on 24/7 basis via Electro-Mechanical Systems (CCTV, SCADA, SHMS, Weigh-in-Motion, Meterological Stations, Dehumidification, Communication, etc).
 - Asset management enabling to reduce drastically the dangerousness of the road and reduce up to 90% the accidentology on some key points.
 - Special measurements and periodic monitoring are carried out for some viaducts, bridges and slopes.
 - ISO 50001 Energy Management System, ISO 39001 Traffic Management System and ISO 55001 Asset Management System are going to be certified in 2025.



Indicators

- % of completed inspection and maintenance plans
- Osmangazi Bridge and South Approach Viaduct (SAV) electro-mechanical systems results.
- Inclinator results

2 USERS

2.1 SAFETY FOR ROAD USERS

SAFETY

- **SAFETY DEVICES**

- What are the specific vehicles, materials, tools that you have to ensure safety for road users?
 - There are thermal and HD cameras with CCTV system and VMS/VTS gantries on the Osmangazi Bridge remotely controlled at bridge control center.
 - Marwis device used to measure floor temperature of motorway during the winter viability as preventative measure.
 - Weather forecast is followed online along the road instantly and weather is notified within the company and each related partner.
 - There is mobile phone application to inform road users.
 - The systems used on the motorway and tunnels to ensure the safety of highway users are as follows;
 - On motorway: CCTV cameras, VMS, VTS, Mobile App, patrol vehicles, trailers, cones, signs.
 - Tunnels: Event detection system, CCTV cameras, VMS/VTS, fire hydrant cabinets and fire extinguisher, Jetfans, SOS cabinets
 - As a result of the notifications received from 161 emergency call centers serving 24/7, we direct road users to safe areas in case of an accident.



Tunnel SCADA System



Thermal road cameras



VMS and VTS



Marwis device
VEÇİALA

Indicators

- Number of notifications received from 161 emergency call center
- Number of VMS/VTS through motorway

2 USERS

2.1 SAFETY FOR ROAD USERS

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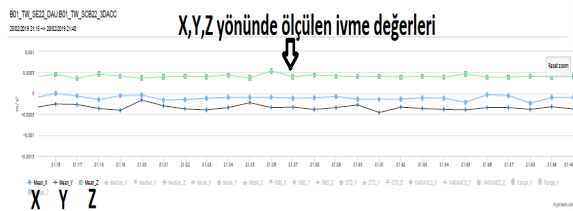
Indicators

- Osmangazi Bridge SHMS results
- Number of days with strong wind
- % of completed inspection and maintenance plans

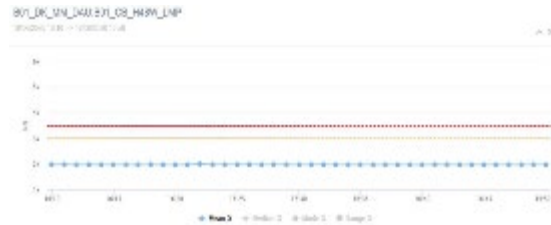
2 USERS

2.1 SAFETY FOR ROAD USERS

SAFETY



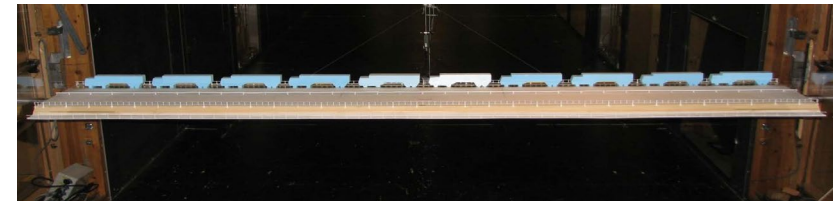
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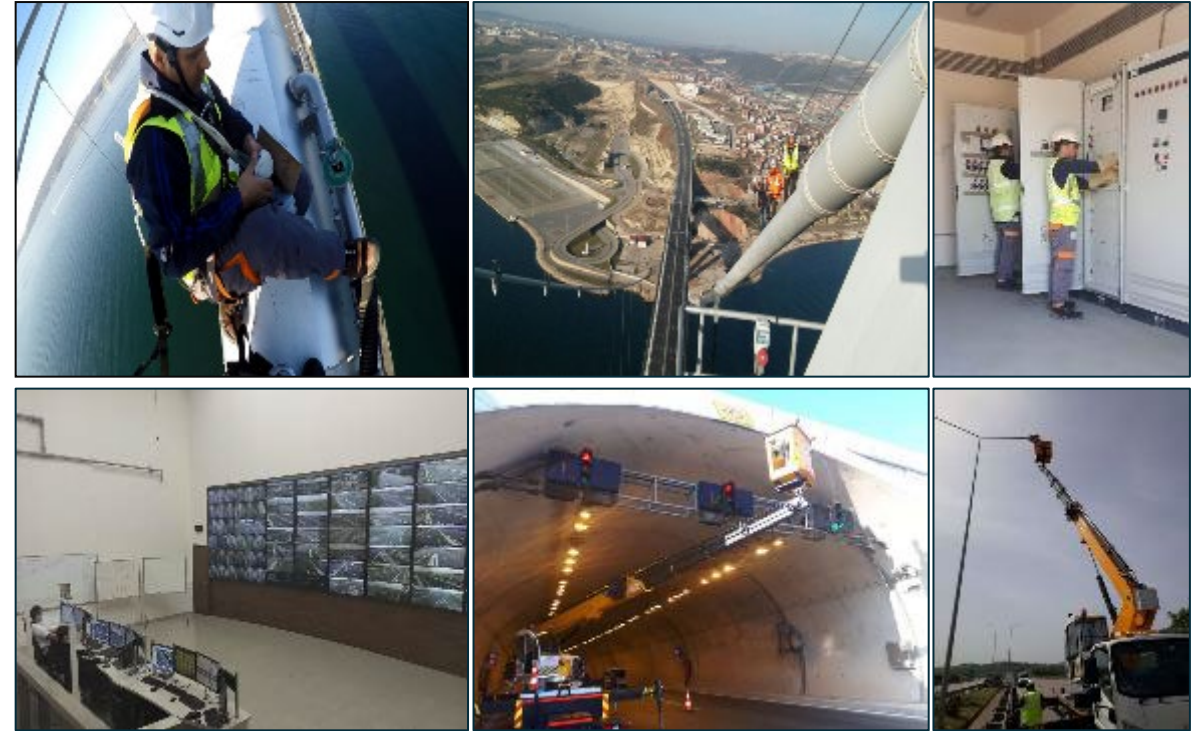
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Indicators

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- Osmangazi Bridge and South Approach Viaduct (SAV) electro-mechanical systems results.
- Inclinator results

2 USERS

2.1 SAFETY FOR ROAD USERS

SAFETY

• EMERGENCY PLANS

- What are the processes planned? (Fire risk, ...)
 - There is a fire hydrant system with hydrant cabinets in each 125 meter intervals at both directions on the Osmangazi Bridge. Bridge towers and cables are protected up to 25 meters height from deck level with fire paint and water spinkler cooling system.
 - To the events that occur intervened in accordance with the emergency plan procedure. Emergency plan procedure (QSE-PR-15) of GİİB shall be followed.
 - Fire hydrant systems are available in tunnels (A total of 172 pieces at 75 meters intervals- Orhangazi: 95, Selçukgazi: 35, Belkahve: 42), maintenance operation centers and bridge.
 - Fire fighter UTVs are ready outside of the tunnels.
 - There are also dry chemical, CO2 and foam fire extinguishers in toll booths and transformer buildings.
 - During heavy snowfall, we use Rangers (Snow Leopard) vehicles with snow blades to intervene in hard-to-reach spots.



