



SUSTAINABILITY REPORT 2025



WE ARE AT THE HEART
OF A SUSTAINABLE FUTURE

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As Klimasan, we see sustainability as a constantly evolving process of transformation. As we move forward in line with our 2030 and 2053 targets, we design all our processes, from production to product use phase, with a focus on higher efficiency and a lower environmental impact.

Fortified by our strong production infrastructure and global experience, we offer innovative, environmentally responsible solutions to customers in more than 100 countries, prioritizing the creation of meaningful impact alongside growth.

We extend this approach across our entire ecosystem, building a structure that creates value together with everyone from our employees to our business partners. While taking concrete steps to fulfill our responsibility in the face of the climate crisis, we ensure that sustainability is not just a goal, but a natural part of the way we do business.

INCLUSIVE

WE ACT TODAY FOR THE FUTURE

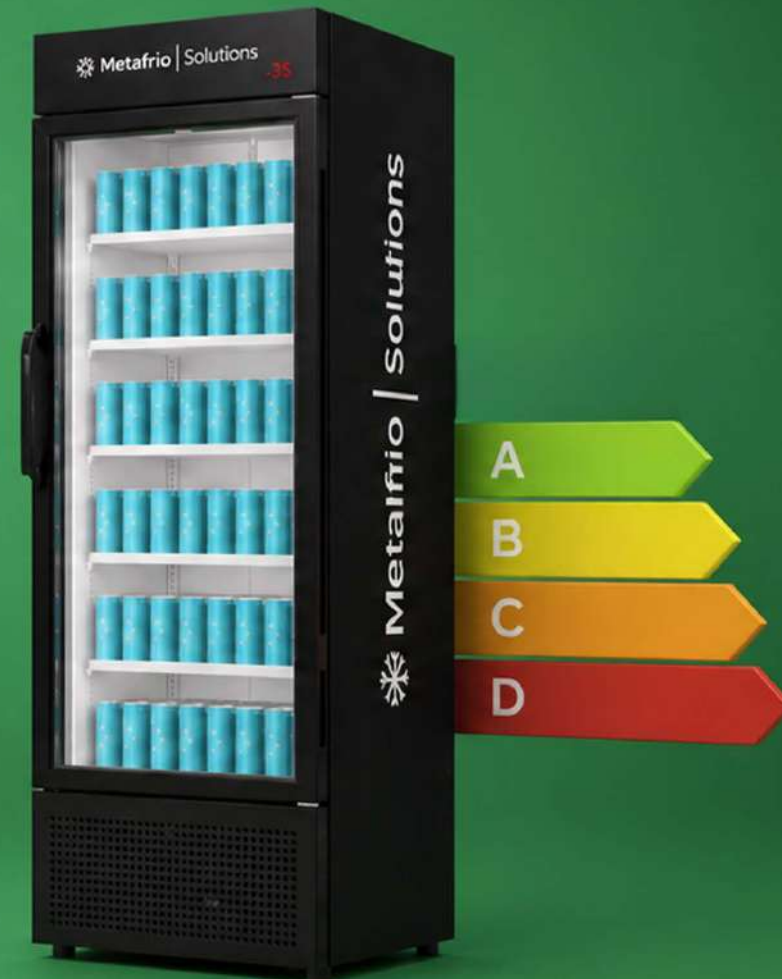
The world of the future is being shaped by the bold decisions we make today. For us, this process is a value-creating journey as well as a responsibility. In every step we take towards combating climate change, we envision a more conscious and resilient future. We design each stage with care and attention, from production to the moment that our products reach users. We know that the steps we take today are our most valuable legacy for the future.



K GAINS

WE CREATE MORE VALUE WITH LESS IMPACT

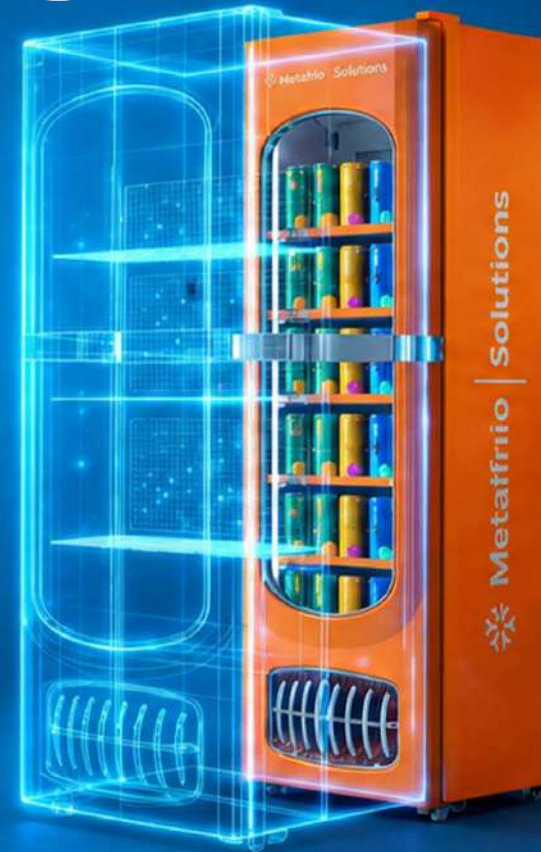
A sustainable future is possible through determined actions and we take these actions every day. Compared to 2024, we reduced our total natural gas consumption by 24% and our total energy consumption by 16.5%. Through our innovative products and practices, we translate sustainability into tangible results, achieving a 31% reduction in hazardous waste generated per standard unit of product. We know that the sustainable way to create value lies in responsible growth.



INNOVATION IS A CONTINUOUS

WE UTILIZE INNOVATION FOR SUSTAINABILITY

By merging our engineering strength and our sustainability approach, we make a difference in the sector. When designing our products, we aim to deliver high performance and low environmental impact in tandem, and 99.23% of our products use natural refrigerants. Through our R&D efforts, we shape the future today and turn technology into an advantage for the environment. We know that innovation is the driving force of sustainability.



K COLLECTIVE

WE UNITE AROUND THE SAME GOAL AND MOVE FORWARD TOGETHER

Sustainability is a team effort. In this journey, we believe in the power of moving forward together. From our employees and suppliers to our customers and business partners, we and our stakeholders unite around the same goal; we share responsibility and create value. In expanding our sphere of impact through strong collaborations, we make each stakeholder an active part of this transformation. We know that together we can create lasting change.



OUR FUTURE IS DETERMINED

WE MOVE FORWARD WITH LONG-TERM TARGETS

As Klimasan, we reach beyond short-term solutions and move ahead in line with our long-term targets. Our 2030 and 2053 targets include tangible steps toward a low-carbon future as we strengthen our investments, innovation capabilities, and collaborations with each passing day. We embrace sustainability not as a destination but as a continuously evolving journey.



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ABOUT THE REPORT

We are shaping a sustainable future through transparent reporting.

Klimasan is publishing its sixth sustainability report as of 2025. The Company, which first began reporting its sustainability performance in 2020, regularly shares its progress in this area with the public. The Sustainability Report 2025 covers the activities, developments, and performance data for the period from January 1, 2025, to December 31, 2025.

Within the Metalfrio Group, to which the Company belongs, there are a total of five subsidiaries: Poland (Metalfrio Solutions Poland Sp. z o.o.), Russia (LLC Metalfrio Solutions, LLC Estate), the USA (Klimasan North America, LLC), Uzbekistan (Klimasan Coolers Manufacturing LLC), and Sabcool Ltd. However, the activities of these subsidiaries are not included within the scope of this sustainability report. The environmental, social, and governance (ESG) data presented in the report cover only the operations carried out at Klimasan A.Ş.'s central production facility in Manisa, Türkiye.

With the Sustainability Report 2025, Klimasan aims to share with its stakeholders its commitment to developing eco-friendly cooling technologies, its R&D investments in this area, its digitalization and automation projects to increase energy and natural resource efficiency in production processes,

its practices to increase the use of renewable energy, and its carbon footprint reduction targets. While I-REC-certified electricity consumption is maintained, investments are being implemented in line with the emission reduction targets approved by the Science Based Targets initiative (SBTi), contributing to the 2030 targets and Türkiye's 2053 net-zero target.

Klimasan is expanding its product carbon footprint assessments by integrating a sustainable product life cycle approach into its product development processes. At the same time, it is strengthening its social and governance impacts through employee satisfaction, corporate social responsibility projects, and transparent, accountable governance practices.

The main areas of activity evaluated within the scope of the report are as follows:

- Energy consumption and efficiency
- Emissions management
- Water and waste management
- Sustainable product design
- R&D and innovation activities
- Sustainable supply chain management
- Occupational health and safety practices
- Employee rights and development
- Community contribution activities
- Ethical management and corporate governance practices



ABOUT THE REPORT

Transparent Reporting with Global Standards

Klimasan's sustainability reports are prepared as two separate reports, referencing the Global Reporting Initiative (GRI) standards and the Turkish Sustainability Reporting Standards (TSRS).

Klimasan aims to create long-term value for all its stakeholders by placing sustainability at the core of its business strategy. In this context, the key messages and targets for 2025 are grouped under the following headings:

- **Low-carbon and eco-friendly cooling technologies:** Prioritizing the conversion of the product portfolio to natural refrigerants with low global warming potential (GWP), such as CO₂ and hydrocarbon-based refrigerants.
- **Leadership in energy efficiency:** Aiming to reduce the energy consumed by products throughout their life cycle by achieving up to 20% energy savings in new-generation products and expanding the use of LED lighting, inverter compressors, and smart control systems.
- **Sustainability in production processes:** Reducing energy intensity, water consumption, and waste generation in production by optimizing resource use in operations; operating with the principle of full compliance and zero non-conformity under Environmental Law No. 2872.

- **Circular economy and resource efficiency:** Aiming to increase the use of recyclable materials in the process from product design to end-of-life and to support the recovery processes of waste equipment.
- **Responsible supply chain and business partnerships:** Aiming to integrate ESG criteria into supplier evaluation processes and to promote sustainable procurement policies.
- **Corporate responsibility and transparency:** Alongside ensuring compliance with transparent reporting standards, the focus is on strengthening employee awareness and contributions to community projects.

Klimasan's sustainability reports are prepared as two separate reports, referencing the Global Reporting Initiative (GRI) standards and the Turkish Sustainability Reporting Standards (TSRS). A materiality analysis was conducted to prioritize sustainability topics, and material topics were identified in line with stakeholder and customer expectations



and the business strategy. Regarding the verification of sustainability metrics, the independent third-party assurance process is currently limited, and efforts in this area are specific only to the report prepared for the TSRS standards.

The reporting process was carried out by Türker Ünsal Daştı, Senior Production and Quality Manager; Özge Başaran, Head of Quality Management Systems and Sustainability; and Melike Yılmaz, Quality Management Systems and Sustainability Specialist, with the support of the Klimasan Sustainability Committee. Any questions, comments, or suggestions regarding the sustainability report or sustainability performance can be sent to sustainability@klimasan.com.tr.

MESSAGE FROM THE GROUP CEO

Sustainability-Centered Management Approach

We place sustainability at the center of all our operations, investments, and decision-making processes.



In 2025, in line with our sustainable growth targets, we resolutely continued projects that will create long-term value

Erdal Haspolat
Klimasan Group CEO

Esteemed Stakeholders,

In 2025, global uncertainties, geopolitical developments, and the pressures of sustainability-driven transformation intensified simultaneously. As impacts arising from the climate crisis deepened, the energy transition gained momentum; regulations, technological developments, and stakeholder expectations altered the business world. In addition, the effects of the Russia-Ukraine war continued to affect energy costs and supply chain dynamics.

As Klimasan, we approach this transformation with an understanding that helps shape it. Sustainability is not only a reporting matter for us, but a central focus for all our operations, investments, and decision-making processes.

Our export performance, which accounted for a significant portion of our revenues in 2025, demonstrates our strong position in international markets. In an era of escalating global competition, Klimasan maintains and strengthens its position as a strategic player.

Even during this period of increasing financial pressure, we maintained our investments in alignment with our sustainable growth targets, resolutely continuing projects that will create long-term value. In addition to preserving our operational efficiency, we focused on bolstering our financial resilience and managing our resources more effectively.

As part of our sustainability journey, we continued to expand our energy-efficient product portfolio, invest in low-carbon technologies, and make our production processes more environmentally responsible. Energy management, resource efficiency, and circular economy practices formed the fundamental building blocks of this transformation.

At the point we have reached today, sustainability is no longer a choice but a key determinant of competitiveness, resilience, and long-term success. Accordingly, we accelerate the transition to low-carbon production models, place energy efficiency at the center of all our operations, strengthen our supply chain in line with sustainability criteria, and develop our products in a way that minimizes environmental impacts.

While strengthening our R&D and technology investments and new product development processes, we also continue to create new business areas focused on the energy transition. This approach reflects our commitment to responding to future expectations as well as today's needs.

In line with our people-oriented approach, we continue to support the development of our employees, provide an inclusive and safe working environment, and strengthen our organizational competencies. In all the geographies where we operate, we prioritize creating social benefit and being a responsible corporate citizen.

In the coming period, in step with our long-term targets, we will continue to reduce our carbon emissions, increase energy and resource efficiency, and invest in sustainable product innovation. We aim to achieve a stronger position in the energy transition and become a value-creating player in this field.

The progress we have achieved in this transformation journey has been made possible through robust collaborations and a shared value creation approach, and I would like to thank all our stakeholders for their contributions.

Our organization's sustainability journey not only transforms the way we do business, but also gives us a greater purpose and a shared responsibility. By respecting nature while producing, society while growing, and people while transforming, we will continue to work for a more resilient, fair, and livable future.

Erdal Haspolat
Klimasan Group CEO

OUR 2025 PERFORMANCE IN FIGURES

Sustainable and Measurable Performance

ENVIRONMENTAL
PERFORMANCE**8,645,081 kWh**

Total electricity consumption

5,184,764 kWh

Total natural gas consumption

100%I-REC-certified renewable
electricity consumption**98.4%**Average recyclability rate in
products**1.2 million kWh**Total energy savings achieved
through energy efficiency projectsSOCIAL
PERFORMANCE**950**

Total number of employees

25%

Proportion of female employees

65.13%

Employee engagement rate

19,298 hours

Total training hours

21Number of social responsibility
projects implementedGOVERNANCE
PERFORMANCE**100%**Participation rate in business
ethics and compliance training**100%**Percentage of suppliers with
environmental, labor, and
human rights clauses in their
contracts**81%**

Percentage of local suppliers

R&D AND
SUSTAINABLE
INNOVATION**TL 187.5 million**

Total R&D investment in 2025

13

Innovative projects

4New product designs
implemented**53**Number of employees in the
R&D centerCONSOLIDATED FINANCIAL
AND OPERATIONAL
INDICATORS**TL 6.8 billion**

Net sales

TL 9.9 billion

Total assets

812,520 units/year

Total production capacity

256,635

Total units produced

74.8%

Share of export revenue

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ABOUT KLİMASAN

Over a Century of Experience and Trust in Global Cooling Solutions



Founded in 1915, Klimasan is a long-established industrial company operating in the field of commercial refrigeration and freezer manufacturing. Although the Company's corporate history dates back to the commercial activities initiated by the Şenocak family in Izmir, it was restructured in 1969 under the name "Klimasan Klima Sanayi ve Ticaret A.Ş." to focus on industrial manufacturing. Acquired by Brazil-based Metalfrio Solutions in 2008, Klimasan was fully integrated into the Metalfrio group in 2011 and began operating as part of an international group. Metalfrio Solutions continues its operations at four factories: Klimasan (Manisa), Tres Lagoas (Brazil), Celaya (Mexico), and Kaliningrad (Russia). Klimasan has a warehouse and sales office in Warsaw and a CKD project in Uzbekistan. This structure provides Klimasan with an integrated and extensive global production and distribution network.

Operating a manufacturing facility with 54,000 m² of indoor production space in the Manisa Organized Industrial Zone, Klimasan has an annual production capacity of 812,520 units, making it one of Europe's largest commercial refrigeration manufacturing facilities. The Company's main area of activity is commercial cooling solutions, with specializations in

beverage cooling, ice cream display, food preservation, and retail solutions. The Company's product portfolio includes residential and commercial refrigeration products. The residential refrigeration products category includes chest freezers, vertical freezers with drawers, and freezer/coolers. The commercial refrigeration products category includes beverage coolers, countertop/ back bar horizontal coolers, vertical freezers, freezer/coolers, conservators, supermarket cabinets, conservators with display glass, and professional kitchen coolers and freezers.

Innovations and Product Development in 2025

For Klimasan, 2025 was a year of significant innovations in products and services. Development of Class A energy-efficient products was initiated, with the first models entering mass production, and product platforms were simplified to increase manufacturing efficiency. Additionally, the mechanical and cooling designs of many models were optimized, and strategic advancements were made in IoT and connected cabinet solutions. In addition to implementing projects with award-winning designs, new premium designs have been introduced to customers. Packaging optimization efforts have reduced both costs and environmental impacts.

ABOUT KLİMASAN

Customer-Centric Digital Transformation

Throughout 2025, Klimasan adopted an integrated approach to digitalization and customer experience.

10+

Number of efficiency projects
completed in 2025

As of the end of 2025, Klimasan continues to contribute to regional employment with a workforce of 950 employees. In addition to contract-based, seasonal, and permanent employment models, the Company supports the participation of different social groups in the workforce through social inclusion initiatives such as the Z.E.K.İ. Project. The Company differentiates itself in the industry through its highly customizable product development capabilities (tailor-made production) and pursues operational excellence through flexible production lines, component standardization strategies, and digitalized processes.

R&D Investments, Efficiency, and Operational Performance

The Company's R&D investments and innovation capabilities position it among Türkiye's highest-investing manufacturing companies. The Company's R&D budget for 2025 amounted to TL 187,458,528.16, and a total of 13 innovative projects were implemented. Klimasan maintains its industry leadership in product design and development through its ISO/IEC 17025-accredited testing laboratory, life-cycle assessments (LCAs), energy-efficiency testing infrastructure, and digital prototyping capabilities.

More than 10 efficiency projects completed during the year generated a total financial benefit of EUR 1,075,429. On the production side, improvements to the paintshop, DoubleDoor, and plastic door lines resulted in capacity increases ranging from 10% to 30%, while process optimizations shortened cycle times. As part of its energy-efficiency efforts, compressor modernization delivered energy savings of 35%, while improvements to paintshop line achieved natural gas savings of 27%. Waste heat recovery projects also contributed to reducing the Company's carbon footprint. As part of its lean manufacturing culture, 298 Kaizen initiatives generated EUR 178,000 in value, while the suggestion system generated EUR 605,000.

Digital Transformation and Strategic Investments

Throughout 2025, Klimasan adopted an integrated approach to digitalization and customer experience. Production, quality, and supply processes were made traceable end to end through ERP and MES systems, while management processes were centralized through platforms such as QDMS, Service Cloud, ManageEngine, and the KLİK portal. In customer experience, multichannel feedback collection and analysis systems were introduced, accelerating after-sales services.

A total of approximately EUR 2.5 million was invested throughout 2025. Key investments included a plastic door pressing machine (20% capacity increase), two R&D test rooms (22% capacity increase), a bending line upgrade (13% capacity increase), assembly line automation (10% capacity increase), a pilot mold-tracking system, an additional air dryer, and a 4,675 m² building extension.

Exporting to 84 countries worldwide, Klimasan serves more than 1,600 customers and manufactures customized products for brands including Coca-Cola, PepsiCo, Carlsberg, Efes, Tuborg, Red Bull, and Heineken. Energy management and information security are systematically managed through ISO 50001 and ISO 27001-certified management systems, while 100% of electricity consumption is matched with I-REC-certified renewable energy.

Competitive Advantages

- High customization capability (tailor-made production)
- Strong partnerships with global beverage brands
- Energy efficiency-focused product development
- Comprehensive sustainability initiatives
- Flexible and high-capacity production infrastructure
- Extensive global customer network and strong export capabilities

ABOUT KLİMASAN

Klİmasan Manisa Plant
TürkiyePlant Area
54,000 m²Production Capacity
812,520 units/year

Number of Employees

950
employeesTL
6,832,645,910
Net Sales9,924,890,305
Total Assets69.8%
Export Ratio74.8%
Share of Export Revenue84
Export Markets256,635
Total Units Produced261,497
Total Units Sold74.8%
Share of Export Revenue
in Product Sales58.3%
Share of Product Sales
Revenue from Global Key
AccountsTL
187.5
Million
Total R&D Budget for 20253.16%
Efficiency in 2025

* While the financial indicators are provided on a Group level, the remaining indicators cover the Manisa site.

ABOUT KLİMASAN

SHAREHOLDING STRUCTURE

68.27%
Metalfrio Solutions Soğutma Sanayi ve Tic. A.Ş.



31.73%
Publicly Traded

Metalfrio Solutions Soğutma Sanayi ve Tic. A.Ş.'s total shareholding in the Company amounts to 68.27%, including the 7.27% stake it holds in the Company's publicly traded shares.

As of 2025, the issued capital of KlİMASAN Klima Sanayi ve Ticaret A.Ş. is TL 79,200,000, and the Company's registered capital ceiling is TL 350,000,000. Metalfrio Solutions Soğutma Sanayi ve Ticaret A.Ş. is the Company's largest shareholder. The remaining 31.73% is held by various individual and institutional investors.

Under this ownership structure, KlİMASAN primarily operates as part of the Metalfrio Solutions Group, while a portion of its shares is traded on Borsa İstanbul. This structure enables the Company to operate both as part of an international industrial group and as a publicly traded company, in line with the principles of transparency and accountability.



OUR PRODUCT PORTFOLIO

Sustainable Cooling Solutions with a Broad Product Range

In 2025, the product portfolio was expanded with highly energy-efficient Class A models and products optimized for cost and performance.

With its broad product range and sustainable design approach, Klimasan offers tailored solutions for a wide range of sectors across the residential, semi-commercial, and commercial refrigeration segments. Efficiency and durability, which are at the core of the Company's product development processes, create long-term value for customers while minimizing environmental impacts.

Commercial-Type Products

In the commercial refrigeration segment, Klimasan is a strategic solutions partner to global beverage and food brands. The main products in this group are:

- Commercial beverage coolers
- Countertop/back bar coolers
- Horizontal and vertical freezers
- Freezer/coolers
- Conservators
- Supermarket cabinets
- Conservators with display glass
- Wine coolers
- Professional kitchen coolers and freezers

An analysis of 2025 sales performance shows that commercial beverage coolers accounted for 85% of total sales. Single-door, medium-capacity models, in particular, stand out in terms of market demand.

Residential and Semi-Commercial Products

Functionality and energy efficiency are prioritized in products designed for individual use:

- Chest freezers
- Vertical freezers with drawers
- Freezer/coolers

2025 Innovations and Strategic Projects

In 2025, the product portfolio was expanded with highly energy-efficient Class A models and products optimized for cost and performance. New premium designs applicable across multiple models were introduced, and the Cool 225 model was launched. As part of projects carried out with global business partners, industry-leading initiatives such as the Coca-Cola NextGen design project and the Pepsi A-Class energy project were implemented.

Innovative and Sustainable Technologies

Sustainability criteria are an integral part of the product development processes. In 2025, technological developments focused on the following areas:

- **Natural refrigerants:** The use of R290 and R600a refrigerants was expanded to support the goal of reducing the carbon footprint.
- **Energy efficiency:** Energy consumption was minimized through inverter compressors, high-efficiency LED lighting, and high-efficiency fan systems.



- **Smart control systems:** Maximum energy efficiency was achieved through frequency-controlled next-generation thermostats and specialized algorithms.
- **Advanced insulation solutions:** Energy loss was prevented by using glass with higher thermal insulation.
- **Circular design:** Raw material consumption and the logistics-related carbon footprint were reduced by increasing the use of recyclable materials, adopting a modular structure, and optimizing packaging.

Klimasan considers durability a critical priority in its product design and maintenance processes. Long product life and low service requirements are a fundamental reflection of the Company's sustainability approach.

ABOUT METALFRIO SOLUTIONS

Metalfrio Solutions is transforming the cooling ecosystem through global partnerships.



100+ countries

Production and
Distribution Network

Founded in Brazil in 1960 and headquartered in São Paulo, Metalfrio Solutions is a publicly traded company operating in the commercial refrigeration sector and listed on the Bovespa stock exchange. With 65 years of experience, the Company has a production and distribution network spanning five continents and more than 100 countries. With four production facilities providing high capacity and flexibility, Metalfrio Solutions operates with an integrated business model that encompasses R&D investment, manufacturing, logistics, and after-sales services. The Company's sales organization is managed through 10 sales offices and a distributorship network covering more than 80 countries.

This manufacturing structure:

- Optimizes logistics costs by locating production closer to regional demand,
- Shortens delivery times,
- Reduces supply chain risks,
- Provides the flexibility to develop products tailored to different market dynamics.