Snow Leopards



Fire hydrant system



Fire fighter (UTV)



Water sprinkler system

Indicators

- Number of fire hydrant cabinets
- Number of fire extinguishers, UTVs

2 USERS

2.1 SAFETY FOR ROAD USERS

SAFETY

- **AWARENESS**
 - What are the trainings, campaigns &/or actions led for road users?
 - For motorway users, warning and informative messages are published according to the event type or in the VMS on the route. In addition, every Thursday at 20:00, 32 previously defined notifications containing important information about our motorway are published in order.
 - There is a mobile phone application to inform (accident, debt information, etc.) motoway users.

Indicators

- Number of VMS/VTS through motorway



VMS and VTS



Mobile phone app.

2 USERS

2.2 SATISFACTION

QUALITY OF SERVICES

- **EFFICIENCY**
 - Do you have actions optimizing tolling, risks of traffic jams & other main inconvenience?
 - Yes, In cases of traffic jam, drivers are informed with VMS and it is recommended to choose alternative routes from the previous/next intersections. In addition, in cases where the traffic jam increases, the number of toll entrances is reduced by informing the toll plazas.
 - Vehicle passing processes are accelerated by bringing the toll barriers to the open position in order to reduce traffic jam.



2

USERS

2.2 SATISFACTION

QUALITY OF SERVICES

• EFFICIENCY

- Do you have actions optimizing tolling, risks of traffic jams & other main inconvenience?
 - Yes, at the ETC toll plazas, a violation toll system has been installed for vehicles that cannot receive automatic payment.
 - When there is heavy traffic, lanes are opened in free pass mode to speed up the traffic flow. The provisioning system continues to operate in this mode.
 - Barriers were removed to speed up traffic flow in the entrance lanes.
 - More personnel are planned for the periods when traffic density is expected.
 - We do not conduct surveys in toll plazas as they may negatively affect traffic flow. All feedback from customers is forwarded to the Main Control Center by opening an OSM record.



Indicators

- Number of vehicles passed through free pass mode
- Number of violation toll system notification
- Number of feedback from customers

2 USERS

2.2 SATISFACTION

QUALITY OF SERVICES

- **EFFICIENCY**
 - Do you know what are the main preoccupations of your users? Do you have measures &/or surveys?
 - No

2 USERS

2.2 SATISFACTION

QUALITY OF SERVICES

• COMMUNICATION

- What are the tools offered to the client to contact you?
 - Our customers can reach us through written and verbal communication.

CALL CENTER
☎ 0 850 399 35 05
EMERGENCY LINE
☎ 161

WEB SITE
💻 www.otoyolas.com.tr



The screenshot shows the 'İLETİŞİM KANALI OLUŞTUR' (Create Communication Channel) form on the OTOYOL website. The form includes fields for 'Ad Soyad' (Name Surname) and 'E-posta' (Email). Below these fields, there is a section titled 'Siz Hangi Soruda Yardım İstediğiniz?' (Which problem are you asking for help with?). This section contains a list of radio button options: 'YOL KESİDİ' (Road closed), 'YOL KURSU' (Road works), 'YOL KIRILDI' (Road broken), 'YOL KIRILDI - KIRILAN YERİ BELİRTMEK İSTİYORUM' (I want to indicate the broken place), 'YOL KIRILDI - KIRILAN YERİ BELİRTMEK İSTİYORUM' (I want to indicate the broken place), and 'DİĞER' (Other). There is a text area for 'Diğer' (Other) and a 'Gözetim' (Monitoring) checkbox. At the bottom, there is a 'Gözetim' (Monitoring) checkbox and a 'Gözetim' (Monitoring) button.

MOBILE APPLICATION
✉ sorun@otoyolas.com.tr



Indicators

- Number of calls received and answered through call center
- Number of e-mails received and replied through web site
- Number of messages received and replied through mobile application

2 USERS

2.2 SATISFACTION

QUALITY OF SERVICES

COMMUNICATION

- How many feedbacks of users do you receive? Treat?
- What are the main feedbacks &/or criticisms?
- What are the external communication actions implemented?
 - As a result of the notifications received from 161 emergency call centers serving 24/7, so that customers can communicate. An average of 100/200 feedback is received daily. The main feedbacks are accident, defective vehicle, objects on road, toll complaints and wrong calls.

ACİL YOL YARDIM (161)

Tarih: 01-31 Aralık 2025 Aylık Rapor

Gelen Aramalar	Telefon	E-Mail	Faks	Toplam	%
ARAÇ ARIZA	1057	0	0	1057	34%
ARIZADA	696	0	0	696	23%
OTODOLAN ÇEKİM	312	0	0	312	10%
YARILIS ARIZASI	178	0	0	178	6%
KAZA BİLGİSİ	122	0	0	122	4%
BAŞVURU BİLGİSİ	109	0	0	109	4%
ÜCRET TOPLAMA	35	0	0	35	1%
YOL TANIŞ BİLGİSİ	26	0	0	26	1%
YOL ÇAĞRI	145	0	0	145	5%
DİĞER	62	0	0	62	2%
BAŞVURU BAŞVURU	57	0	0	57	2%
BAŞVURU	85	0	0	85	3%
TEST ARANISI	2	0	0	2	0%
TEHLİKELİ DURUM LAR	26	0	0	26	1%
KURUM BİLGİSİ	2	0	0	2	0%
YOL TANIŞ BİLGİSİ	2	0	0	2	0%
YOL TANIŞ BİLGİSİ	10	0	0	10	0%
YOL TANIŞ BİLGİSİ	1	0	0	1	0%
Genel Toplam	3053	0	0	3053	100%

161 GELEN ÇAĞRI



Ara.24	Ara.25
2454	3053



Yıl	2017 OMT.	2018 OMT.	2019 OMT.	2020 OMT.	2021 OMT.	2022 OMT.	2023 OMT.	2024 OMT.	2025 OMT.	2026 OMT.	2027 OMT.
İstanbul	4704	7674	4074	7486	3694	4740	4707	3686	757	746	757
Ortalama	2571	2424	2501	2502	3074	2702	3074	2522	2496	2517	2729

01 January-31 December 161 Emergency Call Centers

Indicators

- Number of calls received from 161 emergency call center
- Number and/or % of main feedbacks &/or criticism