The Company's sales organization operates through direct sales channels, local distributors and dealers, and global customer agreements.

The investment in Türkiye is of strategic importance to Metalfrio's global growth. In 2006, in response to growing demand in the European market, Metalfrio decided to establish its first production facility in Türkiye, creating a manufacturing base for the European market. During the same period, a new production facility was commissioned in the Mato Grosso do Sul region of Brazil, increasing production capacity. In 2008, as part of its growth strategy in Eastern Europe and the Middle East, Metalfrio acquired a controlling stake in Klimasan, one of Türkiye's leading commercial refrigeration manufacturers, by taking over its shares.

The Group serves global giants in the food and beverage industry with its multi-brand structure, which includes Metalfrio Solutions, Caravell, Derby, and Klimasan. With its 54,000 m² production area, R&D center, and infrastructure compliant with international quality and sustainability standards, the Manisa facility is one of the Group's most important manufacturing hubs.

Metalfrio Solutions' core area of expertise is commercial refrigeration solutions. In this context, the Group:

- Manufactures commercial refrigerators and freezers
- Provides plug-in commercial refrigeration systems
- Offers customized refrigeration solutions
- Develops IoT-based smart refrigeration technologies
- Manages product life cycles and provides after-sales services



ABOUT METALFRIO SOLUTIONS

Increased Operational Efficiency with Preventive Maintenance Practices

Life|Cycle

Life Cycle System and Customer-Focused Services

The Life Cycle system, developed by Metalfrio Solutions, is an integrated performance and service management platform that enables the end-to-end management of more than five million commercial refrigerators and freezers worldwide. By managing maintenance, logistics, spare parts supply, and operational monitoring through a single platform, the system extends equipment life through preventive maintenance practices, minimizes product losses, and improves operational efficiency. The system integrates with ERP and digital service platforms to support the automatic creation of work orders and data-driven decision-making mechanisms. This integrated structure provides cost advantages and high operational continuity, particularly for customers in the food and beverage sectors.

Sustainability and Technology Investments in 2025

In 2025, the following developments were implemented as part of the Company's sustainability and technology investments:

- **Transition to low-GWP refrigerants:** The refrigerants used across the product portfolio were transitioned to comply with the European F-Gas Regulation, and natural, low-GWP, environmentally friendly refrigerants such as R290 and R600a were integrated into nearly the entire product portfolio. This transition has led to a reduction in the product carbon footprint.
- **Energy efficiency and production technology investments:** Significant investments were made in 2025 to increase the energy efficiency of the production infrastructure. The following were achieved through modernization efforts in the compressor systems and the paintshop line:
 - A 16% saving in electricity consumption,
 - A 27% improvement in natural gas efficiency.

These investments supported sustainable production while also improving operational efficiency.

- **R&D and sustainable product development investments:** In addition to the nine test rooms where all tests for R&D projects conducted for compliance with EU energy efficiency standards are performed, two new test rooms were commissioned, with an investment of TL 16,548,344 in this area. These efforts aimed to develop next-generation products with low energy consumption and a reduced environmental impact.
- **GHG management and renewable energy use:** Greenhouse gas emissions are calculated and monitored in accordance with ISO 14064 and the GHG Protocol. Electricity consumption at the production facilities is matched with renewable energy sources through I-REC certificates, contributing to a reduction in the Company's carbon footprint.
- **Supply chain and digital transformation:** Digitalization projects have optimized supply chain processes, increasing operational speed and efficiency. As part of these efforts, delivery times were improved while promoting more sustainable logistics management.

Strategic Partnerships and Global Value Creation

Metalfrio Solutions maintains long-term strategic partnerships with leading brands in the food and beverage industry, such as Coca-Cola, PepsiCo, Heineken, Efes, Tuborg, Red Bull, Unilever, Danone, AB InBev, and Carlsberg. Brand-specific designs, energy-efficient technologies, and sustainable maintenance systems supported by the Life Cycle model, offered within the scope of these collaborations, directly contribute to customers' sustainability goals. Supply chain optimization supported by digital data tracking and automation-focused transformation projects form the foundation of the Company's high-value-added refrigeration ecosystem offered on a global scale.

OUR MISSION, VISION, AND VALUES



OUR MISSION

To create value for our customers by offering solutions that preserve and display food and beverage products in a healthy and appealing way, while maintaining the most appropriate balance between quality and price.



OUR VISION

To be a company that grows continuously with new breakthroughs; maximizes the satisfaction of its customers, employees and shareholders; is a leader in Türkiye and its target markets worldwide; has achieved operational excellence; and creates value for society and the environment.



OUR CORPORATE VALUES

Our values, which we aim to protect and develop as we work to fulfill our mission, are:

Quality

While quality has been part of Klimasan's culture for more than a century and Metalfrio's culture for over 50 years, striving for continuous improvement and excellence is one of the fundamental principles of Metalfrio's Quality Policy.

Customer Satisfaction

From product design to production, sales, after-sales services, and every stage of our internal operations, we work to meet our customers' needs and create value for them.

People-Centricity

We see our employees as the most critical factor in ensuring the continuity of our organization's purpose and vision, preserving our values and passing them on to future generations, and sharing a common corporate culture.

Team Spirit

We share a corporate management approach that values teamwork, is participatory, and adheres to the system.

Collaboration

From day one, we have prioritized maintaining long-term relationships with our customers based on a partnership approach.

Globalization

We believe in the importance of rapidly adapting to continuously evolving technologies and commercial requirements around the world.

OUR MISSION, VISION, AND VALUES

OUR ETHICAL VALUES



RELIABILITY

- Establishing open and transparent communication,
- Consistently communicating and implementing the vision,
- Managing the business well and using resources effectively.



FAIRNESS (BEING EQUITABLE)

- Non-discrimination and equal treatment,
- Being objective in rewards, promotions, and hiring,
- Being open to diversity and different ideas.



PRIDE

- Taking pride in one's own work,
- Taking pride in teamwork and business achievements



RESPECT FOR EMPLOYEES

- Recognizing achievements and supporting development,
- Ensuring employees' participation in decision-making,
- Taking individual requests and expectations into account.

OUR ETHICAL VALUES AND STRATEGIC GOALS

Holistic Sustainable Management Strategy

Klimasan's strategic goals are shaped by a holistic approach that encompasses environmental, social, and governance (ESG) dimensions.

Klimasan conducts all its activities in line with the principles of honesty, transparency, fairness, and responsibility. Ethical values form the foundation of all the Company's business processes, reflecting a clear and firm commitment to respect for human rights, non-discrimination, employee safety and well-being, ethical trade principles, anti-corruption, and full compliance with applicable laws.

These values are reflected not only in internal policies but also in the supply chain, providing a binding framework for all stakeholders, from employees and management to suppliers and business partners. As of 2025, awareness training on the Code of Ethical Conduct and ethical reporting channels has been further strengthened. The Company's core ethical values are as follows:

- Reliability
- Fairness (Being Equitable)
- Pride
- Respect for Employees

Strategic Goals and Corporate Priorities

Klimasan's strategic goals are shaped by a holistic approach encompassing environmental, social, and governance (ESG) dimensions, centered on sustainable growth, innovation, environmental responsibility, and enhancing global competitiveness. These goals are based on the vision of "being an innovative and responsible global brand that offers sustainable solutions for the benefit of people and the planet." The Company's strategic focus areas are grouped under three main headings:

Sustainable Growth:

- Expanding the product portfolio with energy-efficient and environmentally friendly solutions.
- Developing innovative products by increasing R&D investments.
- Growing export volume through new markets and OEM partnerships.
- Increasing operational efficiency through digitalization investments.

Sector Leadership:

- Maintaining leadership in the commercial refrigeration sector in global markets, particularly in Europe.
- Achieving nearly 100% use of environmentally friendly refrigerants while leading compliance with environmental regulations.
- Strengthening its pioneering role in the sector in developing products with energy class A.

Being a Business Partner Offering Holistic Services:

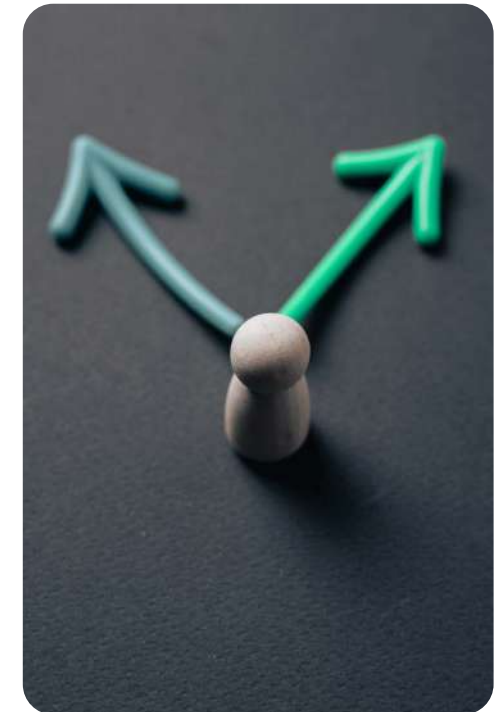
- Providing customer support at all stages of the product life cycle with the Life Cycle service model.
- Strengthening the customer experience with end-to-end digital systems.
- Integrating service, maintenance, spare parts, monitoring, and feedback systems.

Environmental, Social, and Governance (ESG) Goals

In line with the Company's strategic goals, long-term ESG goals have been set in compliance with international sustainability standards:

- Ensuring compliance with low-carbon production and net-zero targets.
- Increasing energy efficiency and continuing to match 100% of electricity consumption with I-REC-certified renewable energy.
- Expanding circular economy practices.
- Focusing on sustainable product and technology development efforts.
- Ensuring sustainability and traceability in the supply chain.
- Supporting the principles of employee development, occupational health and safety, and inclusivity.
- Increasing transparency by complying with international reporting standards such as TSRS, GRI, and SBTi.

These values and goals are based on corporate priorities including combating climate change, improving resource efficiency, optimizing costs, strengthening global competitiveness, meeting stakeholder expectations, managing risks, and ensuring business continuity.



OUR CAPITAL AND SHAREHOLDING STRUCTURE

Klimasan continues to grow in global markets thanks to its strong shareholding structure.

As of 2025, the issued capital of Klimasan Klima Sanayi ve Ticaret A.Ş. is TL 79,200,000, and the Company's registered capital ceiling is TL 350,000,000. The Company's largest shareholder is Metalfrio Solutions Soğutma Sanayi ve Ticaret A.Ş.

The Company's capital structure as of December 31, 2025, and December 31, 2024, is as follows:

Shareholders	Share Type	Share Percentage as of December 31, 2025	Amount as of December 31, 2025	Share Percentage as of December 31, 2024	Amount as of December 31, 2024
Metalfrio Solutions Soğutma Sanayi ve Tic. A.Ş.	A	43.4%	34,458,095	43.4%	34,458,095
Metalfrio Solutions Soğutma Sanayi ve Tic. A.Ş.	B	8.8%	6,930,000	8.8%	6,930,000
Metalfrio Solutions Soğutma Sanayi ve Tic. A.Ş.	C	8.8%	6,930,000	8.8%	6,930,000
Publicly Traded Portion*	D	39.0%	30,881,905	39.0%	30,881,905
Paid-in Capital		100%	79,200,000	100%	79,200,000
Inflation Adjustment Differences			980,882		980,882

* Including the 7.27% stake it holds in the publicly traded shares of the Company, Metalfrio Solutions Soğutma Sanayi ve Tic. A.Ş.'s total ownership interest amounts to 68.27%.

Under this ownership structure, Klimasan primarily operates as part of the Metalfrio Solutions Group, while a portion of its shares is traded on Borsa Istanbul. This structure enables the Company to operate both as part of an international industrial group and as a publicly traded company, in line with the principles of transparency and accountability.

Our Subsidiaries

As of December 31, 2025, and December 31, 2024, the details of the Company's subsidiaries are as follows:

Subsidiaries	Country of Incorporation and Operations	Functional Currency	Share and Voting Rights Ratio as of December 31, 2025	Share and Voting Rights Ratio as of December 31, 2024
Metalfrio Solutions Poland Sp. z o.o.	Poland	EUR	100%	100%
OOO Metalfrio Solutions	Russian Federation	RUB	100%	100%
OOO Estate	Russian Federation	RUB	100%	100%
Klimasan North America, LLC	USA	USD	99.99%	99.99%
Klimasan Coolers Manufacturing LLC	Uzbekistan	UZS	100%	100%

Through its integrated and extensive global production and distribution network, Klimasan strengthens its strategic position and competitiveness in international markets.

OUR MILESTONES

❖ 1915

The foundations of the Company were laid as a small commercial enterprise established in İzmir under the name "Şenocak."

❖ 1969

Klimasan Klima Sanayi ve Ticaret A.Ş. was officially established.

❖ 1993

A strategic partnership was established with Derby.

❖ 1997

Klimasan went public and began trading on Borsa İstanbul under the ticker symbol KLMSN.

❖ 2006

Investment in the factory at the Manisa Organized Industrial Zone began.

❖ 2008

Brazil-based Metalfrio Solutions acquired a 71% stake in Klimasan. In the same year, the new production facility in Manisa became operational.

❖ 2011

Metalfrio Solutions acquired all shares of Klimasan, becoming its sole owner.

❖ 2012

Klimasan launched an active growth strategy across the Asian, Middle Eastern, and African markets.

❖ 2015

Klimasan acquired all shares of Poland-based Metalfrio Solutions Poland Sp. z o.o.

❖ 2017

Metalfrio West Africa Ltd., in which Klimasan held a 91% stake, was established, marking the start of direct operations in the African market.

❖ 2018

Klimasan acquired 100% of the shares of Russia-based LLC Estate and LLC Metalfrio Solutions.

❖ 2019

With an additional 9,100 m² of production space, it became one of Europe's largest commercial refrigeration manufacturing facilities. In the same year, the Company became a signatory to the United Nations Global Compact (UNGC).

❖ 2020

An additional 41,235 m² of land adjacent to the factory site in Manisa was acquired.

❖ 2021

A production record was set, reaching the highest production volume in the Company's history.

The first sustainability report, the Sustainability Report 2020, was published.

❖ 2022

Science-based GHG emissions reduction targets were established.

❖ 2023

Klimasan received a "Gold Medal" in the EcoVadis assessment, placing it among the top 1% of companies in its industry worldwide.

❖ 2024

Klimasan earned a "Gold Medal" again in the 2024 EcoVadis assessment, marking its second consecutive year among the top 1% of companies in its industry worldwide.

Production and product quality were advanced through R&D projects focused on energy efficiency and eco-friendly design.

Continued to match 100% of electricity consumption with I-REC-certified renewable energy.

Sustainable cooling technologies were showcased at international events such as SLoCT, BrauBeviale, and Gulfood Manufacturing.

Carbon emissions per product decreased by 7.3% compared to the previous year.

Model-based product carbon footprint assessments were initiated.

❖ 2025

Klimasan again earned a "Gold Medal" in the 2025 EcoVadis assessment.

100% of the electricity consumed was matched with renewable energy sources through I-REC certificates.

Sustainable cooling technologies were showcased at international trade fairs such as Drinktec. Klimasan attended the Anuga trade fair in Germany.

Product carbon footprint assessment studies were expanded.

In collaboration with suppliers, initiatives were launched to analyze the proportion of recyclable raw materials.

OUR AWARDS AND ACHIEVEMENTS

Internationally Recognized Sustainability Success

Klimasan has received various national and international awards and recognitions for its performance in sustainability, digital transformation, exports, and R&D. The Company's environmental, social, and governance (ESG)-focused efforts are regularly recognized by independent organizations.



Achievements in 2025

- **EcoVadis Gold Medal:** In the 2025 sustainability assessment, Klimasan retained its "Gold Medal" rating with a score of 79. With this result, the Company ranked among the top-performing companies globally in sustainability performance, maintaining its position in the top 1% of companies in its industry worldwide.
- **Coca-Cola Sustainability Award:** In 2025, Klimasan was honored by its strategic business partner Coca-Cola for its visionary work and successful practices in sustainability.
- **R&D 250 Research:** Klimasan ranked 98th in the R&D 250 Research, which ranks the companies with the highest R&D investments in Türkiye. In the same research, Klimasan ranked 6th by the number of utility models and 26th by the number of registered design applications.
- **I-REC Certificate:** In 2025, the entirety of the 8,645.08 MWh of electricity consumed was matched with renewable energy sources through I-REC certificates.

Awards Received in Previous Years

- **Stevie Awards:** The Z.E.K.İ.+ (Sheltered Workplace for Individuals with Intellectual Disabilities) Project won the Bronze Stevie Award in the "Corporate Social Responsibility Program of the Year" category.
- **SLoCT Certificate of Participation:** In 2024, Klimasan received a Certificate of Participation for its contributions to climate leadership and supplier development through the Supplier Leadership on Climate Transition (SLoCT) program.
- **ISO Top 500:** Based on 2024 data, the Company ranked 442nd on the "Top 500 Industrial Enterprises of Türkiye" list, affirming its production and financial success.
- **UN Global Compact:** Sustainability performance was transparently reported, the Communication on Progress (COP) was accepted, and the Company's approved participant status was maintained.
- **University-Industry Collaborations:** Certificates of appreciation were received in recognition of joint projects, internships, and training programs conducted in collaboration with Yaşar University, Pamukkale University, Manisa Celal Bayar University, and Izmir University of Economics.
- **Digital Transformation Success:** Klimasan was awarded third place for its digital transformation practices in Human Resources through the SAP SuccessFactors project.
- **TİM Export Achievement Award:** Honored in the Electrical/Electronics and Service Exports category at the 2022 Export Achievement Awards organized by the Türkiye Exporters Assembly (TİM).
- **Innovation and Productivity Award:** Klimasan won the "Best Digital Production Transformation Project Award" at the 2021 Innovation and Productivity Awards organized by the Manisa Organized Industrial Zone for its ERP and energy monitoring systems supporting digital production transformation.
- **Best Strategic Partner Award:** In 2020, Klimasan was honored by Coca-Cola's European operations in the "Cooler" category for its excellence in supply chain quality and logistics.

2025 IN REVIEW

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HIGHLIGHTS OF 2025

Value-Driven Digital Transformation

The year 2025 was a period in which Klimasan reshaped not only its products but also its value proposition, communication style, and market approach around the axes of sustainability and digitalization.

69.8%

Export Ratio

In 2025, customer expectations in the commercial refrigeration sector increased significantly, with a stronger focus on energy efficiency, environmental sustainability, quiet operation, and customizable solutions. Globally, investments in energy efficiency accelerated due to the energy crisis, while ESG requirements, sustainable finance criteria, and net-zero targets became strategic imperatives for companies. In this context, demand increased for equipment with a low carbon footprint and made from recyclable materials, particularly in the retail and FMCG sectors. Global customers, in particular, increasingly regarded low energy consumption and high energy efficiency classes as key purchasing criteria, while the use of environmentally friendly refrigerants also became an important expectation. Klimasan responded proactively to this change by developing highly energy-efficient product platforms and standardizing the use of natural refrigerants such as R290. The industry's transition from high-GWP HFC refrigerants to natural refrigerants such as R290 (propane), CO₂, and NH₃, with a very low global warming potential (GWP ≈ 3), accelerated. Compliance with these regulations also delivered energy savings of up to 10–15%. Klimasan maintains a strong competitive advantage through its high customization capability (tailor-made production), flexible, high-capacity manufacturing infrastructure, strong partnerships with global beverage brands,

and extensive global customer network. As part of its efforts to comply with increasing regulatory requirements in the sector, the Company achieved Gold Medal status with a score of 79 in the EcoVadis Corporate Social Responsibility assessment and outperformed its global competitors in terms of environmental standards. In the Company's 2025 performance, total production reached 256,635 units, with an export ratio of 69.8% and a domestic market share of 30.2%. The year 2025 was a period for Klimasan in which not only its products but also its value proposition, communication style, and market approach were reshaped around the axes of sustainability and digitalization.

Regulatory Compliance, Climate Risks, and Corporate Transformation

The year 2025 marked a period in which critical sustainability regulations were implemented at both the global and national levels. Under the EU Green Deal, the Eco-design and Energy Labelling Regulations were expanded, the F-Gas Regulation was tightened to mandate the transition to low-GWP refrigerants, and the Corporate Sustainability Reporting Directive (CSRD) introduced more comprehensive sustainability reporting and supply chain transparency requirements. At the same time, global standards for reporting Scope 1, Scope 2, and Scope 3 emissions were clarified, and carbon pricing mechanisms became more widespread across industry.

The European Union's Carbon Border Adjustment Mechanism (CBAM) made carbon footprint reporting mandatory for exporting industrial companies, while in Türkiye, the implementation of the Turkish Sustainability Reporting Standards (TSRS) made the transparent monitoring of ESG performance a corporate responsibility.

As part of the TSRS compliance process, internal audit mechanisms were strengthened, the data collection infrastructure was improved, and sustainability reporting was integrated with corporate risk management. Klimasan has strengthened its approach to transparency and accountability by publishing its TSRS-compliant sustainability report.

The impacts of climate change became more pronounced in 2025. In response to extreme weather events and climate-related uncertainties, physical risks were proactively managed through investments in energy-efficient systems and the implementation of green supply chain practices. In response to increased production and logistics disruptions caused by extreme weather events, fluctuations in energy costs, and delays in raw material procurement, Klimasan implemented an integrated risk management strategy. Physical and transition risks were assessed using scenario analysis, and an alternative multi-sourcing model was adopted to mitigate global supply disruptions.

HIGHLIGHTS OF 2025

Climate-Focused Sustainable Process Improvements

Klimasan has placed the fight against climate change at the center of its sustainability strategy, achieving significant improvements in its operational processes.

Furthermore, ESG compliance became a supplier selection criterion, and flexible and resilient operational planning was supported by data-driven monitoring systems to manage demand fluctuations.

Sustainable Steps for Our Planet

Klimasan has placed the fight against climate change at the core of its sustainability strategy, achieving significant improvements in its operational processes. Carbon emissions were calculated and verified in accordance with the ISO 14064-1:2018 standard and the GHG Protocol. Carbon emissions calculations at the product-model level continued using the "cradle-to-gate" methodology. Investments have been made in line with the emission reduction targets approved under the Science Based Targets initiative (SBTi). In 2025, 100% of the 8,645.08 MWh of electricity consumed in production was matched with renewable energy sources through I-REC certificates. Verification of this matching through I-REC certificates ensured that the Company's sustainability claims were measurable and transparent. This step has created a significant competitive advantage in the CBAM and TSRS compliance process, while also directly contributing to the systematization of internal energy management processes and enhancing the Company's reputation for environmental

responsibility among stakeholders. Energy efficiency-focused projects, including hot water line insulation, SC packaging line automation, the paintshop heat exchanger project, and compressor waste heat recovery, have resulted in an 11.3% saving in electricity consumption. At the device level, variable-speed compressors, EC fan technologies, LED lighting, and electronic thermostats were actively used to reduce customer operating costs and maximize reductions in carbon emissions. Digitalization investments have gained momentum through IoT-based energy monitoring systems, smart control algorithms, and remote monitoring solutions in production processes.

People-Focused Initiatives and Employee Development

Klimasan continues to shape its growth with a people-centered approach. As a result of training programs organized to enhance employee competencies, a 95% increase in training hours per employee was recorded. Personal and organizational development was supported through performance evaluation systems managed via SAP SuccessFactors. The Company's qualified workforce infrastructure was strengthened through the Coolest Start program, which prepares young talent for the business world, and mentorship programs.

To increase employee engagement, 35 different motivational events were organized in 2025. A culture of transparent communication was reinforced through Open Door and Town Hall meetings attended by the General Manager. Within the scope of the Z.E.K.İ.+ Project, individuals with intellectual disabilities were provided with safe employment in sheltered workplaces, reinforcing the Company's pioneering role in promoting social inclusion in Türkiye.

Sustainable Business and Corporate Achievements

R&D investment and innovation capabilities have strengthened Klimasan's competitive position in global markets. In 2025, R&D investment amounted to TL 187,458,528.16, while 13 innovative projects were successfully executed. The industry's first Class A energy-efficient model, certified by an independent (third-party) testing organization, was launched, and production of Coca-Cola's award-winning "Next Generation Cooler" design began. As part of new developments in marketing and product strategies, four new premium designs were launched, and "single-door bottle coolers" became the best-selling product group of the year. Diversifying its sales and distribution channels, Klimasan launched online retail sales and also commenced production in Uzbekistan, supplying the surrounding region

from this manufacturing facility. The use of low-GWP natural refrigerants (R290 and R600a) in the product portfolio was increased to 99.23%, confirming the Company's commitment to environmentally friendly production. Additionally, the share of revenue generated from sales to key global customers increased to 58.3%, further strengthening strategic business partnerships.

New Steps in Social Sustainability

In 2025, the Klimasan Social Responsibility Committee coordinated 21 different projects to create a positive impact on society and the environment. Thirty employee volunteers from various departments actively participated in activities conducted under four main pillars: environment, education, women and children, and health. In this context, 6,021 saplings were donated for the "Klimasan Love Grove," blood donation campaigns were organized with the Turkish Red Crescent (Kızılay), and awareness events were held for the benefit of LÖSEV (Foundation for Children with Leukemia). To support the local economy, a collaboration was established with the Urla Women's Cooperative, and educational materials and social support projects for village schools were implemented. Under university-industry collaboration protocols, technical visits and career coaching activities were carried out to support the professional development of young people.

HIGHLIGHTS OF 2025

Comprehensive Employee-Focused Training Content

The scope of the SAP Remote Training Platform (KLİK Academy) was expanded, making over 65 personal development programs available to employees.

Klimasan KLİK Academy and Performance Management

Following the completion of the ERP Digital Transformation Project, Klimasan continued to take innovative steps to support the continuous development of its employees beyond the constraints of time and location. Accordingly, the scope of the SAP Remote Training Platform (KLİK Academy) was expanded, making more than 65 personal development programs available to employees. This platform enables employees to learn at their own pace, helping to build an inclusive and sustainable learning culture. Within performance management, a competency-based evaluation system is effectively implemented. Modular training plans are created to analyze individuals' current competency levels and identify development areas aligned with their career goals.



Our Achievements in 2025

95%

Increase in employee training hours

35

Number of motivational events held for employees

21

Number of social responsibility projects implemented

11.3%

Total electricity savings

8,645.08
MWh

I-REC-certified renewable electricity consumption

79 Points

"Gold Medal" status maintained in the EcoVadis sustainability assessment

TL 187,458,528.16

Total R&D investment in 2025

INDUSTRY OUTLOOK

User-Focused Sustainable Designs

Product development processes have evolved into an integrated structure that addresses energy, the environment, digital competence, and user experience collectively.



In 2025, customer expectations shifted significantly toward energy savings, environmental sustainability, digital tracking, quiet operation, and aesthetic design.

The commercial refrigeration and industrial refrigeration sectors in 2025 were shaped by intense competition, the transition toward energy efficiency, and cost pressures. The prominent customer segments in the sector are FMCG, HoReCa, and retail, respectively.

In 2025, customer expectations shifted significantly toward energy savings, environmental sustainability, digital tracking, quiet operation, and aesthetic design. This shift in customer expectations directly impacts product development processes. In line with energy efficiency expectations, low-energy-consumption components and high energy efficiency class products are prioritized, while recyclable materials and packaging optimization are increasingly adopted as part of sustainability goals.

In digitalization, IoT-enabled, remotely monitored, and data-driven solutions are being developed, while more customizable premium designs are gaining prominence in response to aesthetic expectations.

Accordingly, product development processes have evolved beyond technical performance into an integrated structure that collectively addresses energy, the environment, digital competence, and user experience.

Regulations concerning energy efficiency have become one of the most critical factors directly shaping competitive dynamics in the commercial refrigeration sector, particularly in the European market. In many markets, including the European Union, products cannot be sold without energy labels and environmental compliance certificates, while products with low energy efficiency ratings risk being excluded from the market. Increasing minimum energy performance requirements are compelling manufacturers to develop more energy-efficient products; the share of low energy efficiency class models is declining, while high energy efficiency class platforms are gaining prominence.

Global companies such as Coca-Cola and PepsiCo procure only products that meet specified energy efficiency requirements and require compliance with carbon footprint, product safety, and social compliance criteria (e.g., Sedex). The main factors providing a competitive advantage in international markets are shaped around regulatory compliance, a sustainable product portfolio, cost competitiveness, and customer-focused solutions. In export-oriented operations, activities are directly affected by the legislation, technical standards, product certifications (CoC/PVOC), labeling requirements, and customs procedures applicable in different markets. These differences require product documentation (TDS, SDS, CoA),

INDUSTRY OUTLOOK

A More Stable Period in Procurement

In 2025, the supply of raw materials and critical components became relatively more stable across the sector.

packaging and labeling adaptations, and testing processes to be managed separately for each market. Klimasan manages this process with its strong documentation infrastructure, standards-compliant production, and ability to adapt quickly to local requirements, thereby minimizing operational risks and sustainably maintaining its delivery performance.

Technological Developments and Green Transformation

In 2025, the main technological developments in the commercial refrigeration sector included inverter/variable-speed compressors that improve energy efficiency, advanced drive and control technologies, the transition to natural refrigerants, and digital monitoring solutions. High-efficiency motors, integrated control systems, and smart solutions providing more precise temperature and humidity management at the system level were among the most prominent technological trends of 2025. The European Union's updated F-Gas regulations have rapidly steered the sector toward low-GWP natural refrigerant solutions, and system designs compatible with refrigerants such as R290 (propane), CO₂, and NH₃ have gained strategic importance.

The transition to natural refrigerants has created three main transformations across the sector:

1. On the technical side, flammability has required the use of EX-proof equipment, lower refrigerant charge limits, and the development of new compressor and sealing systems.

2. On the operational side, ventilation systems, gas sensors, and fire safety systems have been installed on production lines, and employees have received specialized training.
3. On the cost side, capital expenditures (CAPEX) initially increased due to production line conversions and R&D investments, but energy efficiency has delivered long-term cost advantages. The demand for high-efficiency products has a dual impact on pricing and profitability. These products, which have higher unit costs due to advanced technology and R&D investment requirements, are positioned as "premium products" and can command higher prices, particularly among global customers. Profitability is supported through higher selling prices and long-term customer contracts, ensuring continuity of sales.

Circular Economy and Life Cycle Management

The product life cycle approach and eco-design practices are fundamentally transforming design and manufacturing processes across the sector. Products are now developed based not only on performance but also on their environmental impact throughout their life cycle. The supply chain has become more transparent, and collaborations with suppliers for the use of sustainable materials have become widespread. In this context, Klimasan has initiated a collaboration with 31 suppliers to increase the proportion of recycled content in raw materials.

The circular economy approach has a strong impact on cost management, resource efficiency, and customer expectations. Designing products with a modular architecture and enabling component-level replacement reduces waste generation while extending product life.

Supply Chain Dynamics and Operational Excellence

In 2025, although the supply of raw materials and critical components (such as compressors and electronic parts) became relatively more stable across the sector, cost pressures and lead time sensitivity persisted for compressors, electronic control boards, semiconductor-based control equipment, and certain heat exchanger components. Due to strong demand for electronic components and next-generation high-efficiency components, planned procurement, alternative supplier management, and safety stock management have become increasingly critical. The increased demand for equipment compatible with natural refrigerants has required more careful management of lead times for these product groups compared to standard products. Rather than complete supply disruptions in the sector, the prominent issues are cost volatility, product-based lead time variations, and the need for predictability in the supply chain.

Digitalization and After-Sales Services

Across the sector, smart manufacturing, data analytics, and remote monitoring systems have made production processes more transparent, measurable, and controllable. As part of the digitalization solutions implemented at Klimasan, real-time performance is tracked using data monitoring systems and tablet applications on production lines, allowing for the rapid identification of bottlenecks. Through these efforts, cycle time improvements of up to 15% and capacity increases have been achieved. Additionally, through the integration of ERP and service systems, all processes from production to after-sales services are managed digitally; work orders, inventory management, and service operations are monitored in real time.

Solutions such as smart refrigeration systems, remote monitoring, and data analytics deliver significant added value to customers. Real-time monitoring of cabinet performance enables early fault detection, energy consumption optimization, preventive intervention before failures occur, and improved sales performance through product placement. After-sales services, maintenance, and product life cycle management enhance brand trust, extend product life, reduce the total cost of ownership, and create a strategic competitive advantage in the commercial refrigeration sector.

DEVELOPMENTS IN THE SUSTAINABILITY ECOSYSTEM

Proactive Competitive Advantage in Sustainability

Klimasan manages global uncertainties and climate risks with a proactive approach, turning sustainability into a competitive advantage across its entire value chain.

Developments such as the European Green Deal, CBAM, and TSRS have made carbon management and low-emission production a strategic priority.

Global Trends and Regional Fluctuations

The year 2025 was marked by continued global economic uncertainty, persistent geopolitical tensions, and an acceleration in sustainability-driven transformation. While global economic growth remained limited, inflation and high interest rate pressures continued to affect the operating environment for companies. While exchange rate and cost pressures continued to affect Türkiye, particularly import-dependent sectors, Klimasan maintained its competitive position in the domestic market through its strong dealer network, domestic manufacturing capabilities, and operational flexibility.

In the geopolitical landscape, the effects of the Russia-Ukraine War persisted, while tensions in the Middle East and security risks along the Red Sea route continued to put pressure on global trade and logistics processes. In global supply chains, multi-sourcing, regional supplier diversification,

and digital monitoring systems gained prominence, while companies adopted more proactive and data-driven approaches to strengthen operational resilience. In addition to geopolitical risks, the divergence in the global growth outlook also affected regional demand dynamics. While demand in the European market remained relatively flat due to energy costs and limited growth, the growth trend driven by tourism, infrastructure investments, and urbanization continued across the Middle East and Africa. To adapt to differing regional conditions, market diversification was enhanced through flexible pricing strategies, segment-based campaigns, short-term financing solutions, and a portfolio of highly energy-efficient products.

Climate Change and Regulatory Compliance

Developments such as the European Green Deal, CBAM, and TSRS have made carbon management and low-emission production a strategic priority. The draft Climate Law, expected to enter into force in Türkiye, is being closely monitored, while preparatory work on carbon reporting, emission reduction, and renewable energy use continues. These regulations are driving a comprehensive transformation across product design, production processes, supply chains, and reporting systems, making low-carbon production, energy efficiency, and transparent data management essential.

The prioritized actions to ensure compliance with national and international sustainability regulations are as follows:

Focus Areas	Strategic Actions
 Product and R&D	Adopt a holistic approach to increasing product innovation based on natural refrigerants while scaling up eco-design practices focused on energy efficiency and environmentally friendly technologies.
 Carbon and Energy Management	Integrate emission reduction and energy efficiency practices to transition to a sustainable production model aligned with the low-carbon economy.
 Supply Chain	Implement strategic actions to define standards, strengthen audit mechanisms, and establish digital monitoring infrastructure to ensure the application of sustainability and social compliance criteria across the supplier network and enhance end-to-end traceability.
 Data and Reporting	Develop, digitalize, and integrate existing data collection, analysis, and reporting infrastructure into decision-support processes in compliance with TSRS and international standards.
 Operational Compliance	Continuously improve production processes and occupational health and safety performance, bringing them to best-practice levels.

DEVELOPMENTS IN THE SUSTAINABILITY ECOSYSTEM

As of 2025, Klimasan published its second TSRS-compliant sustainability report.

To increase environmental responsibility throughout Klimasan's entire supply chain, environmental compliance documents are requested, and low-carbon production is encouraged.

CBAM Analyses and Carbon Management

Within the scope of CBAM, analyses focusing on process-based monitoring and product-level reporting of carbon emissions were prioritized in 2025. Efforts were initiated to integrate the carbon accounting infrastructure into ERP systems, focusing on the monitoring and verification of energy consumption, direct and indirect emissions, and logistics-related emissions. Key measures included the use of the natural refrigerant R290, the adoption of high-energy-efficiency components, the implementation of an eco-design approach, and investments to reduce carbon intensity in production processes. Efficiency-enhancing modernizations were carried out on production lines, resulting in energy savings and increased capacity through compressor and paintshop projects.

The main risks assessed include the potential exclusion of low energy efficiency class products from the EU market and

possible changes in supplier preferences as global customers tighten their sustainability criteria. Furthermore, currency fluctuations, a reliance on imported raw materials, and expectations for low-carbon procurement necessitate the restructuring of supply strategies. In terms of export revenues, the goal is to maintain and increase sales in the European market by shifting towards low-carbon and energy-efficient products. By positioning high-efficiency and low-carbon products in the premium segment, carbon costs arising from CBAM can be offset.

Climate change-related risks and opportunities are managed as an integral part of financial planning processes, with reference to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). In line with the TCFD framework, a structured approach has been adopted under the headings of governance, strategy, risk management, and metrics and targets. In line with the commitment made under the Science Based Targets initiative (SBTi) since 2021, emissions—particularly Scope 1 and Scope 2 emissions—are measured and monitored.

Operational Resilience and Crisis Management

The impacts of climate change became more pronounced in 2025, as extreme weather events, heavy rainfall, floods, and temperature fluctuations continued to affect energy management, production continuity, and logistics operations. At the production facilities, infrastructure resilience

against these physical risks was reviewed, preventive maintenance was carried out, and emergency plans were updated.

Alternative supplier and multi-sourcing strategies are implemented to address risks such as supply chain disruptions, delays in raw material procurement, and rising logistics costs. During periods of uncertainty, priority is given to investments that are more flexible, diversify risk, and improve efficiency. Sustainability and operational efficiency are considered together and integrated into decision-making processes; investments are directed towards projects that both support low-carbon targets and strengthen operational continuity.

Sustainability Reporting and Data Management

As part of the TSRS compliance process, internal control and audit mechanisms were strengthened, the data collection and verification infrastructure was improved, and sustainability reporting was integrated with corporate risk management processes. As of 2025, Klimasan published its second TSRS-compliant sustainability report, further strengthening its approach to transparency and accountability. In this context, environmental, social, and governance data are regularly monitored, and efforts are underway to integrate them with financial and operational data.

The standardization of data from different departments, the establishment of digital systems for the integrated and automated monitoring of data, and the continuously evolving requirements of standards such as GRI, ESRS, and ISSB are among the main challenges in the reporting process. Despite this, ESG indicators are monitored in conjunction with quality, environmental, and occupational health and safety management systems, and corporate performance tracking systems are successfully implemented.

Circular Economy and Eco-Design Practices

Within the scope of eco-design practices aimed at reducing environmental impacts throughout the product life cycle, highly recyclable materials are preferred, and metal, plastic, and glass components are designed with recovery in mind. R&D studies are being conducted on alternative solutions for materials with a high environmental impact, such as polyurethane (PU), to reduce material-related carbon emissions.

Additionally, biodiversity impacts have been included in the scope of assessment in line with nature-related risk frameworks such as the TNFD.

To increase environmental responsibility throughout the entire supply chain, environmental compliance documents are requested, and low-carbon production is encouraged.

SUSTAINABILITY APPROACH

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SUSTAINABILITY GOVERNANCE AND ORGANIZATION

A Corporate Culture Shaped by Sustainability

Klimasan has placed sustainability at the core of its corporate culture as a strategic element that provides a competitive advantage.

The Sustainability Committee leads environmental and social projects across the organization.

Sustainability Management Structure and the Role of the Committee

At Klimasan, sustainability management is conducted with strong leadership from senior management and a strategic approach embedded throughout the organization. The Company shapes its sustainability strategy around four core principles: "People, Our Planet, Sustainable Business, and Sustainable Growth." By placing these principles at the heart of all business processes, Klimasan seeks to create responsible, innovative, and long-term value for the future.

Sustainability activities at Klimasan are coordinated by the Sustainability Committee, which comprises representatives from various business units and reports directly to senior management. The Committee is led by the Quality Management Systems Department. The Committee's primary duties and responsibilities include implementing sustainability policies, ensuring compliance with national and international regulations, developing internal standards, effectively managing stakeholder and customer expectations, and improving corporate performance from a sustainability perspective.

The Sustainability Committee leads environmental and social projects across the organization and identifies new initiatives to achieve the targets set under the Corporate Sustainability Strategy.

The Committee convened four times during the year according to its established meeting schedule and carried out its activities systematically. During project periods, it held regular weekly and monthly meetings to enhance project monitoring and coordination. Decisions made by the Committee were regularly reported to senior management, while the related actions were monitored by the responsible departments and largely completed.

Topics and Decisions Addressed by the Sustainability Committee in 2025

The decisions made during the 2025 meetings established an important roadmap for achieving Klimasan's long-term environmental, social, and governance goals. The main activities undertaken and decisions made during the Committee meetings were as follows:

- Planning the TSRS compliance process and sustainability reporting, and strengthening the data infrastructure.
- Calculating greenhouse gas emissions in accordance with ISO 14064-1:2018, developing and verifying the carbon footprint calculation methodology, and expanding emission reduction projects.

- Increasing the number of projects aimed at reducing energy consumption and regularly monitoring the performance indicators of energy efficiency projects.
- Preparing policies, procedures, and supporting evidence for the EcoVadis assessment process, and identifying actions to improve the Company's sustainability score.
- Expanding the application of sustainability criteria across the supply chain, establishing a sustainable supplier audit model, and developing action plans for high-risk suppliers.
- Updating environmental, occupational health and safety, and ethics policies in line with international standards.
- Establishing carbon monitoring systems for CBAM preparations and conducting risk and opportunity analyses within the framework of regulatory compliance.
- Expanding environmentally friendly product development processes and the integration of sustainability into R&D.
- Evaluating corporate KPIs and setting targets for the following year.
- Integrating ISO 14001, ISO 45001, ISO 50001, and ISO 27001 management system processes with sustainability objectives within Klimasan's Integrated Management System.



SUSTAINABILITY GOVERNANCE AND ORGANIZATION

Interdisciplinary Sustainability Management

At Klimasan, sustainability management is carried out through an interdisciplinary approach embedded in the organizational structure.

Sustainability Working Groups and Interdisciplinary Approach

Sustainability working groups, operating under the Sustainability Committee, carried out implementation-oriented projects in the areas of environmental and social responsibility. Throughout 2025, these groups conducted awareness-raising and operational improvement activities on thematic topics such as the environment, energy, carbon emissions, water management, zero waste, and occupational health and safety. Key initiatives included environmental and energy training, SBTi-validated science-based emissions reduction targets, waste segregation practices, water conservation projects, digital content focused on occupational health and safety, and employee suggestion systems.

At Klimasan, sustainability management is carried out through an interdisciplinary approach embedded in the organizational structure. The main departments involved in this process have been identified as production, quality, R&D and product development, procurement, supplier development, maintenance, human resources and administrative affairs, finance and reporting, logistics and warehouse management, information technology, occupational health and safety, and sales and commercial operations. The duties of the main units operating under the coordination of the Sustainability Committee are as follows:

Environment and Energy Management

Department: Responsible for carbon management, waste management, and energy and water efficiency initiatives.

Occupational Health and Safety

Department: Oversees processes such as ensuring a safe working environment, conducting risk assessments, and delivering awareness training programs.

Quality Management Systems Department:

Ensures the integration of sustainability goals with quality systems and coordinates internal audits.

Human Resources Department:

Conducts social sustainability initiatives focused on diversity, equality, employee satisfaction, and ethical values.

Supply Chain and Procurement

Department: Applies sustainability criteria in supplier evaluation processes and conducts on-site audits.

R&D and Production Departments:

Responsible for developing energy-efficient and environmentally friendly products and implementing eco-design standards.



SUSTAINABILITY GOVERNANCE AND ORGANIZATION

Full Commitment to Environmental Goals

Klimasan's ongoing environmental goals include reducing emissions, conserving energy, and reducing waste.

Klimasan's Sustainability Goals

Considering the dynamics of its industry and the environmental impacts of its extensive product portfolio, Klimasan places its environmental responsibilities at the center of its sustainability strategy.

Ongoing Environmental Goals: Reducing emissions, conserving energy, and reducing waste. Short-, medium-, and long-term strategies have been established to achieve these goals:

Short-Term Goals	Publishing the emission reduction action plan, improving waste management processes, and implementing practices to enhance energy efficiency.
Medium-Term Goals	Developing an energy-efficient product range, increasing renewable energy generation, and increasing the use of recyclable raw materials.
Long-Term Goals	Making the necessary investments to achieve emission reduction targets and creating sustainable business models.



SUSTAINABILITY GOVERNANCE AND ORGANIZATION

Measurable Sustainability Performance Management

Klimasan monitors its key sustainability performance indicators under the title “Klimasan CSR Performance Indicators.”

Ongoing Social Goals: Supporting employee development, conducting effective career planning, safeguarding employee health and safety, and establishing ethical partnerships with all stakeholders under fair working conditions. Increasing the proportion of female employees in senior positions and across the organization over the medium term is among Klimasan’s priority goals.

Key Developments Between 2024 and 2025

Sustainability efforts that gained momentum in 2024 produced tangible outcomes in 2025, resulting in significant progress. As of 2025, the previously initiated emission reduction projects, training programs, and stakeholder dialogues were continued through a more structured approach and integrated into corporate processes. The key developments in this context are as follows:

- Measurement, monitoring, and reporting processes were developed to reduce carbon emissions in line with SBTi-validated science-based targets.
- Actions were implemented to improve EcoVadis sustainability performance, and the Company’s policy, procedure, and supporting evidence framework was strengthened.

- The high share of recyclable materials was maintained, while product-level sustainability analyses were expanded.
- Renewable energy and energy efficiency investments were expanded, and energy performance was monitored more effectively.
- A more systematic and measurable approach to social sustainability was adopted in 2025. Risk management systems for occupational health and safety were developed, and on-site practices were strengthened.
- Employee development was supported through training programs and performance management systems. Targets to increase female employment continued to be pursued, and the inclusive work environment was strengthened.
- As of 2025, ethical work principles, a transparent management approach, and sustainable collaborations with stakeholders became an integral and systematic part of the Company’s culture. In 2025, Social Compliance Training was delivered under the following titles: “Awareness Training on Child Labor and Forced Labor,” “Anti-Bribery, Anti-Corruption, and Conflict of Interest Training,” “Training on Gender-Based Violence, Harassment, and Harsh or Inhumane Treatment,” and “Human Rights and Social Policy Training.”

National and International Initiatives in Sustainability

In 2025, Klimasan took an active role in national and international sustainability platforms, engaging in various collaborations and projects that reinforced its leading position in the industry. In this context, the methodological infrastructure for setting and monitoring targets was strengthened through science-based emission reduction efforts conducted within the SBTi framework, and internal data collection and analysis processes were improved. While efforts to create a strategic roadmap for the transition to a low-carbon economy were supported through the Supplier Leadership on Climate Transition (SLoCT) Program, climate-focused risk and opportunity analyses were deepened. Additionally, through active participation in the United Nations Global Compact (UNGC) Climate Ambition Accelerator Program, action plans were created in line with global targets, and sustainability performance was enhanced. At the operational level, investments in high-efficiency equipment were commissioned to reduce energy consumption, while heat recovery projects were expanded and energy performance was monitored regularly. While analyses of product-level environmental impacts and ways to increase recyclability rates continued, a product model-level carbon emissions calculation methodology based on the cradle-to-gate

approach was integrated into decision-making processes. In line with the principle of transparency, the reporting infrastructure was strengthened through efforts to align with the Sustainability Principles Compliance Framework disclosed through the Public Disclosure Platform (KAP). All these activities were carried out in a disciplined manner under the umbrella of integrated management systems such as ISO 9001, ISO 14001, ISO 45001, and ISO 50001, with audit processes successfully completed and a continuous improvement approach adopted.

Klimasan monitors its key sustainability performance indicators under the title “Klimasan CSR Performance Indicators.” A total of 55 key performance indicators are reported in the areas of Business Ethics, Sustainable Supply Chain, Human and Employee Rights, and Sustainability. These reports are used to evaluate results and formulate improvement recommendations. Klimasan continues all its sustainability activities with strong management support and disciplined processes, reinforcing its leading position in the industry by enhancing its environmental and social responsibilities with innovative and effective solutions.

SUSTAINABILITY GOVERNANCE AND ORGANIZATION

PEOPLE

Occupational Health
and Safety

Human Rights

Employee
Development

Social Responsibility

Business Conduct
and Ethics

Fair Competition

Social Diversity and
Equality

SUSTAINABLE GROWTH

R&D

Technology and
Innovation

Investments

OUR PLANET

Environmental
Management

Energy
Management

Carbon and
Emissions
Management

SUSTAINABLE BUSINESS

Corporate
Sustainability
Management

Sustainable
Products and
Production

Quality and
Continuous
Improvement

Sustainable Supply
Chain

Customer
Management

Total Quality
Management

Risk Management

BOARDS AND COMMITTEES REPORTING TO SENIOR MANAGEMENT

Disciplinary Board

Audit Committee

Crisis Committee

Corporate
Governance
Committee

Early Detection of
Risk Committee

INTEGRATED MANAGEMENT SYSTEM BOARDS

Environmental Board

Carbon and Energy
Board

Klimasan Greenhouse
Gas Inventory Team

Occupational Health
and Safety Board

Occupational Health
and Safety Risk
Assessment Board

Information Security
Board

Emergency Teams

Fire Technical Team
Firefighting Team

Search, Rescue, and
Evacuation Team

First Aid Team

Social Affairs Team

IT Team

Emergency
Communication Team

SUSTAINABILITY, CONTINUOUS IMPROVEMENT, PROCESS MANAGEMENT UNITS

Sustainability
Committee

Social Responsibility
Committee

Employee
Engagement
Committee

Suggestion
Evaluation Board

Kaizen Team

TPM Team

Process Safety
Board

SUSTAINABILITY APPROACH AND STRATEGY

A Sustainability Vision that Guides Our Activities

Sustainability is a fundamental management approach that is among Klimasan's strategic priorities and guides all its activities.