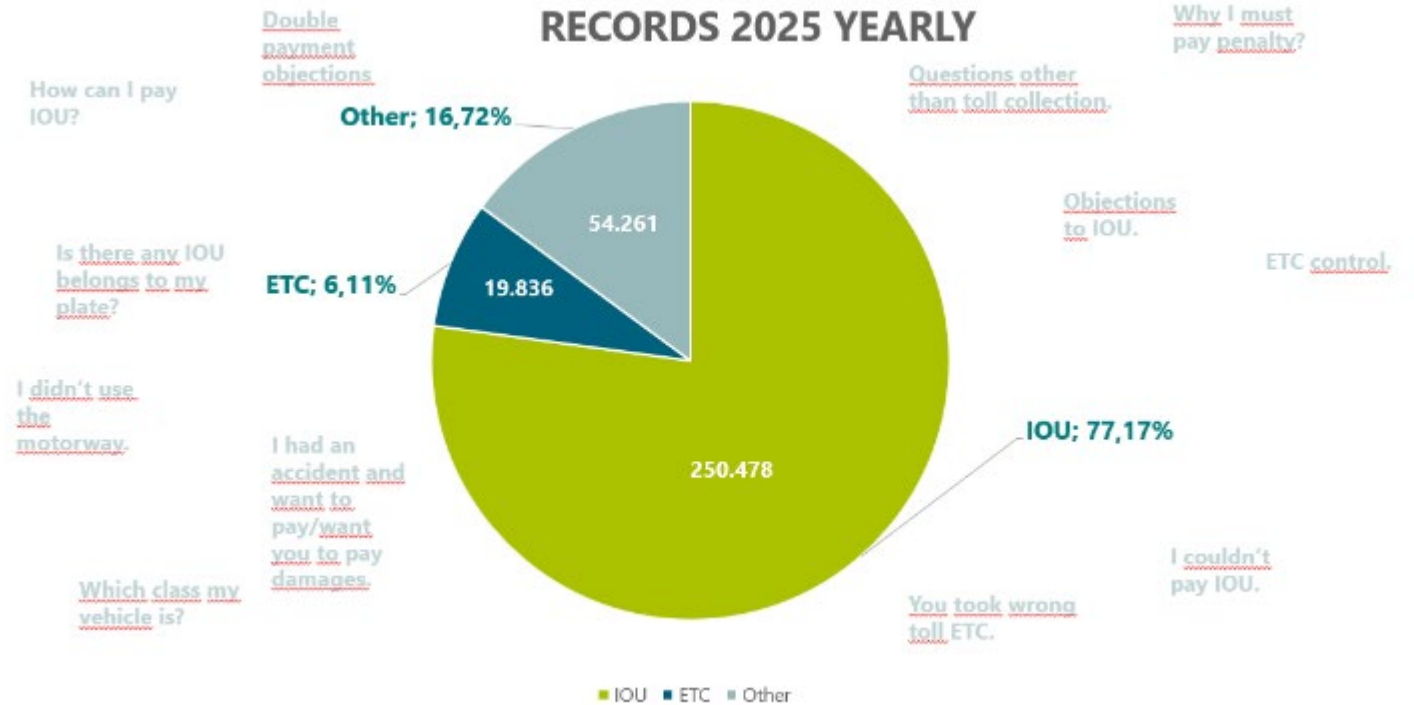
2 USERS

2.2 SATISFACTION

QUALITY OF SERVICES

• COMMUNICATION

- How many feedbacks of users do you receive?
Treat?
- What are the main feedbacks &/or criticisms?
- What are the external communication actions implemented?
 - We resolve the demands and suggestions of our customers regarding the motorway in line with customer satisfaction.
 - In 2022, we answered the questions about the most IOU payment method.



2 USERS

2.2 SATISFACTION

REDUCE ROAD USERS GHG EMISSIONS

- **LOW-CARBON SOLUTIONS**

- Do you promote shared mobility &/or other « low-carbon » solutions?
 - No. This is not under our O&M scope.
 - 54 charging station placed in the 33 service areas. It is planned to build 500 stations at the end of 3 years.
 - Some groups meet in O3 Dilovası service area (before the Osmangazi Bridge) and continue towards İzmir with a single vehicle (car pooling).
- Do you lead awareness campaigns (Variable Message Signs...)?
 - Yes, awareness is created by publishing many warning messages, such as obeying the traffic rules, maintaining the following distance, obeying the speed limits in rainy weather with VMS.
 - There is a mobile phone application to inform motorway users. With the mobile application, the motorway users are informed.

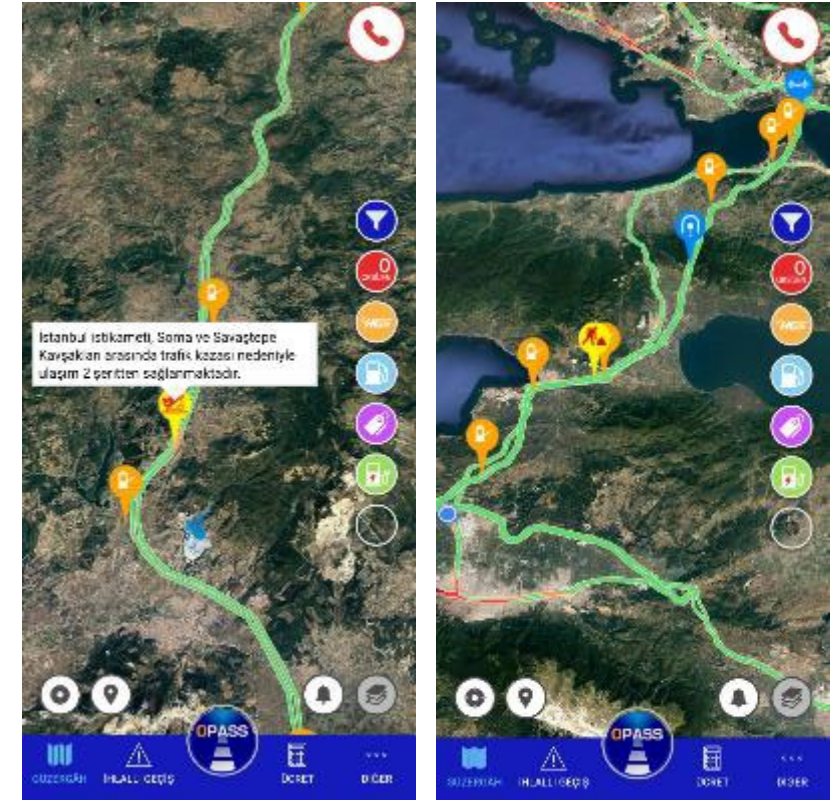


2 USERS

2.2 SATISFACTION

REDUCE ROAD USERS GHG EMISSIONS

- **INNOVATION**
 - Do you have optimizing tools or devices that enable users to reduce their GHG emissions?
 - Yes, there is a mobile phone application to inform motorway users. When motorway users enter the mobile application, they see the traffic condition as accident, working, jam etc..
 - Do you have measures?
 - No



3 COMMUNITY

3.1 ECONOMIC & SOCIAL COMMITMENTS

TERRITORIAL INTEGRATION

• YOUNG PEOPLE

- As a result of our partnership with Bursa Technical University, we included intern teammates in the 7-month internship program.
- We held meetings with the educators working at the university about which subjects our interns should do internships and how we can work most effectively. We have prepared a training program for interns that they can adapt to the job as soon as possible. And most importantly, we have actively integrated our interns into our summer busy schedule.
- When we look at the performance results, we observed that our **9 interns eased the workload up to 5 personnel capacity.**

«LEADERSHIP»

is one of our company values.

Keeping Up With The Age, Being Open To Change/Development,
Following The Technology,
Being Creative and Leading the Industry



Indicators

- Number and rate of interns within the company

3

COMMUNITY

3.1 ECONOMIC & SOCIAL COMMITMENTS

TERRITORIAL INTEGRATION

• YOUNG PEOPLE

- The average age of our toll collection back office employees is 30,81.
- Although the female employment rate in Turkey is 32%, 92% of our toll collection team is female.
- 34% of our total employees are under the age of 30.

• LOCAL COMMUNITY

- All of our employees are local and maximum lives **20 km** away.
- Our motorway project spans four cities and their surrounding towns. In both our recruitment and procurement processes, we prioritize supporting local residents and giving small businesses the opportunity to be involved. By doing so, we aim to create employment, strengthen local economies, and contribute to the sustainability of communities living in these regions.

Age Range	Number of Staff	%
18/25	123	14,96%
25/30	140	17,03%
30/40	344	41,85%
40/50	171	20,80%
50+	44	5,35%
Total	822	



Indicators

- Average age of employees
- Female employment rate within the company
- Average distance from employees' homes to their workplaces

3.1 ECONOMIC & SOCIAL COMMITMENTS

TERRITORIAL INTEGRATION

- **We support «barrier-free living»**

- We support people with disabilities to lead a dignified life free from all forms of abuse and prejudice.
- The main control center building has been designed in accordance with the working conditions of the disabled employee (toilet, ramp, elevator, etc.)
- We are happy to contribute to the removal of barriers for 2 of our teammates.
- Individuals with disabilities represent 3% of our total headcount.



3 COMMUNITY

3.1 ECONOMIC & SOCIAL COMMITMENTS

SOCIAL IMPACT

- **WELL-BEING of local populations**

- How do you involve local residents in the project?
 - Hiring through local authority (mukhtar) if needed. local employees are employed and preferred.
- What are your relations with the local community?
 - Complaints received from local authority (mukhtar) &/or community are evaluated and resolved. Local authority (mukhtar) &/or community is notified when complaint is resolved.
- Do you have actions with the local populations/ associations ? Volunteering...
 - Yes after earthquakes in southeast of Turkey in 2023 first aid truck was sent. 2 families awaiting rehousing and work were welcomed.
 - Solidarity for a disaster-stricken family of an employee with the donation of the money initially dedicated to womens' day.
 - Former IT devices were donated to associations and schools.
 - Active participation in LÖSEV's 'Make a Wish for Me' campaign to support children with leukemia
- Do you carry surveys, communication initiatives?

What are their main preoccupations?

 - No
- Do you provide a complaint service for the residents?
 - Yes, Complaint service is provided via web site, call center, mobile application, CIMER (Presidential Communication Center). Local residents can visit main control building and report complaints as well.

Indicators

- Number of local employees
- Number of received and resolved complaints from local authority &/or community.



3

COMMUNITY

3.1 ECONOMIC & SOCIAL COMMITMENTS

SOCIAL IMPACT

- **SPECIFIC ATTENTION to vulnerable communities**
 - Are you affected by this topic?*
 - No
 - Do you have actions implemented?
 - No

**The definition of « vulnerable » populations vary a lot from one region to another. We can name Indigenous people for AUS, First Nation People in the US...*

4 PARTNERS & SUPPLIERS

4.1 RESPONSIBLE

COLLABORATION

• CHARTS & POLICY

- How do you know and follow the corporate policies?

(Code of ethics, Code of integrity for partners and the new one : Responsible Purchasing Charter)

- Yes, within the scope of the Integrated Management System, we can access the company policy, vision, mission, values, ISO procedures and processes, all documentation that we have on Common Network/Software (M-Files) and follow the revisions.
- How do you use it/put them in place?
 - We perform and implement our work according to these created documents. We store and share documents so that all personnel can access them by software. In addition, we can access the portal of EGIS with our account, we also participate in online trainings and get informed.
- Do you have an action plan &/or measures reflecting your implication to be a responsible actor?
 - Regarding procurement of services and goods responsibilities are written on each contract. Code of ethics are given to each supplier/contractor.
- Do you have ethic alerts?
 - Yes, we have ethical rules that our Shareholders accept and enforce. In addition, ethic alerts are written on each contract and given to each supplier/contractor.
- Do you have blacklisted partners &/or supplier?
 - Yes we have blacklisted suppliers. These suppliers were added to that list because of non-compliance with contract rules , low quality products , not complying with the deadline , lack of after sales support.

Indicators

- Number of blacklisted supplier &/or contractor.
- Results of supplier &/or contractor evaluation

4

PARTNERS & SUPPLIERS

4.1 RESPONSIBLE

COLLABORATION

- **CHARTS & POLICY**

- Regarding our Purchasing Policy, I contacted our Purchasing Director to determine what can be done in order for you to spread it out more easily to suppliers (the 10th most important are a very good start, do you have an idea by when they could comply ?).

Just so you know, the current policy is not very restrictive but I keep you in touch on that subject.

- Responsible Purchasing Charter document is being adapted for Giib at the moment and will be sent to top 10 subcontractors which subjected to KYC process for signature.
- Responsible Purchasing Charter , Code of Ethics , Code of intergity were examined and reviewed and the ethics article in the form of contracts was revised and updated accordingly. Original contract clause 12 is in Turkish and attached document is translated for information. Only Turkish version will be signed by subcontractors. Revised parts are colored with yellow (attached e-mail English Ethics for subcontractors. _GiİB).

4

PARTNERS & SUPPLIERS

4.1 RESPONSIBLE

PURCHASE

- **RIGOROUS REQUIREMENTS**

- Do you promote purchases from fair &/or green suppliers?
 - Yes, we support local suppliers and prefer to make purchases from them in order to reduce transportation distances and durations. This action contributes the regional economies and provides them opportunities to make new investments such as low emission vehicles.
- Have you changed (or do you plan to) for more committed suppliers?
 - Yes, the same ethical values and rules apply to our suppliers and subcontractors as to our employees. These include integrity, fairness, and respect for the rights and obligations of all. We are working on increasing number of committed suppliers. In addition to ethical business practices, environmental management, gender equality, integrating people with disabilities and no discrimination are key factors.
- Do you have actions promoting circular economy?
 - Currently not

Indicators

- tCO2e
- Kg/t/lt of waste collected (Type: hazardous/non-hazardous)
- Kg/t/lt of waste recycled (Paper, plastic, glass, oil)

4 PARTNERS & SUPPLIERS

4.1 RESPONSIBLE

PURCHASE

- OFFICE MATERIALS

- What are the main materials used?
 - Paper, pen/pencil, coffee/tea, plastic/paper cup, paper towel, toilet paper, soap, water
 - General office stationery supplies are used at our facilities such as folders, files, papers, notebooks.
- Do you have actions in order to reduce your consumption of plastic? Other?
 - Yes, we are stopping to purchase bottled water with PET plastic carboy and install water purifying machines at our facilities. The number of purifying will increase step by step. This helps to reduce large amounts consumption of plastics. Also we are replacing non-rechargeable batteries with chargeable ones to decrease amount of battery waste.

Indicators

- tCO2e
- Amount of main materials purchased
- Kg/t/lit of waste collected (Type: hazardous/non-hazardous)
- Kg/t/lit of waste recycled (Paper, plastic, glass, oil)

4 PARTNERS & SUPPLIERS

4.1 RESPONSIBLE

PURCHASE

- ON FIELD MATERIALS

- Do you have actions in order to reduce the amount of new resources used (ex: road signs made from X% of recycled material, spare parts...)? Less impacting materials?
 - Yes, our damaged steel guardrails and aluminium toll barriers are 100% recycled at the relevant facilities. New guardrails and barriers that we purchase are produced with %85 * recycled materials in Turkey.

**Bloomberg New Energy Finance, Decarbonizing Steel TR, 2021*

Indicators	
•	tCO2e
•	Amount of new resources purchased
•	Kg/m of recycled guardrail and barriers purchased

INNOVATION



BATTERY AND SOLAR SYSTEM ON PATROL VEHICLE



An additional buzzer and flashlights will be mounted on the trailer to the side facing drivers.

By this , It will also be possible to give warnings to drivers. This idea is under development , lumens of flashlights and decibel of buzzer will be choosen carefully.

In addition to this system, a battery system is installed to power the superstructure when the engine is off during incident responses of patrol vehicles.

Setup : 200A Gel batteries (100A x 2

Approximately 22.2 tCO2e saving will be achieved yearly.)



Consumption of diesel **decreased 25%** at the same vehicle.