Klimasan defines sustainability not merely as managing environmental impacts, but as a holistic approach to value creation that encompasses economic, social, and governance dimensions. For the Company, sustainability means creating lasting value for all stakeholders through a business model that is environmentally conscious, contributes to society, is based on ethical principles, and aims for long-term success. Accordingly, Klimasan integrates sustainability throughout its entire value chain, considering environmental and social impacts at every stage—from product design and procurement processes to production activities and customer experience.

At Klimasan, sustainability is not just an agenda item limited to specific projects; it is a fundamental management approach that is among the Company's strategic priorities and guides all its activities. The corporate sustainability strategy is embraced by senior management and integrated into decision-making processes throughout the organization. Sustainability goals are translated into annual KPIs, incorporated into the responsibilities of all departments, and linked to performance management systems. Through the Sustainability Committee, representatives from different functions participate in the process, fostering organization-wide ownership of sustainability.

Klimasan's Corporate Sustainability Strategy is formulated in line with environmental, social, and governance (ESG) principles and serves as a comprehensive roadmap covering the entire value chain. This strategy is built on key priorities such as reducing the carbon footprint, improving energy and resource efficiency, expanding circular economy practices, advancing digitalization and the transition to green technologies, and creating social impact. It is also structured in alignment with TSRS, CBAM, and relevant international frameworks.

Our sustainability roadmap is designed to include short-, medium-, and long-term goals. In the short term, priorities include establishing digital infrastructure and integrating data monitoring systems; in the medium term, implementing energy efficiency projects and reducing emissions; and in the long term, achieving net-zero emissions and developing environmental product declarations. The implementation and monitoring of the strategy are carried out by the Sustainability Committee, which reports to senior management.

The significant steps taken throughout 2025 in line with our sustainability roadmap are as follows:

- A significant contribution was made to reducing the operational carbon footprint by matching 100% of electricity consumption with I-REC-certified renewable energy sources.
- In the area of water management, the corporate structure was strengthened, a Water Committee was established, and efforts were initiated to obtain a Blue Water Certificate.
- Corporate carbon footprint assessments covering all scopes were performed in accordance with the ISO 14064-1:2018 standard and verified by an accredited third party.
- Product-level carbon footprint assessments were initiated in accordance with ISO 14067:2018, strengthening the product life cycle approach.
- Significant reductions in Scope 1 and Scope 2 emissions were achieved using 2020 as the base year.
- Sustainability reporting was conducted in accordance with TSRS, enhancing transparency and accountability.
- In line with product life cycle studies, collaboration with suppliers was strengthened, and efforts were undertaken to determine the proportion of recycled raw materials used.

Klimasan aims to make its sustainability efforts more systematic, measurable, and integrated in the period ahead. In this context, digitalization and data integration will be enhanced, SBTi-aligned projects to reduce carbon emissions and environmental impacts will be implemented, circular economy practices will be further developed in line with Eco-design principles, and sustainability criteria will be expanded across the supply chain.



SUSTAINABILITY APPROACH AND STRATEGY

An Environmentally Friendly Approach to Natural Resource Management

Klimasan considers protecting natural resources one of its core responsibilities and conducts its operations with the lowest possible environmental impact.

While Klimasan places the environment at the core of its sustainability focus, reflecting the nature of its industry and product portfolio, it has structured this approach around four main pillars:

PEOPLE

Klimasan believes that customer satisfaction and product quality are built on employee satisfaction and engagement. Guided by the philosophy of a learning and continuously developing organization, the Company provides employees with opportunities for development while remaining firmly committed to respecting human rights. Viewing diversity, equity, and inclusion as key drivers of long-term business success, Klimasan promotes these values through community projects in the region where it operates. By fostering an ethical business culture, the Company acts with an awareness of employee rights and needs and follows fair practices in all its business activities. Prioritizing the physical and mental well-being of its employees, the Company has embedded its people-centric approach in its Corporate Sustainability Strategy. Additionally, occupational health and safety practices are managed in accordance with ISO 45001 standards, while data security is protected by ISO 27001 standards.

SUSTAINABLE GROWTH

Aware that sustainable competitiveness in both traditional and modern business environments depends on operational and financial growth, Klimasan places great importance on profitability, sales volume, customer portfolio, production capacity, and import and export ratios as key drivers of stable growth. To ensure continuous growth and improvement, the latest technologies are utilized, and products are designed to provide the highest levels of safety, performance, and energy efficiency. The Company offers innovative solutions to its customers with its deep expertise in commercial refrigeration and a team of high-potential professionals. Efficiency is enhanced through automation and digital transformation projects in production processes, while market leadership is reinforced through R&D investments that drive the development of innovative products.

OUR PLANET

Klimasan considers protecting natural resources one of its core responsibilities and conducts its operations with the lowest possible environmental impact. In addition to managing its direct environmental impacts, the Company carries out comprehensive initiatives to monitor and reduce indirect environmental impacts across its value chain. In this context, the ISO 14001 Environmental Management System and ISO 50001 Energy Management System standards are implemented rigorously. 100% of electricity consumption is matched with renewable energy sources through I-REC certificates, and projects are implemented to reduce waste generation, water consumption, and energy consumption. Carbon footprint assessment, verification, and reduction activities are carried out in accordance with international standards, and climate change mitigation is actively supported through environmentally friendly product development processes.

SUSTAINABLE BUSINESS

Aware of the supporting disciplines required to sustain financial and operational growth, Klimasan prioritizes delivering high-quality, responsible, safe, and environmentally friendly products and services, while implementing continuous improvement and development activities across its operations. Transparent sustainability reporting is carried out for stakeholders, and the principles of the United Nations Global Compact (UNGC) are embraced. R&D activities are carried out for the use of recyclable raw materials and circular economy solutions, while the social and environmental performance of the supply chain is regularly monitored. All processes are managed in accordance with the ISO 9001 Quality Management System, with a focus on customer satisfaction and total quality management, while a culture of lean manufacturing and continuous improvement is embedded across all operations.

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Creating Shared Value with Stakeholders

Klimasan considers all its stakeholders to be an integral part of its sustainable value creation process.

Klimasan's stakeholder ecosystem encompasses all internal and external parties that have a direct or indirect impact on the Company's operational, financial, and sustainability performance.

Direct Stakeholders

These are the groups that interact directly with the Company's daily operations and strategic decisions. These include:

- Employees
- Senior Management
- Group companies (e.g., Metalfrio Solutions)
- Investors and shareholders
- Customers
- Suppliers and subcontractors
- Authorized service providers
- Public institutions and regulatory authorities

Indirect Stakeholders

These are the groups affected by the Company's activities but not directly involved in decision-making processes:

- Society and local community
- NGOs, associations, and academic institutions
- Media organizations
- Competitors
- International platforms (e.g., EcoVadis, UN Global Compact, and SBTi)

Stakeholder Communication

Throughout 2025, Klimasan established a continuous, transparent, and multi-channel communication structure with its stakeholders. Stakeholder communication was carried out to gather feedback, share performance results, foster collaboration, and promote sustainability goals.

Interaction with employees was maintained through regular meetings, training sessions, and internal newsletters, while communication with customers continued through trade fairs, technical meetings, and customer satisfaction surveys. Field audits, training programs, and data sharing via a portal were conducted with suppliers; monthly meetings and on-site visits were held with authorized service providers.

Regular communication was established with public institutions, NGOs, and international platforms through audit processes, reporting, and project-based collaborations.

Under this strategy:

- All stakeholders are provided with access to accurate and timely information,
- Communication is not a one-time event but is conducted regularly and systematically,
- Stakeholder feedback is integrated into decision-making processes,
- A fast and traceable communication infrastructure is established through digital platforms.



As of 2025, Klimasan has used both traditional and digital tools in an integrated manner for stakeholder communication.

Employees

- Monthly Agenda Meetings, Town Hall Meetings, and Coolest Talks Seminars were organized.
- Feedback was collected through the Suggestion System and Near Miss Reporting.
- Awareness of ethics, transparency, and occupational safety was enhanced through Business Ethics and Compliance Training.

Senior Management and Group Companies

- Regular participation in Global Strategy Meetings with Metalfrio Solutions was maintained.
- Common goals and regional market strategies were discussed during these meetings.

Customers

- Sustainability performance was shared regularly through the EcoVadis platform, customer audits, and SEDEX assessments.
- Customer satisfaction surveys, technical support meetings, and campaign communications were conducted.
- In 2025, direct engagement with customers was established at industry events as part of new product launches. The events held in this context are as follows:
 - Participation in the Drinktec trade fair in Germany.
 - Participation in the BIER event in Denmark, a technical coalition of leading global beverage companies working together to improve environmental sustainability in the beverage sector.
 - Visits were made to the Host Milano and Anuga trade fairs.

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Continuous and Transparent Stakeholder Communication

Klimasan maintains continuous communication with all its stakeholders through various communication channels.

Suppliers and Subcontractors

- Technical drawings and documentation continued to be shared through the Supplier Portal.
- On-site supplier audits and performance evaluations were conducted in various provinces of Türkiye.
- Supplier training sessions and workshops were organized to strengthen awareness of sustainable supply chain practices.

Authorized Service Providers

- Technical support was provided through monthly online service meetings and on-site visits.
- The After-Sales Services Department continued to provide service training and qualification certifications in 2025.
- The Service Cloud System was actively used to improve service quality.
- A domestic dealer meeting was organized.

Community and NGOs

- Strong engagement with the local community was fostered through the MOSB Z.E.K.İ. Life Center, the MOSTEM Project, and social responsibility initiatives.
- Young people were engaged through University-Industry Collaboration Projects and Career Days.
- Activities included the LÖSEV Tangerine Harvest, LÖSEV booth setup, a LÖSEV information seminar, the EGEKAF Career Fair, and the Urla Women's Cooperative booth setup.

Public Institutions and Regulatory Authorities

- Audit processes involving institutions such as TSE, İŞKUR, and the Ministry of Environment continued uninterrupted throughout 2025.
- A regular flow of information was maintained through the Public Disclosure Platform (KAP) and the Central Securities Depository (MKK).

Media

- Transparent disclosures on climate, OHS, and sustainability were made through press releases, social media content, and the corporate website.

Communication Methods, Tools, and Frequency

1. Internal Stakeholders (Senior Management, Employees, Group Companies)

- **Microsoft Teams:** Actively used for instant written communication, inter-departmental information sharing, meeting scheduling, and file transfers.
- **Online Meetings:** Regular video conferences were held with senior management, project teams, and external institutions.
- **Monthly Agenda Meetings:** Regular meetings were held between Human Resources and managers regarding the Company's agenda.
- **Cooltest Talks/Town Hall:** Seminars and information sessions open to all employees were held.
- **KLiK Bulletin:** Inter-departmental information sharing was facilitated through the monthly internal newsletter.

Instant communication	Daily
Manager-employee meetings	Monthly
Seminars and general announcements	Monthly or quarterly

2. Customers and Dealers

- Trade Fairs and Product Launch Events (e.g., Drinktec)
- Dealer Meetings—at least one in-person meeting per year (e.g., the "Further Together" meeting held in Antalya)
- Online meetings (Zoom/Microsoft Teams)
- Sustainability-focused communication via EcoVadis and SEDEX platforms
- Customer satisfaction surveys
- Call center and email support systems

Customer meetings	Monthly or project-specific
Surveys	At least once a year
Trade fairs and in-person events	1-2 times a year

3. Suppliers and Subcontractors

- **Klimasan Supplier Portal:** Technical drawing and documentation sharing
- Online Assessment Surveys and Feedback Forms
- On-site Visits and Supplier Audits
- Supplier Training and Workshops
- Quality Meetings and Performance Reporting

Field audits	Every 3-6 months
Training/workshops	Annually or on a project basis
Performance evaluation	Annually

4. Authorized Service Providers

- Monthly Online Service Meetings
- On-site visits in line with the Service Visit Plan
- Technical support and documentation sharing via the Service Cloud Portal
- Qualification Training and Certification Programs

Online meetings	Monthly
On-site visits	Periodically within the annual plan
Training and certification	Annually

5. Public Institutions and NGOs

- Official meetings and audits
- Face-to-face meetings, email, and phone calls
- NGO collaborations, social responsibility projects (e.g., MOSTEM, Aegean Forest Foundation)
- Information sharing via the corporate website and social media accounts

Official notifications and audits	At least once a year, as required by legislation
NGO meetings	Project-based or quarterly

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Type	Purpose of Application	Frequency of Use
In-person meetings	Strategic planning and assessment with dealers, suppliers, and service providers	Annually and periodically
Online meetings (Zoom, Teams)	Effective and rapid decision-making in hybrid work environments	Weekly and monthly
Email and telephone communication	Direct problem-solving and information flow in operational processes	Daily
Surveys and Feedback Forms	Employee, customer, and supplier satisfaction analysis	At least once a year
Participation in trade fairs and launches	Introduction of new products and strategies	Annually
Internal communication newsletters (KLİK)	Providing employees with information and updates	Monthly

Platform/Tool	Target Stakeholder Group
Microsoft Teams	All internal employees and managers
Zoom/Google Meet	Group companies, customers, suppliers, NGOs
Service Cloud Portal	Authorized Service Providers
Supplier Portal	Product and service providers
EcoVadis/SEDEX	Corporate sustainability and customer communication
KLİK Newsletter	All employees
BrauBeviale and Gulfood Manufacturing Trade Fairs/ Common Area	Customer and dealer groups
Corporate Website	All external stakeholders and the public
Social Media Accounts	Community, media, customers

Stakeholder Events	Date	Location	Participants	Purpose
Drinktec Fair (Participant)	September 15-19, 2025	Munich, Germany	Food and beverage manufacturers, retail chains, packaging and logistics companies, cooling technology providers, distributors, investors, and industry professionals	Klimasan participated in an international trade fair to introduce its next-generation cooling technologies, strengthen existing customer relationships and establish contacts for new collaborations.
Domestic Retail Dealer Meetings	Throughout 2025	An in-person meeting in Antalya and online meetings throughout the year		Sharing strategic goals with dealers, receiving feedback, and strengthening a common vision
Authorized Service Provider Meetings and Training	Monthly online meetings and on-site visits		The authorized service provider network across Türkiye	Technical training, improvements in service quality and assessment of field feedback
Supplier Visits and Assessment Meetings		At supplier facilities throughout Türkiye		Quality controls, sustainability compliance audits, and performance assessments

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Stakeholder Groups

Internal Stakeholders

- Senior Management
- Employees
- Group Companies

External Stakeholders

- Investors and Shareholders
- Customers
- Suppliers and Subcontractors
- Competitors
- Authorized Service Providers
- Public Institutions
- Regulatory and Supervisory Bodies
- NGOs, Associations, and Memberships
- Media
- Community

Our Stakeholders	Communication Channels	Frequency of Communication
Senior Management	In-Person Meetings, Online Meetings, Email, Phone Calls, SMS, Annual Assessment Meetings, Town Hall Meetings, Coolest Talks Seminars, Orientation Training, Social Media Accounts, Advertisements, Activities and Events, Training, Website, Internal Portals, Corporate Reporting, Printed and Digital Documentation, Presentations, Employee Satisfaction Surveys, Performance Feedback Meetings, Bulletin Boards, Integrated Management System Announcements, Posters and Brochures, Suggestion Forms, Suggestion Award Ceremonies, Promotion and Seniority Award Ceremonies, Near Miss Reporting Forms, Gemba Meetings, Ethics Hotline, Monthly Agenda Meetings, KLIK Newsletter, Social Responsibility Committee Meetings	Whenever necessary
Employees	In-Person Meetings, Online Meetings, Email, Phone Calls, SMS, Annual Assessment Meetings, Town Hall Meetings, Coolest Talks Seminars, Orientation Training, Social Media Accounts, Advertisements, Activities and Events, Training, Website, Internal Portals, Corporate Reporting, Printed and Digital Documentation, Presentations, Employee Satisfaction Surveys, Performance Feedback Meetings, Bulletin Boards, Integrated Management System Announcements, Posters and Brochures, Suggestion Forms, Suggestion Award Ceremonies, Promotion and Seniority Award Ceremonies, Near Miss Reporting Forms, Gemba Meetings, Ethics Hotline, Monthly Agenda Meetings, KLIK Newsletter, Social Responsibility Committee Meetings	Whenever necessary
Group Companies	In-person Meetings, Online Meetings, Email, Phone Calls, SMS, Events, Training, Website, Corporate Reporting, Printed and Digital Documentation,	Once a month
Investors and Shareholders	In-person Meetings, Online Meetings, Email, Phone Calls, SMS, Events, Training, Website, Corporate Reporting, Printed and Digital Documentation,	Once a month
Customers	In-Person Meetings, Online Meetings, Audits, Email, Phone Calls, Website, Social Media Accounts, EcoVadis Platform, Advertisements, Campaigns, Social Responsibility Projects, Customer Satisfaction Surveys, Print and Visual Media Advertisements, Catalogs, Sales Reports, Corporate Reporting, Call Center, Sponsorships, Print and Visual Media, Presentations, Satisfaction Surveys, Trade Fairs, Tenders, SEDEX Customer Portal	Whenever necessary

Our Stakeholders	Communication Channels	Frequency of Communication
Suppliers and Subcontractors	In-Person Meetings, Email, Phone Calls, Online Meetings, Quality Meetings and Assessments, Supplier Audits, Supplier Training and Workshops, Website, Printed Documentation, Performance Assessments, Tenders, Feedback, Supplier Day Meetings, Corporate Reporting, Social Responsibility Project Meetings, Presentations, Supplier Development Surveys, Supplier Portal, Klimasan Sustainability and Social Compliance Survey, Supply Chain Social Responsibility Assessment Results, Competitor Industry Information, Product Information, Campaign Information, Website, Social Media Accounts, Printed Documentation, Surveys, Corporate Reporting, Print and Visual Media, Trade Fairs	Whenever necessary
Competitors	Press Releases, Press Conferences, Events, Advertisements, Website, Launches, Corporate Reporting, In-person Meetings, Local and National Print and Visual Media, Interviews, Social Media Accounts	Whenever necessary
Authorized Service Providers	In-Person Meetings, Online Meetings, Email, Phone Calls, Audits, Website, Social Media Accounts, Satisfaction Surveys, Suggestion Form, Presentations, Events, Training, Service Cloud Portal, Dealer Meetings	Whenever necessary
Public Institutions	In-Person Meetings, Online Meetings, Audits, Website, Corporate Reporting, Email, Phone Calls, Printed Documentation, Print and Visual Media	Whenever necessary
Regulatory and Supervisory Bodies	In-Person Meetings, Online Meetings, Audits, Website, Corporate Reporting, Email, Phone Calls, Printed Documentation, Print and Visual Media	Whenever necessary
NGOs, Associations, and Memberships	In-Person Meetings, Online Meetings, Social Media Accounts, Email, Phone Calls, Internet, Print and Visual Media, Joint Projects and Project Meetings, Sponsorships, Website, Printed Documentation, Corporate Reporting, Media, Career Days	Whenever necessary
Media	Press Releases, Press Conferences, Events, Advertisements, Website, Launches, Corporate Reporting, In-person Meetings, Local and National Print and Visual Media, Interviews, Social Media Accounts	Whenever necessary
Community	Regional/National/Local Campaigns, Website, Social Media Accounts, Training, NGO Projects, Print and Visual Media, Local Meetings, Dealers and Authorized Service Providers, Brochures, Advertisements, Corporate Reporting, Coolest Talks Seminars, University Collaborations and Student Club Visits	At any time

KLIMASAN

NGOs, Associations, and Memberships	Infrastructure and Work Environment
Community	Employees
Official Boards and Institutions	Group Companies
Public Boards and Institutions	Shareholders
Authorized Service Providers	Senior Management
Competitors	External Stakeholders
Customers	Internal Stakeholders
Suppliers and Subcontractors	Media

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Corporate Memberships

Klimasan collaborates with non-governmental organizations, public institutions, charitable organizations, universities, and professional associations that contribute to social development through public policy, with the aim of maximizing its positive social impact. In this context, the Company also supports initiatives that contribute to social development.

EcoVadis	
UN Global Compact	
Science Based Targets initiative (SBTi)	
Manisa Celal Bayar University USİTEM University-Industry Cooperation	
Vocational Training in the Workplace Project	
MOSB Z.E.K.İ Life Center	
Aegean Exporters' Association	
Manisa Chamber of Commerce and Industry	
KalDer	
Elday	
Koteder	

Pagçev	
Aegean Refrigeration Industrialists and Business Association	
Turkish Patent and Trademark Office (TPK)	
Aegean Forest Foundation	
Koruncuk Foundation	
Turkish Red Crescent	
Morçatı	
Peryön	
Manisa R&D and Design Centers Cooperation Platform – ÜSİMP	
Izmir Association for the Protection and Development of the Deaf	
MOSTEM Employment Project	
Ministry of National Education Mastery Compensation Program Project	
LÖSEV	
Democratic Mothers Association	
Urla Women's Initiative Production and Business Cooperative	

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Corporate Relationships Strengthened Through Events

Throughout 2025, Klimasan brought its employees together through a wide range of training sessions, talks, seminars, and events.

OUR MANAGEMENT APPROACH

Key Internal and External Stakeholders	Communication Method
Employees	In-Person Meetings, Online Meetings, Email, Phone Calls, SMS, Annual Assessment Meetings, Town Hall Meetings, Coolest Talks Seminars, Orientation Training, Social Media Accounts, Advertisements, Activities and Events, Training, Website, Internal Portals, Corporate Reporting, Printed and Digital Documentation, Presentations, Employee Satisfaction Surveys, Performance Feedback Meetings, Bulletin Boards, Integrated Management System Announcements, Posters and Brochures, Suggestion Forms, Suggestion Award Ceremonies, Promotion and Seniority Award Ceremonies, Near Miss Reporting Forms, Gemba Meetings, Ethics Hotline, Monthly Agenda Meetings, Social Responsibility Committee Meetings
Customers	In-Person Meetings, Online Meetings, Audits, Email, Phone Calls, Website, Social Media Accounts, EcoVadis Platform, Advertisements, Campaigns, Social Responsibility Projects, Customer Satisfaction Surveys, Print and Visual Media Advertisements, Catalogs, Sales Reports, Corporate Reporting, Call Center, Sponsorships, Print and Visual Media, Presentations, Satisfaction Surveys, Trade Fairs, Tenders, SEDEX Customer Portal
Suppliers and Subcontractors	In-Person Meetings, Email, Telephone, Online Meetings, Quality Meetings and Assessments, Supplier Audits, Supplier Training and Workshops, Website, Printed Documentation, Performance Assessments, Tenders, Feedback, Supplier Day Meetings, Corporate Reporting, Social Responsibility Project Meetings, Presentations, Supplier Development Research, Supplier Portal, Klimasan Sustainability and Social Compliance Survey, Supply Chain Social Responsibility Assessment Results, Competitors and Industry Information, Product Information, Campaign Information, Website, Social Media Accounts, Printed Documentation, Surveys, Corporate Reporting, Print and Visual Media, Trade Fairs
Authorized Service Providers	In-Person Meetings, Online Meetings, Email, Phone Calls, Audits, Website, Social Media Accounts, Satisfaction Surveys, Suggestion Form, Presentations, Events, Training, Service Cloud Portal, Dealer Meetings
Community	Regional/National/Local Campaigns, Website, Social Media Accounts, Training, NGO Projects, Print and Visual Media, Local Meetings, Dealers and Authorized Service Providers, Brochures, Advertisements, Corporate Reporting, Coolest Talks Seminars, University Collaborations and Student Club Visits
NGOs, Associations, and Memberships	In-Person Meetings, Online Meetings, Social Media Accounts, Email, Phone Calls, Internet, Print and Visual Media, Joint Projects and Project Meetings, Sponsorships, Website, Printed Documentation, Corporate Reporting, Media, Career Days
Official Bodies and Public Institutions	In-Person Meetings, Online Meetings, Audits, Website, Corporate Reporting, Email, Phone Calls, Printed Documentation, Print and Visual Media

OUR MANAGEMENT APPROACH

Key Internal and External Stakeholders	Communication Method
Media	Press Releases, Press Conferences, Events, Advertisements, Website, Launches, Corporate Reporting, In-Person Meetings, Local and National Print and Visual Media, Interviews, Social Media Accounts
Investors	Annual Reports, Statutory Platforms such as PDP and MKK, Investor Presentations, the Corporate Website, Material Event Disclosures and Corporate Reporting

KEY STAKEHOLDER COMMUNICATION METHODS IN 2025

Effective Communication Methods

For Employees:

Klimasan recognizes that effective and open communication is one of the cornerstones of a successful workplace. By establishing a strong communication network among employees, it ensures that everyone can freely express their ideas and collaborate to achieve common goals. The communication strategy aims not only to share information but also to build mutual trust and support. Regular meetings, feedback sessions, and an open-door culture allow us to hear our employees' voices and engage at all levels. At Klimasan, communication is not just part of the job—it is a reflection of the Company's culture. This contributes to the generation of creative ideas, the rapid resolution of problems, and higher employee satisfaction.

The Company believes that the best results are achieved in a work environment where everyone's voice is heard. In support of employee development and satisfaction, Klimasan brought its employees together throughout 2025 through a variety of training sessions, talks, seminars, and events. The practices implemented for employees in 2025 included the following:

- Online and In-Person Training
- Performance Feedback Meetings
- Employee Satisfaction Survey
- Town Hall Meetings
- Coolest Talks Seminars
- Social Activities and Events
- Suggestion Award Ceremonies
- Promotion and Seniority Award Ceremonies
- Monthly Agenda Meetings with Human Resources and Klimasan Managers
- Employee Engagement Committee
- Monthly Human Resources Communications

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Development-Focused On-Site Visits Across the Service Network

In 2025, authorized service providers in different regions of Türkiye were visited to identify areas for improvement and assess their needs.

For Dealers:

Domestic Retail Dealer Meetings

Klimasan strives to maintain constant communication with its business partners and to establish effective, responsive dialogue channels. In this context, highly productive discussions were held with domestic business partners on shared goals and future strategies at the Klimasan Dealer Meeting in Antalya, held under the theme "Further Together in 2025."

For Authorized Service Providers:

Authorized Service Provider Training Programs

As in previous years, in 2025, authorized service providers received technical and vocational training—including basic refrigeration and new product training—delivered by the Technical Service and Training Team of the After-Sales Services Department. Following these training sessions, qualification exams and certification processes were carried out.

Monthly Domestic Authorized Service Provider Meetings

Monthly Domestic Authorized Service Provider Meetings are held to share field feedback, discuss improvement opportunities in production processes,

and provide updates on future training programs. These meetings are held online every month with representatives from the Quality, After-Sales Services, and Authorized Service Provider teams.

Authorized Service Provider Visits

In 2025, authorized service providers in different regions of Türkiye were visited to identify areas for improvement and assess their needs. Throughout the year, the After-Sales Services Department prepares a visit plan and conducts on-site visits to assess the needs of authorized service providers. Audit and inspection activities are also carried out during these visits.

For Customers:

- Customer visits
- Customer satisfaction surveys
- Tenders
- Supply chain training and events organized by customers
- Customer audits
- Trade Fairs

Drinktec Trade Fair (Germany)

In 2025, Klimasan participated in Drinktec, held in Munich, Germany, providing an opportunity to showcase its innovative products and solutions in commercial

refrigeration to an international audience. The fair, which brings together the leading representatives of the food and beverage industry, provided an important communication and interaction environment for strengthening relationships with existing customers and developing new collaborations. In addition, technological developments and sustainability-focused practices in the industry were closely followed during the fair.

Anuga Trade Fair (Germany)

Klimasan attended Anuga, one of the world's largest food and beverage trade fairs, as a visitor in Cologne, Germany. The fair brings together the leading stakeholders of the food, beverage, and retail sectors, providing an important platform for establishing new business connections, strengthening existing relationships, and evaluating opportunities in international markets.

For Group Companies:

Global Strategy Meetings

Metalfrio Solutions, one of the world's leading commercial refrigeration companies, has invested in Klimasan. Thanks to its proximity to its target markets and its agile organizational structure, the

Company serves as the Group's flagship company across Europe, the Middle East, Africa, the CIS countries, and the Russian market. In this context, Klimasan actively participates in Global Strategy Meetings held at the country and Group Director levels across the Metalfrio network in Brazil, Türkiye, Mexico, and Russia. It also benefits from the global knowledge and experience gained at these meetings.

For Suppliers:

Supplier Portal

All suppliers access the latest technical drawings for the parts they produce through the Klimasan Supplier Portal using their assigned usernames and passwords.

Supplier Visits and Audits

In 2025, comprehensive on-site supplier audits were conducted across many provinces in Türkiye. In addition to operational and administrative audits covering the Procurement, Supplier Development, and Incoming Quality Control departments, Klimasan continued its supply chain audit and monitoring activities through online supplier audits and meetings, as well as self-assessment surveys.

STAKEHOLDER MAP AND STAKEHOLDER RELATIONS

Strong Collaboration for Sustainability and Social Impact

In line with its corporate social responsibility and transparency principles, Klimasan creates lasting value for its stakeholders with a sustainability vision integrated into its business processes.

STAKEHOLDER OPINION

Strong Stakeholder Relations

Stakeholder Opinion

Klimasan mutually supports its partners, exchanges ideas, and plans joint activities as part of its corporate sustainability efforts. In this context, the opinion received from the Turkish Red Crescent, with which Klimasan collaborates, is presented below.

“Through our communication and collaboration with Klimasan, we have had the opportunity to closely observe the Company’s commitment to social responsibility, sustainability, and social impact. We believe that their efforts, especially in the areas of environmental awareness, social solidarity, and sustainable development, are valuable and effective.

We highly appreciate their needs-based approach, solution-oriented communication, and the sustainability vision they have integrated into their business processes. We believe that the transparent, responsible, and collaborative approach they adopt in stakeholder relations will create strong, lasting value over the long term.

We thank them for their approach that values inter-institutional cooperation and prioritizes social contribution, and we wish them continued success in their future endeavors.”

Turkish Red Crescent



CORPORATE MEMBERSHIPS AND INITIATIVES WE SUPPORT

Strategic Partnerships Aligned with International Standards

Klimasan builds strong collaborations that support sustainable development and takes an active role in international initiatives.

Our International Sustainability Commitments

Klimasan aligns its sustainability vision with global principles and actively contributes to numerous organizations at both the national and international levels. As a signatory to the UN Global Compact since 2019, the Company has transparently disclosed its commitments in the areas of human rights, labor standards, the environment, and anti-corruption through its annual Communication on Progress (COP).

In line with its goal of combating climate change and building a sustainable value chain, and actively supporting various international sustainability initiatives, Klimasan continued its participation in the Supplier Leadership on Climate Transition (SLoCT) program in 2025, following its enrollment in 2022. As part of the evaluation of its sustainability performance, Klimasan earned a Gold Medal in the EcoVadis rating in 2025, placing it among the top 1% of companies in its industry. Environmental impacts associated with electricity consumption were reduced by matching 100% of electricity consumption with renewable energy sources through I-REC certificates.

Industry and Community Collaborations

Through its national and industry-level initiatives, Klimasan contributes to the development of both industry and local communities. In this context, it contributes to industry development by maintaining its memberships in important organizations such as the Turkish Industrial Kitchen, Laundry and Service Equipment Industrialists' and Businessmen's Association (TUSİD), the industrial collaboration platforms of the Manisa Organized Industrial Zone (MOSB), and the Professional Committees of the İzmir Chamber of Commerce.

Viewing community engagement and support for young talent as an integral part of its corporate responsibility, the Company helps young graduates transition into professional life through the Coolest Start Program, implemented in collaboration with universities. In addition, it provides multifaceted support to sustainable development goals through social entrepreneurship and environmental awareness projects carried out in collaboration with local non-governmental organizations and universities.



UPSTREAM VALUE CHAIN

Resources that power Klimasan's production capacity

FINANCIAL CAPITAL AND PARTNERSHIP STRENGTH

- Strong Shareholding: The global Group's production base in Türkiye within Metalfrio Solutions (Brazil)
- Balance Sheet Size: TL 9.9 billion in total assets
- Export Focus: 74.8% export revenue share providing a natural hedge against foreign exchange risk
- Publicly Traded: Transparent governance structure as a company listed on Borsa İstanbul (BIST)

RAW MATERIAL AND SUPPLY ECOSYSTEM

- Strategic Raw Materials: Steel, aluminum, plastic, glass, insulation (PU foam)
- Compressor Supply: New-generation, low-GWP, R290-compliant compressors
- Electronic Components: IoT integration modules, control boards, thermostats
- Local Sourcing Leadership: 81% local supplier ratio (based on the procurement budget)
- Ethical Sourcing: CSDDD-compliant supplier mapping; SMETA audits; EcoVadis assessment and UN Global Compact membership

ENERGY AND NATURAL RESOURCE INPUTS

- Energy Profile: 49,787 GJ total energy consumption
- Electricity Supply: Matching 100% of electricity consumption with I-REC-certified renewable energy sources, reducing market-based Scope 2 emissions to zero.
- Natural Gas: From the Manisa OİZ grid; used in production processes and for heating
- Water Supply: 54,837 m³ of mains water used
- Rainwater Harvesting: Investment in alternative water infrastructure to mitigate water stress risks

HUMAN RESOURCES AND KNOW-HOW

- Employee Profile: 950 employees; 25% female workforce
- R&D Team: 53-member R&D Center team; TÜBİTAK-approved R&D Center status
- Talent Ecosystem: 7 of 19 interns were offered full-time positions; university–industry collaborations
- Technology Infrastructure: SAP ERP backbone; IoT monitoring, MES (Manufacturing Execution System), and QDMS (Quality Document Management System)
- Intellectual Property: 13 innovative projects; award-winning product designs and R&D expertise

FEEDBACK LOOP



Customer and life cycle feedback



R&D and product development | SBTi targets



Supply chain and production processes | ESG performance



Investor confidence and financial strength

INTEGRATED VALUE CHAIN

OWN OPERATIONS

The transformation hub where value is created and risk is managed

PRODUCTION PLATFORM AND CAPACITY

- Production Base: Manisa OİZ—54,000 m² of indoor production space; one of Europe's leading commercial refrigeration manufacturing facilities
- Capacity: Annual installed capacity of 812,520 units; approximately 256,000 units produced in 2025
- Product Portfolio: Commercial refrigeration products, including beverage coolers, freezers, supermarket cabinets, and bar cabinets; household chest freezers
- Customized Production and Private Label Solutions: Custom design and private label manufacturing capabilities; flexible production lines supported by component standardization strategies
- Global Network: Manufacturing synergy across Metalfrio Group factories in Brazil, Mexico, and Russia

PRODUCTION PROCESSES AND EFFICIENCY

- Production Flow: Sheet metal cutting & forming → paintshop → foam filling → assembly → testing & quality control → packaging → shipment
- Paintshop Modernization: Increased capacity; 27% improvement in natural gas efficiency and 16% electricity savings
- Compressor System: Waste heat recovery exchanger; annual energy savings of 1,081,828 kWh
- Digital Production Ecosystem: End-to-end integration across the SAP ERP backbone, MES (Manufacturing Execution System), Service Cloud, and QDMS (Quality Document Management System)
- Quality Management: ISO 9001; zero-defect principle; reduced production bottlenecks and a culture of continuous improvement

R&D, INNOVATION AND ECO-DESIGN

- R&D Investment: TL 187.5 million (2025); TÜBİTAK-approved R&D Center
- F-Gas Transition: 99.23% of products use natural refrigerants (R290/R600a), ensuring full compliance with EU F-Gas regulations
- Energy Efficiency: Production of Class A and B products; 23,809 Class A/B cabinets produced in 2025 (Class A: 547, Class B: 23,262)
- Eco-Design: 98.4% recyclability rate; model-based material and scrap optimization enabled by SAP integration
- IoT and Connectivity: Smart cabinet solutions; remote monitoring and energy tracking infrastructure via the KLIK platform
- R&D Test Infrastructure: Investment in two new climate test chambers; R&D validation processes isolated from external conditions

SUSTAINABILITY AND CLIMATE MANAGEMENT

- Greenhouse Gas Emissions: Scope 1 and Scope 2 (market-based): 1,075.16 tCO₂e—a 28.96% absolute reduction compared to the previous year
- Energy Efficiency Investments: Annual physical energy savings of 1,081,828 kWh through compressor system, paintshop, and production line upgrades; approximately TL 3 million in OPEX savings
- SBTi Commitment: Target to reduce Scope 1 and Scope 2 emissions by 44.1% and Scope 3 emissions intensity by 51.6% by 2030
- Water Management: 54,837 m³ of water consumption—a 18.6% reduction compared to 2024; Water Committee established
- OHS Performance: 79 work-related injuries and 814 lost workdays (2025); zero legal sanctions under an ISO 45001-compliant preventive approach
- Z.E.K.I. Project: Award-winning social inclusion model supporting the employment of individuals with intellectual disabilities

GOVERNANCE AND CYBER SECURITY

**Board of Directors:** Quarterly climate KPI reporting under the supervision of the Sustainability Committee**Cyber Security:** ISO 27001-compliant IT infrastructure; disaster recovery and business continuity system**Transparent Reporting:** Sustainability report prepared in accordance with TSRS 1 & 2, GRI, and SASB standards; independent third-party verification**ESG Platforms:** Active participation in EcoVadis ratings, UNGC, and international ESG platforms

DOWNSTREAM VALUE CHAIN

Klimasan's impact and value creation for customers



GLOBAL MARKET AND CUSTOMER STRUCTURE

- Export Strength: Direct exports to 84 countries; access to 100+ countries through the Metalfrio network; 74.8% of revenue from exports
- European Market Access: Strong exports to the EU market; sustainable competitive advantage through F-Gas and Eco-Design compliance
- Global B2B Solution Partnership: Solution partner for global corporate brands such as Coca-Cola, PepsiCo, and Heineken
- Distributor Network: Local distributors across the CIS and Eastern Europe; sales and warehouse office in Poland
- Custom Design and Private Label Manufacturing Capabilities: Custom design and private label manufacturing services for corporate clients; strong customer loyalty



FINANCIAL AND INVESTOR VALUE

- Net Sales: TL 6.8 billion in consolidated revenue
- Gross Profit: TL 915 million
- Revenue from Class A/B Products: TL 616 million
- Revenue from Energy-Efficiency-Certified Products: TL 3.22 billion
- ESG Financing Opportunities: Infrastructure supporting access to green loans, TÜBİTAK/KOSGEB grants, and IFC/EBRD funding
- Capital Markets: Listed on Borsa İstanbul; targeting inclusion in the BIST Sustainability Index and access to ESG-focused investors



PRODUCT AND TECHNOLOGY IMPACT

- Energy Savings: Up to 20% energy savings in new-generation products, reducing customers' total cost of ownership
- Life Cycle Service Model: Maintenance, spare parts, and life cycle management; continuous value creation through after-sales services
- Smart Cabinet Ecosystem: Remote monitoring, energy tracking, and data-driven operational management via the KLIK platform
- Eco-Design Assurance: 98.4% recyclability—early compliance with the WEEE and Right to Repair directives
- Class A Platform: The first Class A models entered mass production in 2025, creating a competitive advantage and growth potential in the premium segment



ENVIRONMENTAL IMPACT (PLANET)

- Use Phase and Scope 3: The greatest environmental impact across the value chain occurs during the product use phase at customer sites; highly energy-efficient products reduce end-users' electricity consumption and Scope 3 emissions.
- F-Gas Transition: Minimizing HFC-related emissions in the sector with a 99.23% natural refrigerant rate (R290/R600a)
- Water Efficiency: An 18.6% reduction in water consumption compared with 2024, contributing to efforts to address regional water stress in the Manisa Basin
- Carbon Targets: A decarbonization pathway toward 2030 supported by SBTi-approved targets and matching 100% of electricity consumption with I-REC-certified renewable energy sources
- Packaging Optimization: Material reduction and packaging design compatible with recycling



SOCIAL IMPACT (PEOPLE AND COMMUNITY)

- Local Employment: 950 employees; direct economic contribution to the Manisa region and support for regional development
- Z.E.K.I. Project: Award-winning social inclusion model supporting the employment of individuals with intellectual disabilities
- Women's Employment: Women account for 25% of the workforce; equal opportunity policies
- OHS Culture: Zero legal sanctions target; preventive occupational health and safety approach aligned with ISO 45001
- Community Contribution: 21 social responsibility projects; support for regional development and education

2030 SBTi VISION

**44.1%** absolute reduction in Scope 1 and Scope 2 emissions**51.6%** reduction in Scope 3 emissions intensity

One of Europe's leading commercial refrigeration manufacturers

MATERIAL TOPICS AND MATERIALITY MATRIX

Environmental and Social Impact Analysis

Klimasan's actual and potential impacts on the environment and society across its operations, products, and value chain are assessed.

As part of the preparation of its Sustainability Report 2025, Klimasan conducts its materiality analysis in line with the double materiality principle. Under this approach, sustainability topics are evaluated not only in terms of the Company's impacts on the environment and society but also in terms of their effects on the Company's financial performance, operational structure, and long-term value creation capacity. Accordingly, our sustainability approach is shaped by a holistic analytical framework that considers both impact and financial perspectives.

Under the impact materiality approach, the actual and potential impacts of Klimasan's operations, products, and value chain on the environment and society are assessed. These assessments consider findings from previous stakeholder analyses, stakeholder expectations, industry developments, and the environmental and social impacts of our operations. Industry-specific topics such as energy efficiency, refrigerant emissions,

resource use, the circular economy, and combating climate change form the basis of the impact materiality assessment.

Under the financial materiality approach, the effects of sustainability topics on Klimasan's financial performance, risk profile, operational continuity, and long-term corporate resilience are assessed. Accordingly, a financial materiality assessment was conducted with the participation of the Company's senior management and relevant functional managers.

During the double materiality analysis, the impact materiality results from the previous stakeholder analysis were retained, while a comprehensive survey was conducted with senior management and relevant functional managers to determine the financial materiality dimension. As part of the assessment, managers rated the effects of each material topic on the Company's financial structure, operational resilience, risk management, and long-term value



creation. Based on the results, the financial materiality levels of the material topics were determined and assessed together with the impact materiality results to create Klimasan's Double Materiality Matrix.

Following the assessments, the material topics were categorized as "Very High Priority," "High Priority," and "Priority," thereby defining the main focus areas of our strategic sustainability approach.

At Klimasan, guided by the material focus areas we have identified, we aim to strengthen our corporate resilience, support our sustainable growth, and maximize the value we create for all our stakeholders over the long term.

MATERIAL TOPICS AND MATERIALITY MATRIX

KLIMASAN DOUBLE MATERIALITY MATRIX



SUSTAINABLE DEVELOPMENT GOALS WE CONTRIBUTE TO

MATERIALITY LEVEL	MATERIAL TOPICS	SDGs WE CONTRIBUTE TO
Very High Material Topics	Customer Satisfaction and Experience	8 DECENT WORK AND ECONOMIC GROWTH
	Resource Efficiency	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Occupational Health and Safety	3 GOOD HEALTH AND WELL-BEING
	Proactive Risk and Crisis Management	8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Combating Climate Change and Decarbonization	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
	R&D, Innovation and Digital Transformation	8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Sustainable Financial Performance	8 DECENT WORK AND ECONOMIC GROWTH
	Business Ethics, Legal Compliance and Transparency	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS
	Responsible Supply Chain Management	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION

SUSTAINABLE DEVELOPMENT GOALS WE CONTRIBUTE TO

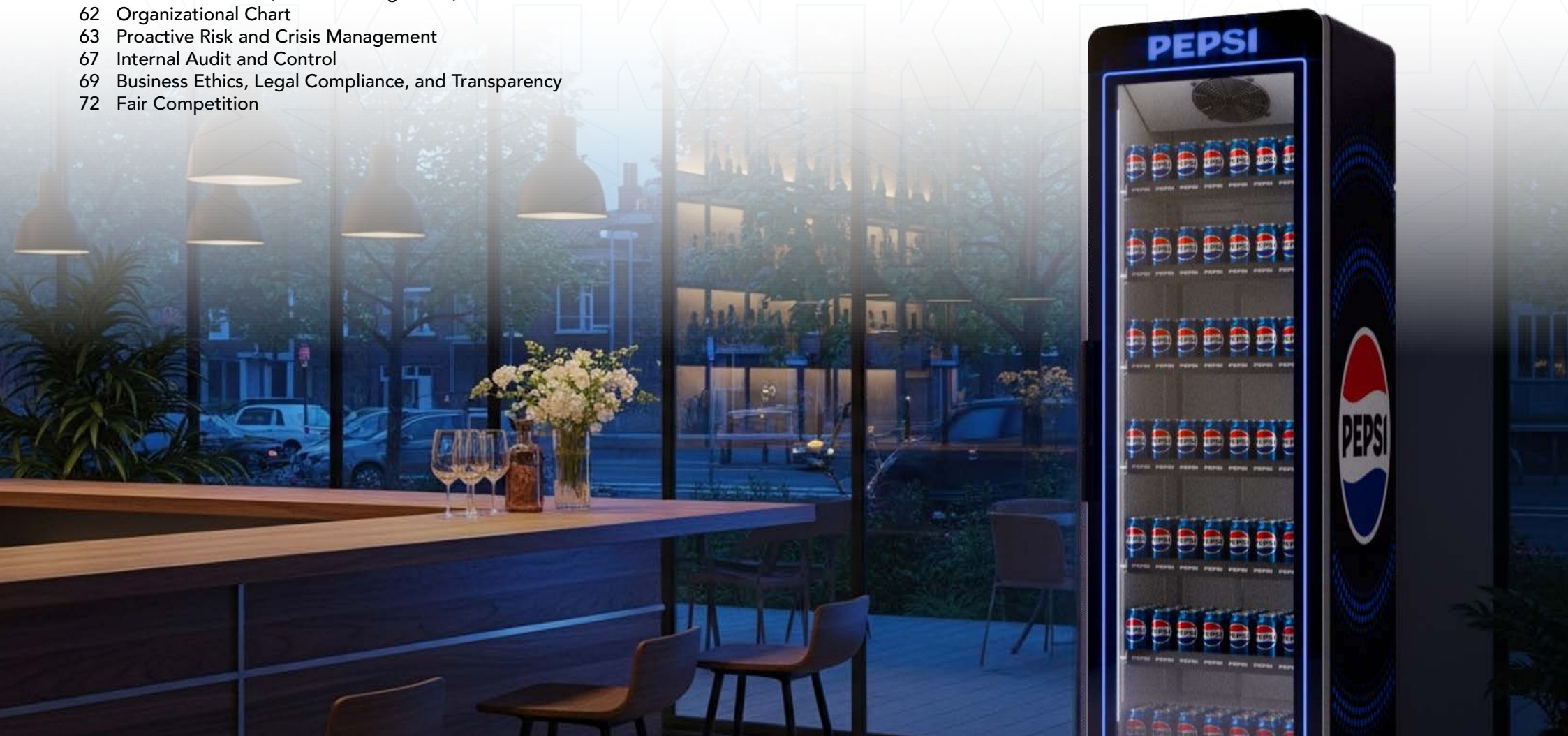
MATERIALITY LEVEL	MATERIAL TOPICS	SDGs WE CONTRIBUTE TO
High Priority Topics	Employee Rights and Human Rights	  
	Equal Opportunity, Diversity and Inclusion	 
	Operational Excellence and Sustainable Product Quality	 
	Employee Satisfaction and Engagement	
	Talent Management and Employee Development	 
	Product Design and Life Cycle Analysis	  
	Corporate Governance	 
	Energy Efficiency and Management	  
	Emergency Preparedness and Action Plan	 

SUSTAINABLE DEVELOPMENT GOALS WE CONTRIBUTE TO

MATERIALITY LEVEL	MATERIAL TOPICS	SDGs WE CONTRIBUTE TO
Priority Topics	Circular Economy and Waste Management	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Stakeholder Communication	16 PEACE, JUSTICE AND STRONG INSTITUTIONS 17 PARTNERSHIPS FOR THE GOALS
	Chemical Management	3 GOOD HEALTH AND WELL-BEING 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Qualified Workforce and Regional Development	8 DECENT WORK AND ECONOMIC GROWTH
	Water Management	6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Cyber Security and Data Privacy	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Corporate Social Responsibility	3 GOOD HEALTH AND WELL-BEING 4 QUALITY EDUCATION 5 GENDER EQUALITY 6 CLEAN WATER AND SANITATION 10 REDUCED INEQUALITIES 13 CLIMATE ACTION
	Logistics Impacts	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
	Biodiversity	13 CLIMATE ACTION

OUR CORPORATE SUSTAINABILITY APPROACH

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CORPORATE GOVERNANCE

A Safe and Environmentally Responsible Corporate Policy

Klimasan's Sustainability Policy covers priority ESG topics, including the reduction of environmental impacts, the efficient use of natural resources, information security, and occupational health and safety.

Klimasan builds its corporate governance approach on the principles of transparency, accountability, fairness, and responsibility. Accordingly, the Company ensures accurate, timely, and complete disclosure in all its activities, maintains traceable decision-making processes, and adopts a management approach that is accountable to its stakeholders.