On one patrol van , we installed Solar Panels and these batteries are being charged from solar energy. At the end of april we will get results for consumption changes.

All installations are made by Giib technicians at our facility.

Setup : 205W Halfcut Solar Panels x 2
Cloudy weather each panel charges 4A/h , total 8A
Aximum Sirius signalisation power consumption 160W (at max)
 $160W/24V = 6,6 A$

On Patrol Vehicle Consumption of **diesel decreased 25%**

INNOVATION

DRONE PATROLLING

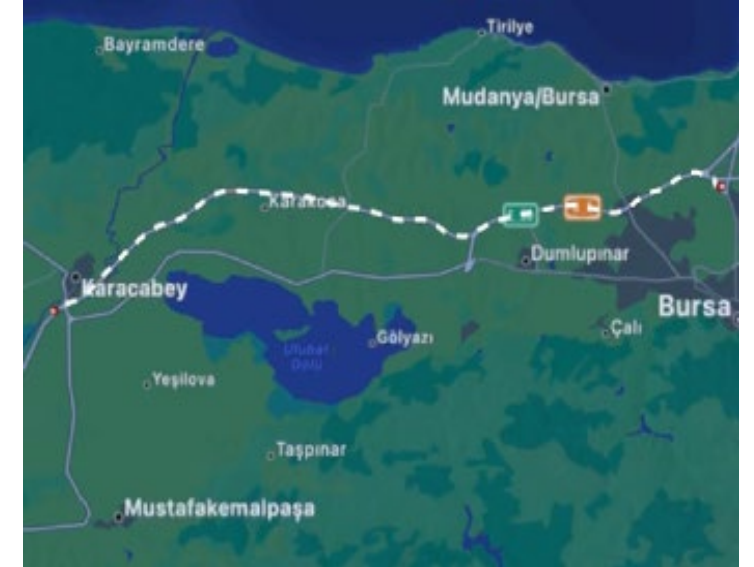


New innovation!!!

The VTol Technology Unmanned Aerial Vehicle (drone), which will be Turkey's first and only motorway patrol, started test flights for motorway control.

Our first test was conducted on the Gebze Izmir Motorway. It is aimed to carry out inspections on the motorway faster.

Our test covered a horizontal distance of 7.3 km, and the area was controlled.



Our first long-range test flight is planned to be carried out on the Gebze Izmir Motorway, between the Main Control Center and Karacabey Toll Plaza, at a flight distance of approximately 60 km.

VTOL Properties

Altitude	: 4 Km (max.)
Distance (Linear)	: 200 Km (max.)
Flight Time	: 150 minutes (max. with cam)
Weight	: 18 kg
Wingspan	: 3,40m
Length	: 1,50m
Speed	: 80 km/h (operational) : 120 km/h (max)
Payload	: 3 kg (max.)
Battery	: 2 pcs (30.000mAh)
Temprature	: -10° C / +50° C

INNOVATION

S.A.V.E



Despite all precautions taken , accidents and dangers involving intervention and marking vehicles remain a concern and and safety risk for our employees.

We aim to minimize these dangers and risks by using S.A.V.E. System



These near miss examples are due to reasons such as drivers falling asleep/ being busy on the cellphone.

INNOVATION

S.A.V.E



Application on Patrol Vehicle

System

Alert

Vehicle

Evacuation

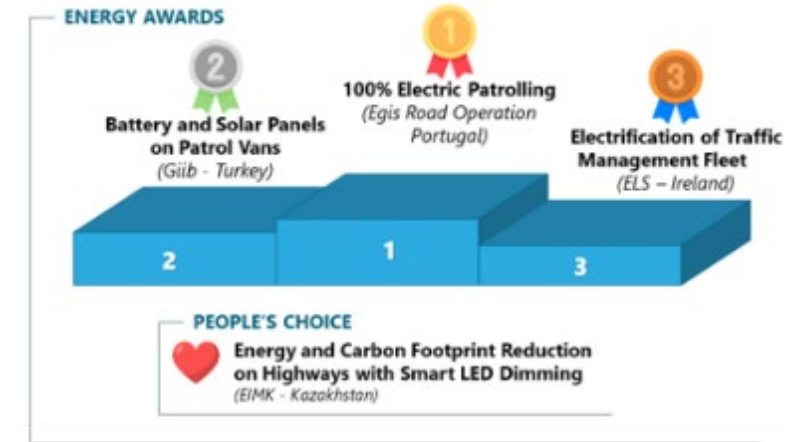
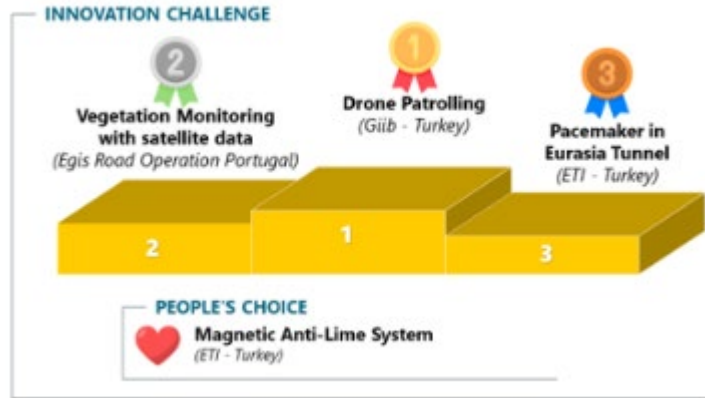
OBJECTIVES

- Primary Objective is to protect employee Health and Safety
- Securing work zones of staff
- To ensure the safety of vehicles and equipments
- Helping drivers have a safe journey by reducing the number of accidents

Save equipment is an early warning system developed by **Aximum** considering our needs.



O&M SIGNATURE (Egis Got Talent) 2024



INNOVATION

Mobile Advanced Road Weather Information Sensor



Egis in Turkey Was Awarded the 'Climate and Resilience Adaptation Award' at the International Road Federation (IRF) 2024 World Congress

FEATURES

- ❑ MARWIS is provided by Luftt (German Brand)
- ❑ MARWIS turns vehicles into mobile weather stations
- ❑ Easy data transfer via Bluetooth, RS485 or CAN-Bus
- ❑ Flexible designed for extreme conditions and easy to install and to clean
- ❑ Free MARWIS app for calibration, data view as well as transfer available on Google Play and Apple Store
- ❑ Measurements both on the ground and in the ambient air

INNOVATION

360° Environmental Approach in Sustainable Motorway Operations (IRF 2025)

Climate & Carbon Management

- * **-21% Energy Consumption:** Achieved via LED transformation & smart tunnel automation (**587.10 tCO₂** saved/year).
- * **VTOL UAV (Drone) Inspections: 55.49 tCO₂** emissions prevented/year.
- * **Solar-Powered Patrols: -25%** diesel consumption.

Circular Economy

- * **45.11% Recycling Rate** achieved in waste management.
- * **Resource Efficiency:** On-site restoration of 410 toll booth barriers prevented **30.4 tCO₂e** emissions.
- * **Total Decarbonization:** Total GHG emissions dropped from 7,267 tCO₂ (2023) to **5,599.42 tCO₂ (2025)**.



Rainwater Harvesting System



The VTol Technology Unmanned Aerial Vehicle

Nominated for the Environmental Stewardship Award - Ceremony: 18th November 2026, Geneva

O&M SIGNATURE

Sustainable Infrastructure & Global Recognition: PIARC Chambéry 2026

Representing the Gebze-İzmir Motorway (GIIB) project, we showcased our sustainable infrastructure solutions and winter maintenance strategies at the 17th World Winter Service and Road Resilience Congress (PIARC) in France.

In alignment with our commitment to operational resilience and safety under challenging climate conditions, **Team Türkiye (GIIB AS)**, in collaboration with **OTOYOL YATIRIM VE İŞLETME A.Ş.**, achieved remarkable success by securing **5th place worldwide at the 5th World Snowplow Championship**. We extend our deepest gratitude to our teams whose dedication and technical expertise continue to elevate our operational standards on a global stage.



ELECTRICAL VEHICLE



ENVIRONMENT

Dacia Spring is the the **first electrical vehicle** of GİB. It is used at Osmangazi Bridge's maintenances and inspections. Approximately **4.5 tCO₂** saving will be achieved yearly.



	Predecessor	New Electric
Brand	CITROEN	DACIA
Model	C3	Spring
Engine	1.6 BLUEHDI	48 KW
HP	75	65
Consumption/km	0,043 Lt/km	0,145 Kwh/km
Consumption/100km	4,3 Lt	14,5 Kwh
Emission	93 gr/km	
2023 Km	47.606	
2023 Emission	4.427.358 gr	

ELECTRICAL VEHICLE

AUGUST 2025

Our company has added 2 new electric vehicles to its fleet, bringing the total number of electric vehicles to 3. The newly acquired vehicles have been allocated for the use of 2 of our employees.

It is used at Approximately **17,65 tCO₂** saving will be achieved yearly.



- 2 electric vehicles allocated to employees, improving commuting comfort
- Supports sustainability goals by reducing carbon emissions and fossil fuel use
- Quiet and energy-efficient driving, contributing to urban quality of life
- Strong focus on lowering the company's carbon footprint

This study was carried out with Egis' subsidiary Seaboost to install modules on the piles of the Osmangazi Bridge that will support the growth of marine biodiversity.

DRAFT PLANNING



Osmangazi Bridge South Side



Osmangazi Bridge North Side

INTERNATIONAL WOMEN'S DAY (2026)



Happy March 8 International Women's Day!

We are grateful for your presence in our lives.

To our female colleagues: Thank you for the expertise, passion, and excellence you bring to our team every day. You are vital to our mission and our future.



CONCERTS (2023-2024)



100th Anniversary of Republic Day of Türkiye
Concert
29.10.2023



Commemoration Day of Atatürk
Concert
10.11.2023



Canakkale Wars Victory and Martyrs' Day
Concert
18.03.2024

We are proud to reach the **100th anniversary of our Republic**, to turn dreams into reality and to move forward with firm steps towards new goals, accompanied by the choir formed by our **38 volunteer** company employees. We commemorate with mercy and respect **our heroes of the War of Independence**, all our beloved martyrs and heroic veterans, especially **Mustafa Kemal Atatürk**, who gifted us the **Republic of Türkiye**.

CANCER AWARENESS TRAINING (2024-2025-2026)



We organize annual training sessions in collaboration with **KETEM (Cancer Early Diagnosis Screening and Education Center)** to raise awareness among our female employees regarding early cancer diagnosis and prevention methods. Raising awareness and informing the public is vital in the fight against breast cancer, which can be successfully treated when detected early. Conducted regularly across **2024, 2025, and 2026**, these events aim to inform our workforce about the causes, symptoms, and prevention methods of breast cancer, while directly guiding them toward screening services. Following each training session, screening tests are distributed to our female employees over the age of 50, with results closely followed up by our company nurse. *As a company, we are proud to sustain this life-saving initiative across 2024, 2025, and 2026.*



DIETITIAN SUPPORT



We think that providing dietitian support for company employees can help employees acquire healthy eating habits and improve their general health. This support will allow employees to become aware of nutrition and make more balanced meal choices. In addition, with individual recommendations given by dietitians, employees' energy levels can increase and their performance can be positively affected. This practice shows that our company cares about the health of employees while also increasing corporate efficiency.

Our dietitian is at the Main Control Center and O&M Centers on certain days of the week, and our employees are able to get support on the following issues by having one-on-one meetings with the Dietitian.

- Creating personalized nutrition plans
- Weight control and healthy weight loss/gain strategies
- Appropriate nutrition programs for chronic diseases (diabetes, hypertension, thyroid, etc.)
- Nutritional tips that will increase your energy levels and improve your performance
- General nutrition advice and healthy living tips

MEETING OF EMPLOYEE



Our Deputy General Manager, along with the Human Resources team, conducted a field visit, providing an opportunity to engage directly with employees. The purpose of this visit was to listen to the challenges faced by our staff, observe working conditions firsthand, and gather feedback to improve processes. These interactions in the field created a constructive environment where employees could express themselves openly, fostering a solution-oriented approach. The Deputy General Manager emphasized the importance of such visits to better understand the contributions of field employees and to take steps aligned with their needs (2024-2025).

After the Deputy General Manager visited the field and listened to the employees, the following changes were made based on their complaints:

- Increase in meal allowances
- No deduction in wages for annual leave, health reports, or official holidays
- Increase in social activities, «Breakfast, Barbecue events, etc.»
- These changes aim to improve employee satisfaction and work-life balance.

BREAKFAST EVENT



The company breakfast event was organized to provide an opportunity for our employees to come together, fostering connections and strengthening internal communication outside of the usual work environment. In a friendly and informal setting, employees from various departments had the chance to meet and interact, reinforcing our company culture and boosting overall motivation. The diverse breakfast menu offered a delightful start to the day, energizing our team. These social events play a crucial role in promoting collaboration and team spirit, positively impacting employee morale and productivity (2024-2025).

BBQ EVENT (2024)



In order for our employees to come together outside of work, strengthen their bonds and reduce stress, we organized a barbecue event for all company employees at the end of the year. We made the arrival of the new year unforgettable with meals at all our Toll Plazas and O&M Centers (2025).

BBQ & SILK SCREEN PRINTING EVENT (2025)

BBQ EVENT 2025



To bring our employees together outside of work, strengthen team spirit, and recharge for the year ahead, we organized a year-end barbecue event across all our Toll Plazas and O&M Centers. With good food and shared moments, we welcomed 2025 in a memorable way.

BBQ & SILK SCREEN PRINTING EVENT (2025)

SILK SCREEN PRINTING EVENT 2025

 Sustainability, Creativity, and Co-Creation: The GİB Family Meets at the Screen Printing Workshop

As Gebze-İzmir Motorway Operation and Maintenance Inc., we brought together over 800 colleagues in four summer events. This time, instead of a classic corporate gift, we provided organic tote bags that can be used in daily life. We also prepared our custom design to be ready for printing on these bags. The print design, inspired by elements symbolizing our motorway, reflected our values of easy access, safety, infrastructure, maintenance, and ecology, and was met with great appreciation by everyone.

During the event, under the guidance of the BittiGitti team, we experienced the thousand-year-old screen printing technique, using natural, water-based paints. Each print reflected the pride participants felt in both their own craftsmanship and their contribution to a sustainable future.

Environmental Benefits of the Event (Simplified GHG Protocol):

-  Prevention of 381,888 plastic bags (468 per employee)
-  9.3 tons of CO₂ emission reduction (equivalent to a car traveling ~62,000 km)
-  612 kg CO₂ savings from transportation thanks to local production and on-site printing
-  Long-term environmental benefits with a 3–5 year usage lifespan

In this event, we created more than just tote bags – we brought out the energy, creativity, and team spirit that comes from producing together. We take pride in making a positive impact both at work and for nature.

We would like to thank the BittiGitti team for this enjoyable collaboration.