Furthermore, all stakeholders are treated equally and fairly, while a responsible management approach is maintained in line with ethical values and regulatory compliance. These principles form the foundation of the Company's long-term sustainable growth objectives.

The corporate governance structure is integrated with sustainability strategies, while environmental, social, and governance (ESG) factors are incorporated into strategic planning and operational processes. In this context, sustainability goals are monitored and implemented through risk management, internal control mechanisms, and committee structures.

As a company listed on Borsa Istanbul, Klimasan operates in compliance with the Capital Markets Law and the CMB's Corporate Governance Communiqué (II-17.1) and, as of 2025, has adopted a management approach aimed at full compliance with the Corporate Governance Principles. In this context, the

Corporate Governance Committee regularly evaluates the Company's performance in this area, while the Board of Directors aims to optimize the Company's balance of risk, growth, and sustainable returns through strategic decisions. The Company's activities are carefully reviewed for compliance with relevant legislation, the Articles of Association, and internal regulations.

The Klimasan Board of Directors consists of six non-executive members. The Audit Committee is responsible for overseeing the functioning of accounting systems, financial reporting processes, and internal control mechanisms. While the Corporate Governance Committee oversees the effective implementation of corporate governance principles, the Early Detection of Risk Committee ensures that strategic and operational risks facing the Company are identified in a timely manner and that preventive measures are implemented.

Klimasan conducts its operations within the framework of an Integrated Management System (ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO/IEC 27001), creating a value chain based on environmental, social, and governance (ESG) principles. In strategic planning processes supported by SWOT and PEST analyses, goals aligned with the UN Sustainable Development Goals (SDGs) are set, and investment decisions are evaluated based on ethical, environmental, and social responsibility criteria.

Sustainability activities are led by the Quality Management Systems Department under the General Management and coordinated by the Sustainability Committee, which comprises representatives from various departments. The Committee ensures that sustainability strategies are implemented across the organization, while performance indicators such as energy efficiency, carbon footprint, waste management, and OHS practices are publicly disclosed through annual sustainability reports.

The Sustainability Policy covers priority ESG topics, including the reduction of

environmental impacts, the efficient use of natural resources, information security, and occupational health and safety. This policy is supported by and implemented in an integrated manner with other internal policy documents, such as the Code of Business Ethics, Social Compliance Policy, Supplier Code of Conduct, and Human Resources Handbook.

Klimasan's corporate governance structure reflects an inclusive and sustainable governance approach focused not only on financial performance but also on ethical principles, environmental responsibility, and social benefit.

The credit rating agency JCR Eurasia Rating revised Klimasan's Long-Term National Corporate Credit Rating from "BBB (tr)" to "BBB- (tr)," while the Company's other ratings were determined as follows:

Long-Term National Corporate Credit Rating	BBB- (tr) / Stable Outlook
Short-Term National Corporate Credit Rating	J3 (tr) / Stable Outlook
Long-Term International Foreign Currency Corporate Credit Rating	BB- / Stable Outlook
Long-Term International Local Currency Corporate Credit Rating	BB- / Stable Outlook

CORPORATE GOVERNANCE

Stakeholder-Focused Sustainable Growth Strategy

Klimasan considers all its stakeholders an integral part of its sustainable value creation process.

Klimasan's corporate governance practices and financial activities are audited by independent audit firms and publicly reported.

For more information on our corporate governance practices and policies, please visit our website:

<https://www.klimasan.com.tr/en/sustainability/>

Corporate Governance
Compliance Report

Corporate Sustainability
Principles Compliance Report

Integrated Management
System Policy

Supplier Code of Conduct

Corporate Governance
Information Form 2025

Klimasan Annual Report 2025

Sustainability Policy

Code of Ethical Conduct and
Implementation Principles

Corporate Social
Compliance Policy

BOARD OF DIRECTORS, SENIOR MANAGEMENT, AND COMMITTEES

As of December 31, 2025, Klimasan's Board of Directors comprises six members with diverse areas of expertise who play an active role in strategic decision-making processes. Board members serve a one-year term, and two are independent members. All members were appointed on May 30, 2025, for a one-year term.

Board of Directors

Marcelo Faria de Lima *Chairman*

With extensive international financial experience, he has provided consultancy on energy efficiency and environmentally responsible investments and has worked on sustainable finance models. He currently serves as a board member at companies that adopt environmentally responsible approaches, such as Veste S.A. (Brazil).

İsmail Selim Hamamcioğlu *Vice-Chair of the Board of Directors and Member of the Early Detection of Risk Committee*

At the companies he founded, including Braztürk, he developed practices aimed at reducing environmental impacts, particularly in the steel, petrochemical, and cement industries. As a member of Klimasan's Board of Directors since 2011, he has undertaken active roles in sustainable production and supply chain management.

Elisa Bastos de Lima *Board Member*

As Director of Financial Planning and Investor Relations at Veste S.A., she is actively involved in carbon footprint reporting, responsible investment strategies, and environmentally responsible product portfolio management. She also specialized in ESG (environmental, social, and governance) topics during her MBA.

Reha Haznedaroğlu *Board Member, Chairman of the Early Detection of Risk Committee, Member of the Audit Committee, Member of the Corporate Governance Committee*

During his career at PepsiCo, he led projects involving sustainable supply chains, waste reduction, and environmentally responsible operations. He participated in R&D projects in Europe focused on developing sustainable packaging solutions and has brought this experience to his management role at Klimasan.

Ercan Nuri Ergül *Board Member, Chairman of the Corporate Governance Committee, Chairman of the Audit Committee*

With a background in investment banking, he has led numerous projects in company valuation and sustainable growth. He has international experience in corporate governance and environmental risk management.

Maurice Ferdinand Bernard Marina Russel *Board Member*

With nearly 30 years of international experience in the refrigeration, automotive, and oil and gas industries, Russel has focused throughout his career on operational efficiency, cost optimization, and sustainable production processes. Through transformation projects at Metalfrio Solutions and Brastec Technologies, he has contributed to improving resource efficiency and manufacturing productivity.

BOARD OF DIRECTORS, SENIOR MANAGEMENT, AND COMMITTEES

Committees

Sustainability and Corporate Governance Structure at Klimasan

The Sustainability Committee, which operates under the General Management, ensures the continuity and effective implementation of Klimasan's environmental, social, and governance (ESG) activities. The Committee is composed of representatives from key departments such as R&D, Quality, Occupational Health and Safety, Energy Management, Human Resources, and Corporate Communications.

The Sustainability Committee coordinates all initiatives undertaken in line with the Company's Corporate Sustainability Strategy, monitors performance indicators, and contributes to the preparation of sustainability reports in accordance with the GRI Standards. With this structure, Klimasan strengthens its commitment to the principles of transparency and accountability while taking steps in line with sustainable development goals.

The Committee is also responsible for monitoring internal strategy, performance, and transparency practices. It structures sustainability activities annually and serves as the main coordinating body for their implementation. Sustainability activities are implemented at the operational level in collaboration with functions such as R&D, Energy and Environment, and Human Resources.

Corporate Governance Committee

Reporting to the Board of Directors, the Corporate Governance Committee monitors and seeks to improve Klimasan's corporate compliance, adherence to ethical values, and governance performance. The Committee also fulfills the functions of the Nomination Committee and the Remuneration Committee.

The Committee evaluates the structure, effectiveness, and processes of the Board of Directors and contributes to improving corporate governance quality by submitting recommendations to the Board based on its assessments. The Committee monitors adherence to the principles of transparency, accountability, and ethical governance and oversees the Company's long-term strategic alignment.

Audit Committee

The Audit Committee oversees the integrity of Klimasan's financial structure, the reliability of its internal control systems, and the transparency of its financial reporting. Operating in accordance with the standards of the Institute of Internal Auditors (IIA), the Committee prepares and, where necessary, updates annual audit plans to ensure that internal audit processes operate effectively.

In addition, the Committee evaluates the activities of the Internal Audit Department, reports regularly to senior management, and helps ensure the continuity of the Company's transparency practices.

Early Detection of Risk Committee

Klimasan's risk management approach is based on identifying potential threats in a timely manner and implementing preventive measures. The Early Detection of Risk Committee convenes every two months and issues six risk assessment reports annually.

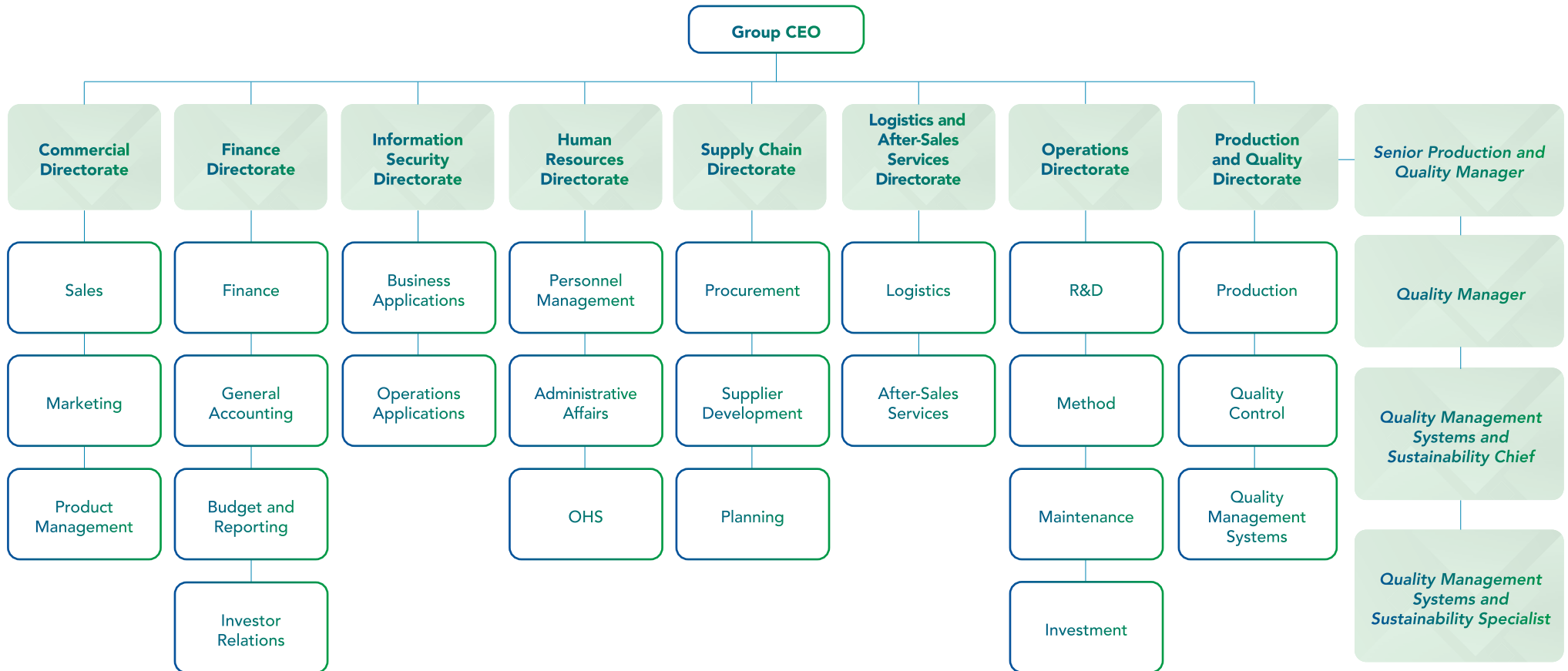
The Committee analyzes the strategic, operational, financial, and environmental risks the Company may face, assesses their likelihood and impact, and develops recommendations for necessary actions. This systematic approach directly contributes to Klimasan's long-term sustainable growth and corporate resilience objectives.

Members of the Board of Directors

Name Surname	Executive Position	Independency Situation	Position
Marcelo Faria de Lima	Non-Executive	Non-Independent	Chairman
İsmail Selim Hamamcıoğlu	Non-Executive	Non-Independent	Vice-Chair of the Board of Directors Member of the Early Detection of Risk Committee
Elisa Bastos de Lima	Non-Executive	Non-Independent	Board Member
Reha Haznedaroğlu	Non-Executive	Independent	Board Member, Chairman of the Early Detection of Risk Committee, Member of the Audit Committee, Member of the Corporate Governance Committee
Ercan Nuri Ergül	Non-Executive	Independent	Board Member, Chairman of the Corporate Governance Committee, Chairman of the Audit Committee
Maurice Ferdinand Bernard Marina Russel	Non-Executive	Non-Independent	Board Member

ORGANIZATIONAL CHART

Sustainability Team Organizational Chart



PROACTIVE RISK AND CRISIS MANAGEMENT

Strategic Steps in Risk Management

By managing potential risks through a dynamic and integrated approach aligned with its corporate objectives, Klimasan strengthens its strategic direction for the future.

Corporate Risk Management

Klimasan manages its risk and crisis management processes through a holistic and proactive approach within the framework of its Corporate Risk Management system. The Company manages social, environmental, economic, and governance risks using Corporate Risk Analysis, Management Systems Risk Analysis, and Process Risk Analysis methods. Through this system, existing and potential risks and opportunities that may arise at the departmental level while pursuing the Company's objectives are identified, and risks are scored using a probability-impact matrix. For each risk classified as low, medium, or high, a responsible person, an action plan, and a target date are defined, and the residual risk level is monitored following implementation of the planned actions.

The Company's corporate governance approach is built on the principles of transparency, accountability, fairness, and responsibility. In line with the principle of responsibility, Klimasan focuses not only on financial performance but also on its environmental, social, and governance (ESG) impacts, managing risks through this multidimensional perspective. The risk management approach is shaped in line with the Company's strategic growth

objectives, operational excellence, financial sustainability, protection of corporate reputation, and legal compliance requirements. In accordance with Article 4.5.12 of the Corporate Governance Communiqué, risk management systems are reviewed in detail at least once a year based on strategic, operational, financial, reputational, and compliance risk categories. In addition, risks are updated every two months under a dynamic risk management approach. Furthermore, risk and opportunity analyses conducted under the management systems are comprehensively revised at least once a year.

At Klimasan, the organizational responsibility for risk management processes is carried out in a multi-layered structure coordinated by the Early Detection of Risk Committee, the Quality Management Systems and Sustainability Department, the Internal Audit Directorate, Senior Management, and the Board of Directors. As part of the risk identification and monitoring process, each department maintains risk registers relevant to its area of responsibility, which are updated every two months. The Quality Management Systems and Sustainability Department consolidates risk data received from departments and prepares regular risk reports. The



Internal Audit Directorate evaluates the effectiveness of processes and oversees the assessment of risk notifications submitted, particularly through the Ethics Hotline mechanism. Senior Management and the Board of Directors are responsible for the general oversight of risk management processes and monitor the effectiveness of the actions taken at a strategic level.

The Klimasan Risk Coordinator ensures that functional risk registers are reviewed every two months and collects their updated versions from the relevant departments. The Risk Coordinator also prepares a consolidated risk report covering revisions and the risk analyses conducted during each two-month period and shares it with senior management and the relevant committee members. The Risk Coordinator

is responsible for maintaining effective communication with departments, preparing periodic risk reports, and supporting training sessions and workshops designed to strengthen corporate risk management awareness. In 2025, Corporate Risk Management awareness training sessions were organized, department-based risk analysis workshops were conducted, and two business ethics and social compliance training sessions were delivered. These initiatives strengthened competencies in identifying, assessing, and responding to risks, while fostering a proactive risk management culture across the organization.

PROACTIVE RISK AND CRISIS MANAGEMENT

Strong Internal Control and Audit Structure

During 2025, internal audit and control activities were conducted in a planned and systematic manner, covering Klimasan's critical operations.

The Early Detection of Risk Committee is responsible for the timely identification and assessment of strategic, operational, financial, and other risks that could jeopardize Klimasan's operations, growth, and sustainability, as well as for evaluating their likelihood and impact. Throughout 2025, the Early Detection of Risk Committee met regularly and issued six corporate risk reports at two-month intervals based on the corporate risk analyses conducted. The Committee's agenda focused particularly on supply chain continuity, energy efficiency and energy costs, digitalization and operational disruption risks, regulatory and sustainability compliance, and financial risks arising from economic fluctuations and inflation.

During 2025, various measures were implemented to address operational risks such as supply chain disruptions, energy crises, and regulatory changes. To mitigate supply chain risks, the domestic sourcing rate was increased to reduce external dependency, while energy consumption was optimized through energy efficiency projects and automation initiatives. Operational continuity was strengthened through digital systems and production software enhancements designed to address digitalization and operational disruption risks. To mitigate cyber security risks, controls under the ISO 27001 Information Security Management System were strengthened, access authorizations were reviewed, logging and monitoring mechanisms were enhanced, backup solutions were implemented for critical systems, and early detection systems for cyber

threats were developed. Within the scope of occupational health and safety, occupational accident risks were reduced through automation investments, while environmental risks were regularly monitored through energy and environmental management systems.

As part of its corporate risk management activities, Klimasan also reviews reputational risks every two months. In this process, all situations that may result in material or non-material losses for the Company are assessed through the Ethics Hotline mechanism, which is managed by the Internal Audit Directorate and enables employees to submit reports. This mechanism enables employees to report and help address risks the Company may face in accordance with ethical and legal standards. In 2025, one report submitted through the Ethics Hotline was evaluated under the coordination of the Internal Audit Directorate in accordance with the principles of confidentiality and impartiality. Investigation reports were prepared and presented to the Audit Committee and the Board of Directors, while action plans were developed and their implementation was monitored.

During 2025, internal audit and control activities were conducted in a planned and systematic manner, covering the Company's critical operations. Comprehensive internal audits were conducted covering year-end inventory counts, occupational health, safety and environment (HSE) practices, procurement processes, and technical, lean manufacturing, and maintenance processes.

As a result of these activities, risks were detected earlier, action and decision-making times were shortened, and inter-departmental coordination was strengthened.

Klimasan's social risks are also monitored within the framework of corporate risk analysis. Corporate risks related to human resources, occupational health and safety, legal affairs, and quality management systems are managed under the supervision and responsibility of the relevant department managers and monitored by senior management. As of 2025, significant changes have been observed in the distribution of risks across the financial, operational, strategic, reputational, and legal compliance categories.

The most notable development has been the concentration of risks in the Human Resources function. Workforce continuity, competency management, employee engagement, and organizational capacity have emerged as a critical risk area for the Company. Additionally, financial risks have become more critical due to inflation and cost pressures, while strategic risks have gained importance in conjunction with digital transformation and sustainability investments.

As of December 31, 2025, the departmental distribution of the Company's 20 highest-scoring corporate risks shows that operational continuity, human capital management, and strategic investment decisions are the primary focus areas of its risk management approach.

Breakdown of the 20 Corporate Risks with the Highest Score by Departments

Human Resources	6
Investment	3
Production	2
Quality	2
Financial Affairs	2
Information Technology	2
R&D	1
Technical and Lean Manufacturing	1
Finance	1

PROACTIVE RISK AND CRISIS MANAGEMENT

Applied Risk Analysis Training

In 2025, all process managers received Corporate Risk Analysis Information Training, and department-based risk analysis workshops were organized.

Highlights of Corporate Risk Management Activities in 2025

Eight corporate risks monitored by senior management and the Early Detection of Risk Committee were eliminated following the completion of improvement actions.

The frequency of corporate risk analysis review meetings involving senior management and relevant department managers, as well as risk analysis workshops conducted between the risk coordinator and departments, was increased.

In 2025, all process managers received Corporate Risk Analysis Information Training, and department-based risk analysis workshops were conducted. In these sessions, the corporate risks faced by Klimasan and the corresponding actions were discussed. In addition, two business ethics and social compliance training sessions were conducted to strengthen risk awareness, helping to foster a proactive risk management culture throughout the organization.

Risk assessments are scored using a probability-impact matrix and classified as low, medium, or high risk. For each risk, a responsible person, a target date, and an action plan are defined, while the "residual risk" level is monitored following implementation of the planned measures.

To mitigate risks arising from inadequacies in R&D technical equipment, testing infrastructure, and maintenance processes—

such as test delays, recurring failures, and inability to adapt to new projects—various improvement actions were implemented in 2025. In this context:

- A new test chamber was installed to increase the capacity and accuracy of testing processes.
- Analysis software was introduced to enable faster, more reliable, and more systematic test analysis.

These investments enhanced the technological capability of the testing infrastructure, reduced fault detection and resolution times, established a more stable and predictable test planning process, and strengthened the Company's capacity to adapt to new projects and regulatory requirements.

Evaluation meetings were held with senior management representatives to discuss the risks anticipated for 2025 and the measures to address them. In this context, the domestic sourcing rate was increased to reduce external dependency in response to supply chain risks, while energy consumption was optimized through energy efficiency projects and automation initiatives to mitigate energy risks. Operational continuity was strengthened through shop-floor digital systems and PLIS enhancements designed to address digitalization and operational disruption risks, while automation investments reduced occupational accident risks as part of the Company's occupational health and safety efforts.



PROACTIVE RISK AND CRISIS MANAGEMENT

Sustainability-Based Strategic Vision in Risk Management

Klimasan views risk management not just as a legal obligation, but as a cornerstone of sustainability.

Risk Management within the Management Systems

At Klimasan, management systems are implemented in an integrated manner. In this context, corporate and operational risk and opportunity analyses are conducted throughout the year. Detailed and comprehensive risk analyses are conducted under the ISO 14001 Environmental Management System, ISO 50001 Energy Management System, ISO 45001 Occupational Health and Safety Management System, ISO 27001 Information Security Management System, and ISO 9001 Quality Management System. All departments are responsible for assessing the risks and opportunities associated with their processes, implementing actions to eliminate risks, and capitalizing on opportunities to ensure the effectiveness of the management systems.

The Company continues its efforts to identify environmental and energy aspects and assess their impacts within the scope of its environmental and energy management systems; it monitors the risks related to environmental and energy management in all operational and administrative processes through monthly reviews. Environmental risk analyses are reviewed during the annual Integrated Management Systems External Audit.

Klimasan keeps the risk and opportunity assessments for all its management systems up to date, while the certification body conducts detailed reviews of these risks during the annual external management systems audits.

In accordance with the requirements of the ISO 9001 Quality Management System, workflows for all processes are mapped in detail, responsibilities are defined, and process-related risks and opportunities are identified through SWOT analysis. Within this framework, necessary action plans are prepared.

Through its Early Detection of Risk Committee, Klimasan effectively identifies and monitors all existing and potential risks. The Company manages social, environmental, economic, and governance risks using Corporate Risk Analysis, Management Systems Risk Analysis, and Process Risk Analysis methods.

Throughout 2025, the Early Detection of Risk Committee met regularly, preparing six corporate risk reports at two-month intervals, which were shared with the Board of Directors. The Committee's agenda particularly focused on supply chain continuity, energy efficiency and costs, digitalization and operational disruption risks, regulatory and sustainability compliance, and financial risks stemming from economic fluctuations and inflation. These reports include risk assessments based on probability-impact matrices, comparisons with previous reporting periods, and monitoring of actions taken.

The Committee identifies strategic, operational, financial, and reputational risks that could jeopardize Klimasan's sustainability in a timely manner and integrates them into the Company's management processes. Recommendations are developed to manage risks in line with corporate risk tolerance, and guidance is provided for their implementation.

The Quality Management Systems Department reviews the functional risk registers every two months and collects the updated versions from the departments. The consolidated risk report, created based on this information, is shared with senior management and committee members, and the actions are monitored.

During 2025, preventive measures were implemented in response to climate-related physical risks, energy supply, digital transformation, and environmental regulatory compliance. The domestic sourcing rate was increased to reduce supply chain dependency, heat recovery systems were installed as part of energy management, and cyber security measures were strengthened. In response to the increased cyber security risks associated with the digital transformation process, controls were strengthened under the ISO 27001 Information Security Management System; system access and user authorizations were reviewed; logging and monitoring mechanisms were made operational; backup and business continuity solutions were implemented for critical systems; and protection and early-detection systems against cyber threats were developed.

Klimasan ensures that departments review their risk and opportunity analyses at least once a year within the framework of its management systems, such as ISO 14001, ISO 50001, ISO 45001, ISO 27001, and ISO 9001. These analyses form the basis for both internal audit processes and annual external management systems audits. During 2025, comprehensive internal audits were conducted on year-end inventory counts, occupational health, safety, and environmental practices, procurement processes, and technical, lean manufacturing, and maintenance processes. As a result of these activities, risks were detected earlier, action and decision-making times were shortened, and inter-departmental coordination was strengthened.

The link between corporate risk management and ESG has also been strengthened. Risks that may arise in areas such as human resources, occupational health and safety, information security, and supplier relations are continuously monitored by the relevant managers; the Ethics Hotline enables employees to submit feedback that can benefit the Company in a secure environment.

Klimasan views risk management not just as a legal obligation, but as a cornerstone of sustainability. The actions taken in this context are developed in alignment with the Company's long-term value creation strategies.

INTERNAL AUDIT AND CONTROL

Early Risk Detection with Data Analytics

Klimasan strengthens its internal audit and control mechanisms with digitalization and data analytics, enabling early detection of risks and safeguarding corporate processes.

At Klimasan, the purpose, authority, and responsibilities, as well as the working methods and structure of internal audit activities, are defined in documents such as the “Internal Audit Regulation” and the “Principles of the Audit Committee Regulation,” which have been approved by the Board of Directors and communicated to the organization. The Internal Audit Directorate reports directly to the Board of Directors, while internal audit activities are carried out under the oversight of the Audit Committee, which consists of independent Board members. Thanks to this structure, internal audit activities are carried out within the principles of independence and impartiality, and audit results are communicated transparently to senior management.

The Audit Committee, established in accordance with the Capital Markets Board’s Corporate Governance Principles, consists of two independent Board members. The “Audit Committee” is responsible for taking all necessary measures to ensure that internal audits are conducted adequately and transparently in all areas, as well as for the effective implementation of the internal control system. The Committee communicates all its recommendations on matters for which it is responsible, including its opinions and suggestions regarding the internal audit and internal control system, to the members of the Board of Directors in writing during Board meetings and/or via email. The Audit Committee, which convened four times in 2025, conducts its meetings within the framework of a specific agenda.

At Klimasan, internal audits are conducted by the Internal Audit Directorate in accordance with the Global Internal Audit Standards issued by the Institute of Internal Auditors (IIA). In addition, internationally accepted practice standards such as the COSO Internal Control Framework and the ISO 19011 Auditing Guidelines are also used as references. These approaches ensure that audit activities are carried out in line with the principles of effectiveness, transparency, and sustainability.

The purpose of internal audit activities is to ensure the accuracy and reliability of financial and operational information, increase the effectiveness and efficiency of operations, protect company assets, and ensure compliance with laws, regulations, and contracts.

The annual risk-based internal audit plan is prepared by the Internal Audit Directorate and submitted to the Audit Committee for its opinion and approval. Previous audit reports, requests from Senior Management and the Audit Committee, operational, sectoral, and business model changes, and corporate risk reports are used as inputs in the creation of the audit plan. When determining audit priorities, financial, operational, and reputational risks, as well as regulatory compliance, process changes, industry dynamics, and business model shifts, are taken into account. Within the processes identified in the plan, audit and consulting activities were carried out regularly and systematically throughout the year.



Additionally, corporate risk reports, prepared six times a year to assess the effectiveness of the internal control environment, have been integrated into the internal audit process.

In line with the approved audit plan, process-oriented internal audits are conducted, and audit reports are presented to the audited department, the Company’s operational senior management, and the Board of Directors. Agreed-upon action plans are recorded,

monitored by the Internal Audit Manager, and periodically reported to the Audit Committee. The implementation of actions is based on the specified deadlines, supporting documentation is reviewed, and the adequacy of the implementations is assessed. When actions are completed, they are assessed as “sufficient” and formally closed.

INTERNAL AUDIT AND CONTROL

Holistic Internal Control System Across Business Processes

At Klimasan, the internal control system is structured with a holistic approach to encompass all business processes.

As part of its audit activities, Klimasan reviews local and global regulatory requirements and monitors compliance status.

In 2025, audits were conducted covering the year-end inventory count process, Environment, Occupational Health and Safety, Technical-Lean-Maintenance, and procurement processes. In addition to these, audit and control activities continued throughout the organization. The general content of these audits included a detailed examination of areas such as organizational structure, human capital management, use of information systems, supplier selection processes, reporting mechanisms, segregation of duties and authority, internal approval hierarchies, and regulatory compliance. The current status of the action plans determined as a result of these studies is monitored by the Internal Audit Manager.

As part of its audit activities, Klimasan reviews national and international regulatory requirements related to the Company's activities and monitors compliance status. Along with financial, operational, and reputational risks that could result in material and/or non-material loss for the Company, other serious risks such as bribery, corruption, money laundering, theft, document forgery, conflicts of interest, confidentiality breaches, and child rights violations are also assessed. As a result of these audits, risk areas such as ambiguous lines of authority, reporting weaknesses, information security vulnerabilities, and operational inefficiencies were assessed. For each finding, detailed recommendations were developed under the heading "audit recommendations," and the corresponding action plans were agreed upon with the relevant units.

Additionally, the Company's Ethics Hotline, which is accessible only to the Internal Audit Directorate, is actively used by employees to report these risks. As part of the orientation program, new employees are provided with detailed information on the Internal Audit Directorate and the Ethics Hotline practices. Notifications made to the Ethics Hotline are meticulously investigated, and the investigation results are presented to the Audit Committee and the Board of Directors.

At Klimasan, the internal control system is structured with a holistic approach to cover all business processes. All processes, from operational activities to financial reporting and from regulatory compliance to human resources, are considered part of this system. The key control points highlighted within the system include topics such as cyber security, authorization management, human capital and talent management, access to information and control processes, secure data access, and reporting with accurate information.

The internal control system is regularly reviewed in line with the annual audit plan and is also supported by corporate risk reporting, which is conducted six times a year. These assessments are shared with the Early Detection of Risk Committee, and the feedback is taken into account in new audit plans. Throughout this process, the Internal Audit Directorate, together with the relevant business units and senior management, assumes active responsibility.

Throughout 2025, to enhance the system's effectiveness, the Company made improvements in several areas. These included strengthening primary and secondary process control points, enhancing digital monitoring systems, developing systematic reporting tools, and providing regulatory guidance. Additionally, controls for the segregation of duties were enhanced, and data security and information access processes were made more secure and traceable. SAP authorization matrix initiatives and digital monitoring systems were more closely integrated into internal audit processes. Authorization and access controls were made more systematic, and process-level traceability was enhanced. Controls conducted via digital systems enabled the earlier detection of errors and non-conformities, thereby increasing the effectiveness of audit processes. The use of data analytics and digital audit tools has made internal audit processes faster, more comprehensive, and more proactive. Analyses performed on large datasets enable the early detection of risks, reduce the burden of manual controls, and support decision-making processes with more reliable data. This transformation is enabling internal audit to evolve from a mere control function into a strategic one that also provides guidance. These improvements directly support corporate decision-making and risk management processes.

BUSINESS ETHICS, LEGAL COMPLIANCE, AND TRANSPARENCY

Transparent Management Based on Trust

Klimasan positions ethical values and transparency as the foundation for trust-based stakeholder relationships.

At Klimasan, the Code of Ethical Conduct, which applies to all employees, is supported by mandatory information and awareness training each year.

As an institution firmly committed to the principles of ethical conduct, human rights, environmental responsibility, and transparent governance in the business world, Klimasan has been a signatory to the UN Global Compact since 2019. Within this framework, the Company acts with a sense of responsibility on fundamental issues such as human rights, fair labor conditions, environmental awareness, and anti-corruption, and has adopted the integration of these principles into its business processes as a corporate objective. Klimasan conducts its corporate activities in line with the principles of transparency, integrity, accountability, fairness, and responsibility. The principle of transparency is defined as the sharing of accurate, timely, and understandable information in all activities and is adopted as a fundamental approach in both internal communication and stakeholder relations. Accordingly, regular reporting and information flow are maintained among the Board of Directors, the Audit Committee, and senior management, while data-driven and traceable mechanisms are used in decision-making processes.

At Klimasan, the Code of Ethical Conduct, which applies to all employees, is supported by mandatory information and awareness training each year. The Code of Ethical Conduct and Implementation Principles, the Company's primary reference in this area, is not merely a guide but is also considered a

cornerstone of the corporate culture. The implementation of the code is regularly audited by the Internal Audit Department and is supported by the Ethics Hotline mechanism, which allows employees to securely report potential violations. Ethics management within the Company is structured through the Board-approved Internal Audit Regulation and Audit Committee principles, the corporate governance and internal control system, and the Ethics Hotline mechanism. Additionally, the principle of segregation of duties is implemented to mitigate conflicts of interest and fraud risks.

Ethics Hotline and Whistleblowing Mechanism

The Ethics Hotline provides a channel for employees to anonymously report ethical concerns, complaints, or suggestions. Reports made to the Ethics Hotline are evaluated by the Internal Audit Department, which reports directly to the Audit Committee, and the entire process is managed based on the principle of confidentiality. Employees who report in good faith are protected against retaliation, discrimination, pressure, or any other adverse treatment arising from their reports. The protection of reporting persons is adopted as a fundamental principle. The system is configured to be accessible only by the Internal Audit Department. Notifications are shared with a limited number of people on a system accessible only to the Internal Audit Manager; when deemed

necessary, they are included in detailed evaluation and audit processes, and the results are reported to the Board of Directors and the Audit Committee. Reports can be submitted via email (etik@klimasan.com.tr), telephone, and written application. To prevent misuse of the system, unfounded or defamatory reports are evaluated in coordination with Human Resources. In 2025, one report was received through the Ethics Hotline. The report, which covered issues such as suspected ethical violations, procedural non-conformities, and internal control weaknesses, was meticulously investigated by the Internal Audit Department. The Ethics Hotline system was reintroduced to employees to encourage its use.

Ethical Values and Legal Compliance

Klimasan's ethical values are defined as reliability, fairness, pride, and respect for employees. These values are clearly defined in both the Social Compliance Policy and the Code of Ethical Conduct and Implementation Principles, and employees are expected to act in accordance with these values in their daily work life. Anti-bribery and anti-corruption measures are addressed in detail in these documents, presenting binding rules for both employees and suppliers. In this context, throughout 2025, case-based awareness training was provided to all employees, anti-corruption commitments were added to supplier contracts, and internal audit activities were intensified in areas with a risk of conflict of interest.

BUSINESS ETHICS, LEGAL COMPLIANCE, AND TRANSPARENCY

Ethical Criteria in Business Partner Selection

When selecting business partners, evaluation criteria include not only financial and technical competence but also their ethical track record and level of compliance.

Klimasan adopts a zero-tolerance approach to bribery and corruption and is committed to conducting all its activities ethically, transparently, and in full compliance with applicable laws. In line with the current Anti-Bribery, Anti-Corruption, and Conflict of Interest Policy, binding rules have been defined for employees and business partners. This ensures the prevention of conflicts of interest, sets limits on gifts and hospitality, prohibits facilitation payments, and requires all financial transactions to be recorded transparently. No incidents of bribery or corruption were reported in 2025.

Compliance with legal regulations and industry standards is systematically managed within the framework of current policies, procedures, and the corporate governance structure. Changes in legislation and regulatory requirements are periodically monitored; when necessary, policies and practices are updated and communicated to employees and relevant stakeholders. The Board of Directors ensures that policies are reviewed annually, thereby ensuring the continuity of compliance processes.

The principles of ethics, transparency, and legal compliance also play a decisive role in the selection of business partners. When selecting business partners, evaluation criteria include not only financial and technical competence but also their ethical track record and level of compliance. In 2025, the percentage of business partners classified as high-risk from an information security perspective was 0%.

Training and Awareness Initiatives

In 2025, Klimasan successfully delivered ethics and compliance training for all its employees across four main topics. This training included:

1. Mandatory General Business Ethics and Code of Conduct Training for all employees
2. Fair Competition and Ethical Trade Training for the Sales, Marketing, Finance, and Human Resources departments
3. Procurement Ethics Training offered specifically to Supply Chain employees
4. Social Compliance Training (including: Awareness Training on Child Labor and Forced Labor; Anti-Bribery, Anti-Corruption, and Conflict of Interest Training; Training on Gender-Based Violence, Harassment, and Harsh or Inhumane Treatment; and Human Rights and Social Policy Training)



BUSINESS ETHICS, LEGAL COMPLIANCE, AND TRANSPARENCY

Social Compliance Strengthened by Audits

Klimasan fulfills its social compliance responsibilities through regular audits.

This training was delivered via user-friendly online platforms; for employees without computer access, SMS notifications were sent and relevant documents were distributed in hard copy. The training content aims to embed an ethical culture within the Company and enable employees to make the right decisions when faced with potential ethical dilemmas. As part of the orientation programs for new hires, the code of ethics and the Ethics Hotline are explained in detail.

Furthermore, 100% participation was achieved across all employee levels; post-training surveys were used to measure awareness, and the content was updated accordingly. The Internal Audit Department supported the process by sharing the training content with departments during management meetings. These efforts have strengthened employees' competencies in recognizing ethical violations, reporting them through the correct channels, and acting in line with corporate values.

Social Compliance Performance and Audits

Klimasan monitors and improves its social compliance performance through regular audits and evaluations. In this context, following the SMETA 7.0 (Sedex Members Ethical Trade Audit Version 7.0) conducted by Intertek in 2025, the Company was awarded "Green Status" by The Coca-Cola Company (TCCC); the audit concluded with zero non-conformities, and no further audits were deemed necessary. These results demonstrate Klimasan's commitment to respecting human rights, fair labor conditions, occupational health and safety, and ethical business practices, as well as its strong performance in these areas.

During the social compliance and ethical business practice audits conducted in 2025, topics such as working conditions, occupational health and safety, human and employee rights, and ethical business practices were evaluated in detail. As a result of the audits, no non-compliance was identified; action plans were prepared for the improvement areas identified to further enhance the processes, and the implementation of these actions was monitored by the Internal Audit Department and relevant units. These processes have enhanced the Company's alignment with international customer expectations and supported its sustainability approach. Additionally, 100% of the Klimasan Manisa

facility was subject to assessment or internal audit on business ethics issues. The scope of the ISO 27001 Information Security Management System certificate covers the entire Manisa facility.

Corporate Social Compliance Policy

Klimasan's Corporate Social Compliance Policy is built on an inclusive and responsible approach that covers all stakeholders, from employees to suppliers. This policy covers the following 15 fundamental principles:

1. Ethical Business Conduct
2. Equal Opportunity Approach
3. Voluntary Labor
4. Prevention of Child Labor
5. Working Hours and Wages
6. Occupational Health and Safety
7. Freedom of Association and Right to Representation
8. Suggestion, Request, and Complaint Process
9. Rest Days and Holidays
10. Fair Recruitment Process
11. Employment/Employer Contract
12. Respect for Foreign National Employees
13. Prevention of Harassment, Mobbing, and Mistreatment
14. Environmental Protection
15. Transparency and Stakeholder Communication

Code of Ethical Conduct and Implementation Principles Document

As a reflection of its commitment to ethical values, Klimasan publishes its Code of Ethical Conduct and Implementation Principles document, making it accessible to all employees. The document is shared with employees in both print and digital formats and provides ethical guidance under seven main headings:

1. Message from the Chairman of the Board
2. General Principles
3. Our Values
4. About Our Rules
5. Doing the Right Thing
6. Code of Ethical Conduct
7. Acknowledgment Form

This document explains how employees should act when faced with unethical situations and forms the basis of a system to prevent ethical violations. It is also provided to new employees during the recruitment process, explained during orientation, and reiterated to all personnel annually.

FAIR COMPETITION

A Transparent and Fully Compliant Business Model

Klimasan operates a transparent, accountable, and fully compliant business model in all its operations.

To ensure a fair competitive environment and maintain its competitive advantage in the sector, Klimasan implemented various policies, training, and audit practices throughout 2025. As a company listed on Borsa Istanbul, Klimasan transparently reports all its financial results, financial indicators, and sales data to the public at regular intervals via the Public Disclosure Platform (KAP). The Company's financial statements are audited by the independent audit firm Eren Bağımsız Denetim, and the audit results are shared publicly. This ensures the accuracy and reliability of financial information through regular audit processes.

Klimasan considers the principle of fair competition a cornerstone of its corporate ethics and systematically manages compliance processes through policies, procedures, and control mechanisms defined within its Integrated Management System. Compliance with relevant legislation, international standards, and internal regulations is mandatory for all employees and business partners. While the Company supports competition based on quality, service, and price performance, it does not provide direct or indirect support to any political institution or individual and operates in adherence to the principle of political neutrality.

Various written policies and procedures have been established to ensure fair competition and maintain a sustainable competitive advantage within an ethical framework. In this context, principles such as compliance with competition law, avoidance of conflicts of interest, ethical trade, and transparency have been formally secured through the Code of Ethical Conduct and Principles of Practice, the Anti-Bribery, Anti-Corruption, and Conflict of Interest Policy (which includes a zero-tolerance approach to bribery and corruption), the Corporate Social Compliance Policy, the Supplier Code of Conduct, the Whistleblower Hotline Procedure, and Integrated Management System Procedures. Through these policies and principles, Klimasan adopts a transparent and sustainable business model that promotes fair competition not only in its own operations but also throughout its entire network of business partners and its supply chain.

As part of its approach to fair competition and compliance with competition law, the fundamental principles of conduct for Klimasan employees include refraining from practices such as price-fixing, market allocation or collusion with competitors; avoiding commercial or industrial espionage; offering products and services solely in response to customer demand; and not providing misleading information to customers. The Company has adopted the



FAIR COMPETITION

Supply Management Compliant with Competition Rules

To ensure suppliers' compliance with fair competition rules, various audit and evaluation mechanisms were implemented in 2025.

Throughout 2025, Klimasan was not subject to any review, investigation, or legal proceedings by the Turkish Competition Authority or other competition authorities.

principle of always representing the quality of its products and services with integrity. Integrity and transparency, legal compliance, fair trade, avoidance of conflicts of interest, protection of commercially sensitive information, and zero tolerance for bribery and corruption are the core principles that guide employee conduct. In pricing processes, product prices are determined completely independently based on cost structure, market conditions, and commercial strategies. Under no circumstances are agreements made with competing firms regarding the sharing of customers, territories, or markets; an equal and fair approach is adopted for all customers. Full compliance with competition law is observed in all contacts with competitors; information on pricing, costs, customer portfolios, or strategic commercial data is strictly never shared. All commercial proposals are prepared independently, and any agreements or practices that restrict competition are avoided.

Throughout 2025, "Business Ethics and Code of Conduct Training" was conducted for employees at Klimasan. This training featured content enriched with case studies on topics such as fair competition, ethical trade, customer relations, and transparency, as well as Social Compliance Training (Awareness Training on Child Labor and Forced Labor; Anti-Bribery, Anti-Corruption, and Conflict of Interest Training; Training on Gender-Based Violence, Harassment, and Harsh or Inhumane Treatment; and Human Rights and Social Policy Training) and Procurement Business Ethics Training. Full participation was achieved in this training. More comprehensive and practical training modules were prepared and integrated into the annual Training Plan, specifically for personnel in the sales, marketing, finance, human resources, and supply chain departments. Additionally, inclusivity was ensured by sending SMS notifications to field employees without computer access. Following the training sessions, all participants were required to sign an ethics and antitrust compliance commitment letter.

As part of integrating fair competition principles into daily operations, multi-level approval mechanisms are applied in pricing, campaign, and promotion processes; a legal review is conducted before any communication with competitors, and any information obtained from competitors must be acquired only through legal means.

Sales representatives' communications with customers are based solely on technical data and documented comparisons; manipulative language is strictly prohibited.

To ensure suppliers' compliance with fair competition rules, various audit and evaluation mechanisms were implemented in 2025. In supplier selection and evaluation processes, criteria such as ethical compliance, transparency, and adherence to competition rules were considered; periodic performance evaluations addressed quality, delivery, sustainability, and ethical compliance together. Additional control and review processes were implemented for high-risk suppliers, and supplier relationships were regularly reviewed through internal audits and procurement process controls. In relationships with business partners, selection processes are conducted based on objective criteria, and no unethical advantages, conflicts of interest, or favoritism are permitted. Where necessary, supplier practices are verified through social compliance and third-party audits (e.g., Sedex).

The effectiveness of compliance processes is regularly monitored and reported through Internal Audit activities, Audit Committee oversight, risk reporting and risk management processes, and the Whistleblower Hotline (Ethics Hotline) mechanism. Identified non-conformities are recorded and systematically monitored, and process improvements are made by

implementing necessary corrective and preventive actions (CAPA). Relevant policies and procedures are periodically reviewed by the Board of Directors and, when deemed necessary, are updated and shared with all employees and business partners. Thanks to this structure, Klimasan manages its legal compliance processes not merely reactively but proactively, continuously developing them in line with its commitment to continuous improvement.

During the reporting period, no lawsuits were filed against Klimasan, and the Company received no official complaints or allegations regarding anti-competitive conduct, price-fixing, cartel formation, or unethical business practices. The Ethics Hotline reporting and internal audit mechanisms were actively operated, and systemic controls to prevent potential risks were meticulously implemented throughout 2025. Reports submitted to the Ethics Hotline are received anonymously, evaluated by the Internal Audit Department, and, when necessary, an official investigation process is initiated.

Throughout 2025, Klimasan was not subject to any review, investigation, or legal proceedings by the Turkish Competition Authority or other competition authorities. Full compliance with the governance and transparency principles of TSRS 2 was achieved through ethical risk management, internal audit activities, and proactive controls.

SUSTAINABLE BUSINESS & GROWTH

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OUR ECONOMIC SUSTAINABILITY COMMITMENTS AND TARGETS

		2021	2022	2023	2024	2025
To maintain the annual number of intellectual property rights and university-industry collaboration projects above 10	   	16	29	26	26	29
To maintain the proportion of recyclable materials used in final product manufacturing above 96%	   	96.5%	96.5%	98%	98%	98%
To maintain the “Gold” level in the EcoVadis sustainability assessment in 2025		63	76 (Gold)	78 (Gold)	79 (Gold)	79 (Gold)
To conduct on-site audits of domestic suppliers accounting for 80% of procurement volume	  	74%	76%	76%	70%	82%
To improve product energy consumption by 5% compared with the previous year by increasing sales of energy-efficient products (kWh/std. unit product*day)	   	2.74	1.71	1.46	1.32	1.40

SUMMARY OF OUR FINANCIAL AND OPERATIONAL INDICATORS

Future-Focused Agile Operational Strength

Klimasan creates lasting value for all its stakeholders through its agile operational capabilities and solid financial foundations.

In 2025, the Group's sales increased by 19.22% in TL terms compared to the previous year, reaching a net sales revenue of TL 6,832,645,910 (December 31, 2024: TL 5,731,122,028). Klimasan's product revenue, which constitutes the Group's highest turnover, decreased by 14.72% in EUR terms compared to the previous year. The primary reason for this was a decline in domestic sales. Domestic sales decreased by 34.58% compared with 2024, making them the primary driver of the decline in the Company's total revenue and sales volume. The most significant factor in this sharp decline in domestic sales was not a loss of market share for Klimasan, but rather that its domestic customers significantly cut their budgets and reduced their investments. In 2025, operating profit amounted to TL 31,915,702, representing a 48.5% increase compared with the same period in the previous year. (Operating profit as of December 31, 2024: TL 21,489,853.)

Summary Financial Information	2021	2022	2023	2024	2025
Net Sales (TL)	1,735,021,684	2,772,970,991	3,578,519,872	5,731,122,028	6,832,645,910
Net Profit for the Period (TL)	21,538,620	137,023,688	125,512,362	-260,645,195	-521,269,154
Total Assets (TL)	3,220,291,538	4,250,386,853	7,710,909,183	9,060,911,885	9,924,890,305
Current Ratio	1.31	1.21	1.02	1.37	1.22
Liquidity Ratio	1.08	0.83	0.76	1.06	0.9
Short-Term Liabilities/ Total Assets	0.54	0.49	0.52	0.43	0.42
Long-Term Liabilities/ Total Assets	0.27	0.13	0.10	0.18	0.19
Equity/Total Assets	0.19	0.38	0.38	0.38	0.40
Net Profit/Net Sales	0.01	0.05	0.04	-0.05	-0.08

SUMMARY OF OUR FINANCIAL AND OPERATIONAL INDICATORS

Sustainable Growth with a Strengthened Balance Sheet

Klimasan increased its sales and grew its balance sheet in 2025.