WORLD CLEANUP DAY EVENT



As part of World Environment Day, we organized a meaningful environmental event in collaboration with the LetsDolt social welfare organization and our company employees. Aimed at raising awareness about environmental responsibility and preserving nature, this event allowed our employees to fulfill their social duties while taking concrete steps against environmental pollution. Various activities such as cleaning campaigns, recycling workshops, and tree planting initiatives were carried out, contributing positively to the environment. On this significant day, we not only reinforced our commitment to the environment but also experienced the power of inter-organizational collaboration and sensitivity toward nature (2024).

TEAM LEADERSHIP AND MANAGEMENT TRAINING



A team leadership and management training program was organized for our company's managers in 2024 and 2025 with the aim of enhancing leadership skills, strengthening team management strategies, and increasing corporate success. Throughout this training, participants focused on key management techniques such as effective communication, motivation, problem-solving, and decision-making, honing both their theoretical knowledge and practical skills. Additionally, innovative approaches to leadership and effective feedback methods for optimizing team performance were emphasized. This program has contributed to our managers' ability to achieve both individual and corporate goals more effectively.

3 DECEMBER

International Day Of Persons with Disabilities

- As part of the **International Day of Persons with Disabilities on December 3**, we, as the **Gebze-İzmir Motorway Operations and Maintenance Inc. family**, organized a meaningful event in collaboration with one of Bursa's leading educational institutions, the **Özel Nilüfer İlk Bursa Special Education and Rehabilitation Center**. This special event was held with the vision of creating a society where individuals with special needs have equal opportunities and aimed to contribute to social integration processes.
- Together with the expert team and advanced infrastructure of the education center, we enjoyed a day filled with activities that supported the independent living skills of children and raised social awareness. During this event, not only individuals with special needs but the entire community came together to experience the power of solidarity and love.
- As **Gebze-İzmir Motorway**, we are deeply honored to be part of this social responsibility initiative and to support children in taking another step closer to their dreams. Aligned with our mission to provide equal opportunities for every member of society, we are committed to leading similar meaningful projects in the future.



3 DECEMBER - International Day Of Persons with Disabilities



Özel Nilüfer İlk Bursa Special Education and Rehabilitation Center
Bursa/TURKEY (2024-2025)

Make A Wish Türkiye

- At GİİB A.Ş., we believe in the power of dreams and the deep impact of standing by those who need it most. With great love and commitment, we partnered with Make-A-Wish Türkiye to bring joy to Rümeyşa — a courageous young girl bravely fighting a life-threatening illness. Thanks to the heartfelt initiative of our Financial Affairs and Human Resources Manager, Necmiye Erkan, we carefully planned every detail of this journey based on her health condition and her doctors' guidance.
- Her greatest wish was to have an electric bicycle, along with books she loves and a chance to explore her passion for archery. While we couldn't deliver the gifts to her in person due to medical reasons, we made sure our hearts reached hers — through thoughtful presents and a letter filled with love, encouragement, and hope.
- We extend our deepest gratitude to our General Manager, Mr. Cengiz Coşkun, and Deputy General Manager, Mr. Melih Şiviloğlu, for their touching support. Seeing Rümeyşa's smile, even from afar, has been our greatest reward — a reminder that even the smallest act of kindness can light up a life.



April 23rd National Sovereignty and Children's Day

- We combined April 23rd National Sovereignty and Children's Day with World Book and Copyright Day, which coincides on the same date, to launch a meaningful social responsibility project. In collaboration with Otoyol Yatırım ve İşletme A.Ş., Egis in Türkiye, and the Gebze–İzmir Motorway team, we organized a book donation campaign where our employees collected gently used children's and young adult books from their homes.
- Thanks to the wholehearted participation of our teams, hundreds of books were gathered in a short time and delivered to Kabakdere Primary and Secondary Schools, located in the rural village of Kabakdere in Balıkesir. In doing so, we not only celebrated this special day together but also contributed—however modestly—to the educational journey of students in a village school by improving their access to books. We are proud to promote reading habits and to bring joy, imagination, and inspiration to children's lives.
- We extend our heartfelt thanks to all our colleagues who supported this beautiful initiative with great sincerity.



**BİR KİTAP
BİR GELECEK**

Bir kitap bağışla
Bir çocuğun dünyasını değiştir!

Gebze - İzmir Otoyolu, Otoyol AŞ ve Egis Türkiye olarak birlikte düzenlediğimiz kitap bağış kampanyasıyla, çalışanlarımız evlerinde okumadıkları kitapları bir araya getirdi. Bu kitapları Balıkesir'in Kabakdere Köyü'nde bulunan Kabakdere İlkokulu ve Kabakdere Ortaokulu öğrencilerine ulaştırarak, hem 23 Nisan Ulusal Egemenlik ve Çocuk Bayramı'nı değerlendirdik hem de çocuklarımızın eğitim yolculuklarına küçük bir katkıda bulunmak istedik.

 OTYOL
YATIRIM VE İŞLETME A.Ş.

 Egis

ENVIRONMENT



5th June World Environment Day

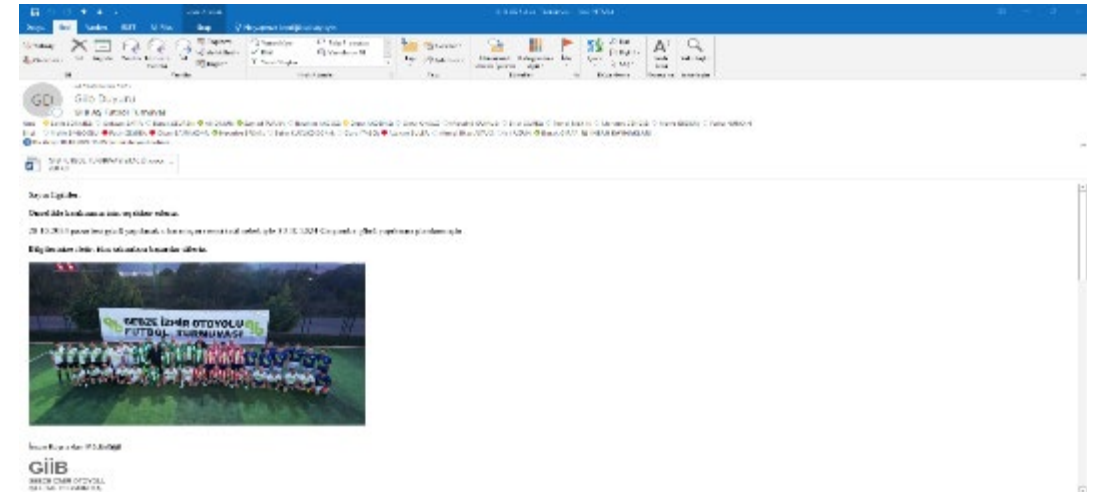
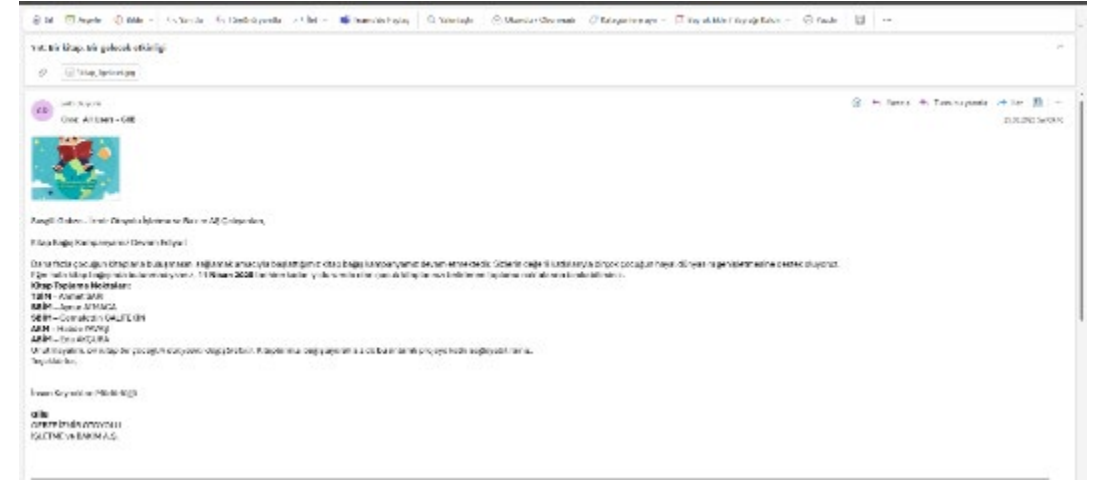
- To celebrate World Environment Day 2025 and reinforce our commitment to environmental sustainability, we organized a comprehensive and meaningful series of activities within our GİİB and Egis Tunnel projects.
- As part of this, we held a tree planting event at the GİİB Altınova Maintenance and Operations Center on Wednesday, June 4th, at 10:30 AM. Through this event, we not only contributed to nature but also demonstrated our determination to leave a greener and more livable world for future generations.
- Our colleagues participated in the event with great enthusiasm and dedication, and we captured these moments in photographs, which have been shared via a dedicated link accessible to all our employees. Additionally, to raise environmental awareness, we designed three different posters based on the ideas and contributions of our teams.
- To ensure the sustainability of these efforts and maintain engagement, we also shared daily environmental messages throughout the week. Through these activities, we supported knowledge sharing and contributed to strengthening environmental sensitivity within our organization.



THE ROLE OF INTERNAL ANNOUNCEMENTS IN ORGANIZATIONAL COMMUNICATION

Internal announcement emails are one of the key pillars of our company's strong and structured communication network. They ensure that all employees receive accurate and timely information simultaneously, enhancing transparency and coordination across the organization. As a result, updates regarding managerial decisions, events, or processes are shared promptly, keeping everyone informed about the company's overall operations.

Regular and effective announcements help employees feel informed and included, which in turn strengthens their sense of belonging. The active use of internal communication channels prevents potential misunderstandings or information gaps, creating a more efficient and cohesive working environment. This structure directly contributes to reinforcing corporate culture and increasing collaboration.



INVESTING IN LEADERSHIP EXCELLENCE

- The leadership training programs organized twice a year for our managers aim to enhance leadership competencies, improve team management effectiveness, and strengthen strategic thinking skills. These trainings play a vital role in helping our leaders adapt to the evolving dynamics of the business world and keep their leadership approaches up to date.
- The training content covers key areas such as communication, decision-making, conflict resolution, motivation, and performance management. By investing in the development of our managers, we not only support more efficient team operations but also ensure the sustainability of a strong leadership culture within the organization. As a result, our managers are better equipped to face challenges with a visionary and well-informed perspective (2025).



#(S)HEWORKS#ICARE – ROAD SAFETY AWARENESS EVENTS



GOVERNANCE

We at GIB are proud to participate in the "(S)he Works, I Care (They Work, I Care, Together We Are Safe)" road safety awareness campaign, under the auspices of the European Association of Operators of Toll Road Infrastructures (ASECAP - EU ASSOCIATION).

On June 24 at the Oksijen Rest Area, km 68 of the Gebze-Izmir Motorway in cooperation with Otoyol Yatırım Ve İşletme A.Ş. , Oksijen Tesisleri, Gebze - İzmir Otoyolu İşletme ve Bakım A.Ş. and Egis

Our primary objectives were to:

- 🚧 Enhance the visibility of road maintenance and operations teams,
- 🚗 Encourage safe driving habits, and
- 👥 Elevate public consciousness regarding traffic safety.

This year's main theme was dedicated to "Nutrition and Health of Long-Haul Drivers." Participants engaged in interactive stations and activities designed to bolster safe driving practices, emergency response awareness, healthy living habits, and technical understanding, including:

- Health and Nutrition Awareness Stand for Long-Haul Drivers: Distribution of informative brochures on healthy living and proper nutritional habits
- First Aid Station: Essential first aid briefings and practical demonstrations for life-saving emergency responses
- Impaired Vision Simulation Goggles: An experiential area demonstrating the negative impacts of driving under the influence on perception



FOOTBALL



■ Gebze – Izmir Motorway Football Tournament

- Social activities that strengthen team spirit, solidarity, and communication hold great importance for us in our professional life. With this understanding, we organized the GİİB Football Tournament, where we experienced unforgettable moments—both with the excitement on the field and the enthusiastic support of our families in the stands. 🏆 🙌
- Sports are not only a physical activity but also a value that fosters teamwork, collaboration, and friendship. The performance of our colleagues on the field was a strong reflection of the harmony and cooperation we share in our daily work life.
- In our tournament, 12 teams competed in thrilling matches. Following the final game, the champion team proudly lifted the trophy, while the runner-up and third-place teams received their medals during the award ceremony. We sincerely thank all our colleagues who took part in this wonderful event, as well as the families who stood by us in the stands.

Together we are stronger, together we are better!



RESPONSIBLE PURCHASING CHARTER



Responsible Purchasing Charter and Code of Ethics has been examined and implemented. Ethics clause, which is clause 12. in all active contracts, have been updated accordingly.

Revisions :

12.1. The words embargo and sanctions have been added.

12.2. Financing terrorism has been added.

12.4. The sections regarding gifts, hospitality, sponsorship, patronage and political contributions have been collected and added into a single article.

12.6. An article regarding Intellectual Property has been added.

12.8. The Contractor will not discriminate against any of its personnel due to gender, religion, sect, political opinion, race, age and similar reasons and will take utmost care to protect the physical, sexual and emotional immunity of its personnel , added.

12.9. The relevant article has been added, emphasizing environmental awareness and sensitivity and stating that Contractor should act sensitively.

KYC: Top purchase list of companies for services and goods are being sent separately to Egis headquarter.

2025 ESG Results

Network Champions

GIIB Turkey

3,37 (67%) -> 4,23 (85%)

HSE Objectives

- Continue **decarbonation** actions
- Integrate **resilience**
- 3rd **GRESB** submission (2024 : 89/100, 2025 : 95/100)
- Continue **social actions** & develop **DEI** good practices
- Other ESG Actions (partnership with ESG local contact Isil Uzun for GIIB, ETI and BAKAD)

2025 Key Elements

Close contact with local team enabling sensible progress among the years and paving the way for other projects on some actions.
2nd GRESB submission (95/100), energy audit, several ISO certifications (energy, water footprint, traffic safety management...), H&S trainings, social actions.

		Score 2024	Score 2025	Global Average 2025
✓	5. Gender equality	2.5	4	2.43
✓	6. Clean water and sanitation	5	5	3.3
✓	7. Affordable and clean energy	2.45	3.67	3
✓	8. Decent work and economic growth	2.5	4.1	2.95
✓	9. Industry, innovation and infrastructure	4	4.67	3.22
✓	11. Sustainable cities and communities	2.6	4.1	3.49
✓	12. Responsible consumption and production	4.5	5	3.01
✓	13. Climate action	4.8	5	4.07
✓	15. Life on land	2	2.5	1.81

2025 SIMPL Scoring : 4,23/5



GEBZE - İZMİR OTOYOLU
İŞLETME ve BAKIM A.Ş.

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