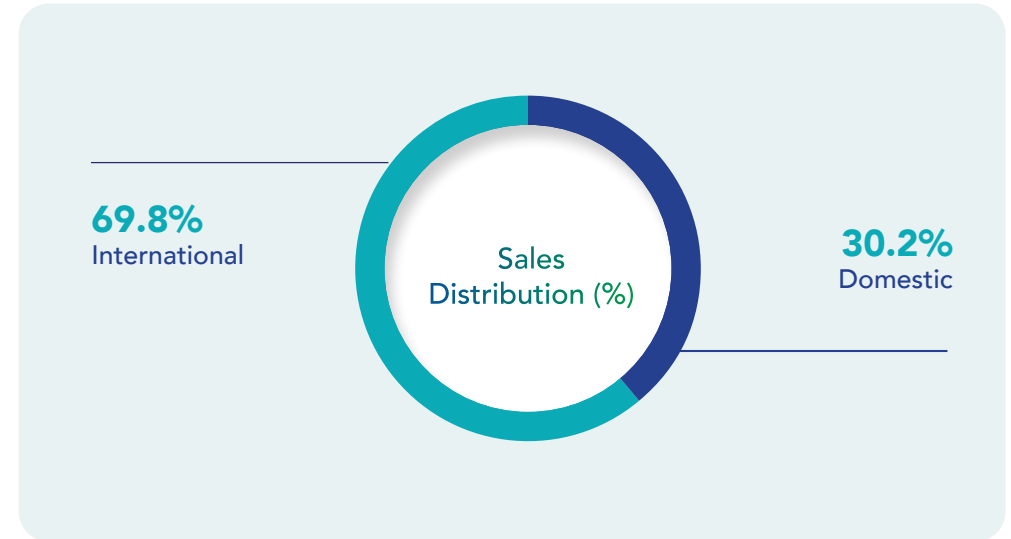
The net loss, which stood at TL 260,645,195 in 2024, widened to TL 521,269,154 in 2025. In the current period, the loss before tax was TL 378,929,888 and the total tax expense was TL 142,339,266, of which TL 134,626,364 relates to deferred tax expense.

In contrast, Klimasan's total asset size continued to grow. The asset size, which was approximately TL 9 billion at the end of 2024, reached TL 9.9 billion at the end of 2025. This indicates that the Company's investment capacity is sustained and its balance sheet growth continues.

Liquidity indicators continue to reflect a balanced structure. Despite a decrease in the current ratio and liquidity ratio in 2025, Klimasan has maintained its ability to meet its short-term liabilities and its strong financial position.

In conclusion, Klimasan increased its sales and grew its balance sheet in 2025. In the upcoming period, the Company's main focus will be on balancing this rapid growth with sustainable profitability

	CAGR 2013–2025	CAGR 2013–2024
Net Sales	30.99%	32.59%
International Sales	34.30%	30.75%
Domestic Sales	25.38%	34.87%



OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY

Growth Focused on Efficiency and Digitalization

Klimasan shapes its operational excellence approach in line with its quality, efficiency, digitalization, and sustainability goals.

Klimasan aims not only to ensure quality but also to maintain high standards across all production, supply, and service processes.

Klimasan considers operational excellence and quality to be cornerstones of its corporate culture and strategy. The Company's quality policy has an integrated structure that encompasses not only production performance but also customer satisfaction, supplier collaboration, environmental impact, and occupational health and safety. The quality-focused management approach is supported by integrated management systems based on international standards such as ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO 27001, and ISO 17025; it is integrated with error-proofing methods, process controls, and data-driven analysis at every stage of production. All production and operational processes are structured within the framework of ISO 9001 and other quality standards, and quality is applied as an integrated approach across all process stages, not just in product control. Quality and process reliability criteria are prioritized in decision-making processes.

Klimasan aims not only to ensure quality but also to maintain high standards continuously across all production, supply, and service processes. The core principles adopted in this context are: meeting customer expectations at the highest level across all products and services; increasing efficiency and minimizing errors in operational processes; standardizing

every stage of business processes; regularly monitoring quality performance; and taking proactive measures by anticipating errors and disruptions. Strategic priorities have been identified as: ensuring product and service quality in line with international standards; prioritizing quality and sustainability criteria in supplier selection; optimizing the use of energy and raw materials to minimize waste; monitoring production processes with digital systems; and instilling an awareness of operational excellence in employees through continuous training.

Quality control processes on production lines are managed through a multi-layered system. Raw materials and components are tested through incoming controls before entering production; critical steps on production lines are continuously monitored with automatic and manual measurement points to ensure in-process control; and final product controls are conducted for performance, safety, energy efficiency, and environmental compliance upon completion. Key preventive measures include Error-Proofing (Poka-Yoke) Systems to minimize human error, Standard Operating Procedures (SOPs) to ensure process standardization, automatic data collection systems for instant detection of process deviations, and regular calibration and maintenance programs.

Throughout 2025, through its quality management activities conducted in compliance with national and international standards, Klimasan delivered proactive solutions in response to customer expectations, increased process reliability, and reinforced a culture of continuous improvement rooted in employee participation. Positioning quality not as an outcome but as a fundamental building block of its corporate culture, the Company has both optimized its internal processes and strengthened external stakeholder trust through the data-driven control systems it implemented throughout the year. In 2025, the critical error rate was kept at a minimum level of 0.09%. The first-time-right production rate was recorded at 91.76%, while 85% of feedback in after-sales service processes was evaluated positively.

Systematic quality management strategies have been developed to address areas that affect operational sustainability, including rising customer expectations, material quality risks in the supply chain, energy efficiency challenges, error rates, and cyber security and data management challenges. Supplier audits, energy efficiency projects, automation investments in production lines, occupational health and safety training, and real-time data monitoring platforms are the primary measures taken to address these challenges.

OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY

End-to-End Digitalization in Business Processes

All of Klimasan's operational and managerial processes are integrated into its ERP infrastructure.

The digital platforms used at Klimasan provide transparency and traceability across processes, enabling the rapid identification of and intervention in areas for improvement.

PROCESS MANAGEMENT

Klimasan's process management approach is built on integrated management systems, digital platforms, and continuous review mechanisms. All production, maintenance, quality, and support processes are mapped in detail, step-by-step standard operating procedures are defined for each process, and areas of responsibility are clarified. All processes are defined using SWOT analyses, risk and opportunity assessments, and workflow diagrams; responsibilities are assigned, and processes are managed through digital portals. In the evaluation and optimization stages of processes, value stream mapping, data analysis with ERP and MES systems, benchmarking against industry standards, Failure Mode and Effects Analysis (FMEA), and root cause analyses are effectively used.

All of the Company's operational and managerial processes operate in an integrated manner with the ERP infrastructure and are carried out in compliance with quality, environmental, energy, information security, and occupational health and safety management systems. Performance is monitored through a total of 135 KPIs and reported to senior management on a monthly, quarterly, and annual basis;

action plans are implemented based on the outcomes. Key performance indicators used to track operational excellence goals include compliance with investment and operational budgets, employee satisfaction survey engagement score, lost time rate due to maintenance, customer satisfaction rate, first-time-right production rate, process error rates from components and production, annual number of customer complaints, number of design-related errors, and the number of patents and utility models.

First-Time-Right Production Rate	91.76%
Critical Error Rate	0.09%
KPI Target Achievement Rate	94.7%

Customer feedback is collected through multiple channels—including email, survey systems, phone calls, field service reports, and social media, and categorized by product quality, delivery time, and service performance. This feedback is analyzed through root cause analysis, converted into improvement projects for production and service processes, and used to directly inform decision-making.

Thanks to the traceability of document management and corrective and preventive actions conducted via QDMS, audit and process verification activities were coordinated across all units. In 2025, 165 new documents were created and 1,635 documents were revised on QDMS. The main platforms supporting process management with digital systems include the ERP software that integrates operational processes, QDMS for document and action tracking, Service Cloud for after-sales service monitoring, ManageEngine for managing IT support processes, and the KLİK Portal for human resources processes. Through all these platforms, transparency and traceability between processes are ensured, and areas for improvement can be quickly identified and addressed.

OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY

Rising Operational Efficiency Through Automation

Throughout 2025, automation investments were prioritized to improve quality and efficiency in production, warehouse management, supply chain, and shipping processes.

CONTINUOUS IMPROVEMENT AND INVESTMENTS

Klimasan's continuous improvement approach is strengthened by employee participation, data-driven decision-making, lean manufacturing practices, and digitalization investments. The Company bases its quality improvement efforts on the contributions of its field employees and institutionalizes this process through feedback and suggestion mechanisms. The We Grow Together program, which encourages employee participation in process improvement and cost reduction projects, along with idea collection systems and regular lean manufacturing and Six Sigma training, helps embed this culture across the Company.

Within the scope of lean manufacturing projects, value stream mapping, 5S practices, Kaizen workshops, and Poka-Yoke systems are implemented. In continuous improvement activities, process standardization, energy and resource efficiency projects, and maintenance management are prioritized.

Throughout 2025, automation investments were prioritized to increase quality and efficiency in production, warehouse management, supply chain, and shipment processes.

Conveyor automation and line improvement projects have reduced manual operations, increased capacity, and shortened processing times. The automatic stretch-wrapping system has standardized packaging processes, increasing labor efficiency while reducing error rates and occupational health risks. In warehouse management and supply chain processes, stock management and material flow have been digitized using ERP and SAP infrastructures, and lead times have been shortened by pre-positioning critical parts. In shipment processes, tracking via digital systems has increased operational transparency and ensured on-time delivery.

Suggestion System and Participatory Management

In 2025, 207 suggestions were collected through the digital suggestion platform, 32% of which were implemented. Of these suggestions, 22% were for quality and process improvement, 50% for production efficiency, 13% for occupational health and safety, and 15% for environmental benefit. Employees who submitted suggestions were regularly rewarded, and social events were organized for departments with high scores.



OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY

Distribution of 207 Suggestions by Department in 2025



OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY

Improvement Initiatives in Operational Processes

In 2025, the Kaizen and Methods Team carried out 298 production support and improvement activities.

Kaizen Activities

Klimasan believes that teamwork is the most critical factor in setting a goal, formulating the strategies required to achieve it, and ultimately reaching that goal. In the processes of goal setting and strategy development, Kaizen initiatives hold special importance for the Company. The participation of all employees in production and management processes is ensured. Through continuous improvement projects and equipment enhancement initiatives led by the Kaizen team, the primary objective is to engage employees who work closest to the processes and are best positioned to identify improvement opportunities and resolve problems. In this context, every employee involved in the process is responsible for Kaizen practices and is part of them.

In 2025, the Kaizen and Methods Team carried out 298 production support and improvement initiatives. A total of 115 Kaizen projects and 89 line improvement projects were commissioned, and 94 standardization studies were conducted. To improve the performance and ergonomics of production processes, 350 new gauges and fixtures were manufactured and put into use. For employee health and safety, 54 actions were completed, and to contribute to company efficiency, time studies and line balancing were performed on 70 products. As a result of 12 Yamazumi studies and analyses conducted using the Time Prism time-study program, the factory achieved manpower savings equivalent to seven employees, and overall factory efficiency increased by 1%.

To strengthen factory-wide project management and foster a lean culture, the annual We Grow Together project management workshop was held with the participation of all factory departments. A total of 10 projects were implemented, contributing to a 1% improvement in overall factory efficiency. The main projects implemented are as follows:

DF DFSG Personnel Optimization Project

Koray Erol, Yiğit Telek

Curing Time Optimization Project

Mehmet Tergan, Gürkan Balık

SC 372 V2 Optimization Project

Bulut San, Sinan Özçelik

Paint Shop Efficiency Project

**Ayhan Gökberk Baylan,
Orkun Akın**

Compressor Group Lines Improvement Project

Bulut San, Sinan Özçelik

DD Capacity Increase Project

Bulut San, Süleyman İz

Frameless Products Capacity Increase Project

Fatih Er, Barış Vardar

CU to ALU Heat Exchanger Transition Project

Mutlu Soylu, Buse Gamsız

Secondary Preparation 10% Efficiency Increase and YM Distribution System Project

Türker Daştı, Okay Arslantaş

OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY

High Energy Savings with Smart Systems

Significant energy savings were achieved by enabling the automatic shutdown of high-energy-consuming motors and hydraulic systems on inactive production lines.

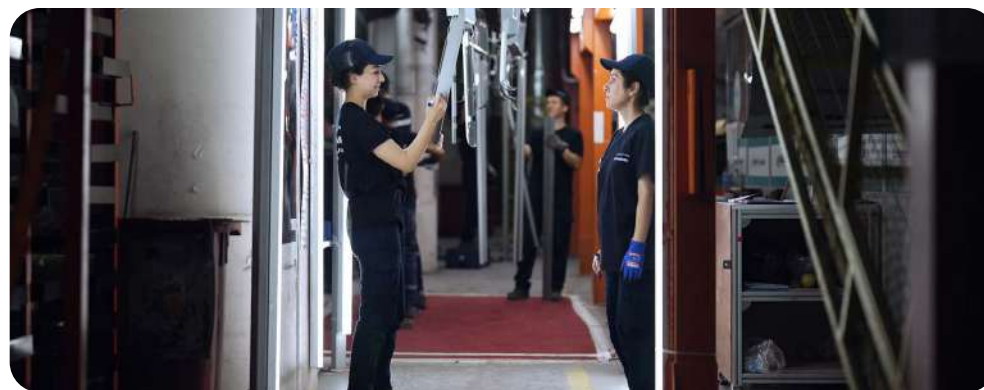
Total Productive Maintenance (TPM)

The Total Productive Maintenance (TPM) approach, which makes a significant contribution to Klimasan's sustainability and efficiency efforts, is sustained through the active participation of all employees in TPM activities. The main goal is to reduce machine downtime, ensure the regular implementation of planned and predictive maintenance, and encourage continuous improvement. The forms used to record the basic maintenance, cleaning, and inspection activities performed by operators in the plant were revised in terms of both their visual design and content. For system and revision tracking, 188 autonomous maintenance forms uploaded to the QDMS system are actively monitored.

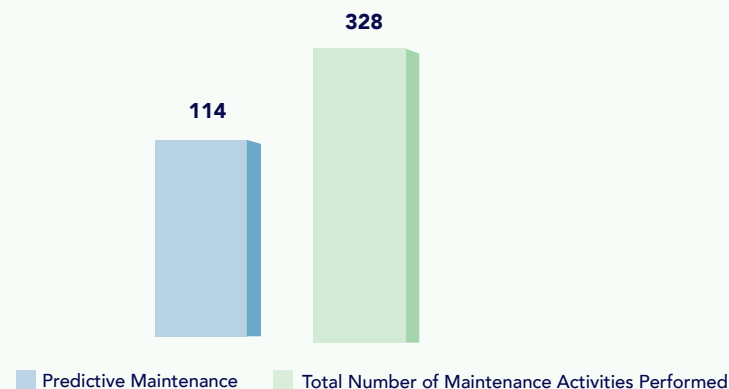
By increasing the number of energy measurement points, energy usage areas are better analyzed; necessary equipment investments and improvement projects are implemented to reduce energy consumption. In this context, an investment was made in three natural gas meters, which were installed on the hot water boiler and the curing ovens, and natural gas consumption is now being monitored. Periodic thermal measurements are conducted throughout the plant, predictive

maintenance activities are expanded to prevent machine downtime and breakdowns, and the continuity of planned maintenance activities is maintained. The Company invested in ultrasonic leak detection equipment to monitor air and gas leaks. The equipment has been put into active use, enabling the on-site detection and repair of air leaks. As part of predictive maintenance activities, an investment was made in a vibration measurement device, and vibration measurements have begun on polyurethane pumps, with plans to expand these practices. In 2025, 328 total planned maintenance activities and 114 predictive maintenance activities were carried out. Weekly 5S activities and improvement projects carried out by the Kaizen team support this process.

As part of the compressor overhaul, the specific energy consumption of the replacement compressor was reduced from 0.1607 kWh/m³ to 0.110 kWh/m³. Through the duct system installed to utilize waste heat from the compressor, two natural gas radiant heaters, each with an installed capacity of 30 kW, were decommissioned. Significant energy savings were achieved by enabling the automatic shutdown of energy-intensive motors and hydraulic systems on inactive production lines.



2025 Planned/Predictive Maintenance Analysis



OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY

Efficient Process Management and Financial Benefits

In 2025, the process layout was optimized to eliminate non-value-added steps, resulting in annual savings of EUR 15,360.

2025 Investments and Digitalization

Klimasan made total investments of between EUR 2.2 million and EUR 2.5 million in 2025. These investments were implemented to support operational efficiency, accelerate digitalization, and increase capacity. The key investments and digitalization initiatives are as follows:

- Investment in a plastic door pressing machine, resulting in a 20% increase in capacity and improved quality.
- Investment in two R&D test chambers, resulting in a 22% increase in capacity and improved testing processes.
- Investments in molds, resulting in increased capacity and improved quality.
- Overhaul of the bending line, resulting in a 13% increase in capacity and reduced downtime caused by breakdowns.
- Investment in assembly line automation, resulting in a 10% increase in capacity and higher production speed.
- Investment in an additional air dryer, reducing setup-related losses by 60% and ensuring energy efficiency.
- Investment in an additional 4,675 m² building to improve production and shipping processes.
- Integration of tablet applications and data monitoring systems into production processes, enabling real-time production tracking, performance measurement, and error analysis.
- End-to-end digitalization of work orders, service processes, and spare parts management in after-sales services through Service Cloud and ERP integration.

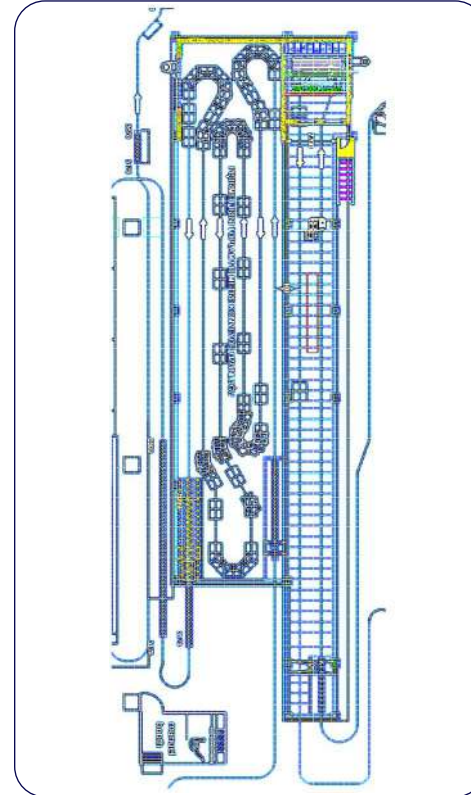
New Production Methodologies and Efficiency Projects

Klimasan continues to develop new production methodologies, such as SKD and CKD, to enhance its competitiveness in new markets and optimize logistics and production costs in regions with high customs duties. Through these projects, external production capacity was increased, and shipments continued throughout the year. Other efficiency projects carried out in 2025 include:



Pre-Assembly Line Efficiency

Improvement Project: Pre-assembly processes were restructured, resulting in labor savings equivalent to one employee per shift and annual savings of EUR 37,360.



Paintshop Extension Project:

The paintshop line speed was increased from 5.5 m/min to 7.2 m/min, boosting capacity by 30% and achieving annual savings of EUR 138,000 through a 27% reduction in natural gas consumption.



Kinte Work Optimization Project:

The process layout was optimized to eliminate non-value-added steps, resulting in annual savings of EUR 15,360.

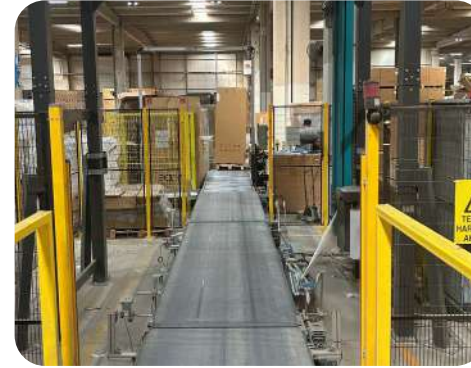
OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY



Automatic Plastic Door Press Conveyor Project: By automating manual operations, a 16% increase in production and annual savings of EUR 152,000 were achieved.



DoubleDoor 10% Capacity Increase Project: A 10% increase in capacity and annual savings of EUR 158,000 were achieved through conveyor automation.



DD-SL Automatic Stretch Wrapping Machine Project: Automation of the packaging process reduced raw material consumption, resulting in annual savings of EUR 133,000.



Factory Idle Time Tracking Project: Digital tracking of production downtime led to a 15% improvement in cycle time and an increase in capacity.



Compressor Heat Recovery and Modernization: The use of waste heat and modernization efforts reduced energy costs, achieving 35% energy savings and a 20% increase in system capacity.



Punching Line Retrofit Project: Retrofitting efforts increased machine speed, resulting in a 7% increase in capacity.



Sub-assembly Moving Line Project: Manual processes were converted to a moving line, achieving a 10% increase in efficiency.

OPERATIONAL EXCELLENCE AND SUSTAINABLE PRODUCT QUALITY

Full Compliance with Integrated Management Systems

At Klimasan, quality management, environmental, occupational health and safety, and information security processes are managed in an integrated manner.



Renewable Energy Investments with I-REC Certification

Since 2020, Klimasan has been investing in renewable energy sources to offset its annual electricity consumption. In 2025, a total of 8,645.08 MWh of electricity consumption was matched with renewable energy sources through I-REC certificates, and the Company qualified for the International Renewable Energy Certificate (I-REC) issued by Yeşilırmak Elektrik Perakende Satış A.Ş. Through infrastructure investments such as natural gas meters, energy measurement points, and radiant heating systems, energy consumption was optimized, and total annual energy costs were reduced by approximately 16.5%.



Management Systems and Audits

National and international standards are meticulously applied to ensure operational excellence and quality. Quality management, environmental, occupational health and safety, and information security processes are managed in an integrated manner. The Company's management systems and certifications include:

- ISO 9001:2015 Quality Management System
- ISO 14001 Environmental Management System
- ISO 45001 Occupational Health and Safety Management System
- ISO 50001 Energy Management System
- ISO 27001 Information Security Management System
- ISO/IEC 17025 Standard for the Competence of Testing and Calibration Laboratories
- SMETA 4-Pillar Social Compliance Certificate

Within the scope of TSRS-compliant reporting, Klimasan-Manisa plant was audited by an independent external auditor in line with sustainability and environmental management practices. These audits were conducted using both on-site and virtual methods, confirming the reliability of the Company's sustainability processes.

CUSTOMER SATISFACTION, CUSTOMER EXPERIENCE, AND AFTER-SALES SOLUTIONS

Uninterrupted Service Throughout the Product Lifecycle

Klimasan transforms customer satisfaction into lasting trust through uninterrupted digital support services provided throughout the product lifecycle.

In 2025, Klimasan continued to place its customer-focused approach at the core of its operations. The Company focuses on meeting its customers' expectations at the highest level to strengthen customer loyalty, increase customer satisfaction, and sustainably grow its market share.

Customer satisfaction remains a top priority at Klimasan, and accordingly, new eco-friendly and energy-efficient products tailored to customer needs are being developed. Customer expectations and feedback are regularly monitored and analyzed via the CX (Customer Experience) Portal. All customer requests are digitally recorded to ensure traceability, transparency, and rapid response. Thanks to the system integrated with the 444 0 789 call center, requests are managed effectively. Metrics such as service time, failure resolution speed, and satisfaction scores are regularly monitored to ensure continuous improvement.

Klimasan's production facility in Manisa, with an annual capacity of 812,520 units, continues to offer over 180 product types to more than 1,600 customers in over 100 countries. With over 50 years of experience, the Company maintained its position as a reliable and innovative supplier in the commercial refrigeration sector in 2025.

Klimasan continues to support its customers throughout the product lifecycle. With more than 180 After-Sales Service Centers across Türkiye, the Company aims to extend the service life of its products through its strong technical service network. In 2025, the technical service satisfaction rate was 91%. Authorized service performance is evaluated on a monthly and semi-annual basis according to KPIs such as response time, work order closing time, first-time fix rate, and customer satisfaction.

As part of its customer-centric approach, teams under the After-Sales Services (ASS) Directorate manage logistics, technical support, training, and operational processes in an integrated manner. Performance tracking and KPI measurements are conducted regularly, and service quality is standardized through the contracted service network.

In 2025, Klimasan advanced its digitalization efforts in spare parts logistics. Through processes integrated with SAP and ERP systems, inter-service spare parts tracking is enabled, and inventory optimization is achieved. Through the ASS lead warehouse model, the shipment rate within the first 24 hours increased to over 88%.



After-sales services include in-warranty services, out-of-warranty maintenance and repair, product insurance, water cooler sanitation, on-site service, GPS-based product tracking, in-warehouse maintenance, spare parts management, and refurbishment services. Significant improvements in service speed have been achieved through the pre-positioning of critical spare parts.

Klimasan provides comprehensive user manuals, safety labels, and technical documentation to ensure the correct and safe use of its products. Training on the use of the CX Portal and ERP was provided for technical service teams, and knowledge levels were enhanced through online modules, technical meetings, and hands-on training. Participants were certified through assessments conducted at the end of the training.

CUSTOMER SATISFACTION, CUSTOMER EXPERIENCE, AND AFTER-SALES SOLUTIONS

Customer Experience Enhanced by Data Analytics

Klimasan uses advanced data analytics and digital systems to measure customer satisfaction and ensure continuous improvement.

After-sales services are provided for the “Commercial Coolers” and “Household Coolers” categories. While the warranty period for commercial products can be extended to up to 36 months, the warranty period for household products may be extended to 5, 7, or 10 years, depending on promotional campaigns. Spare parts are available for all products for a period of 10 years.

Klimasan offers integrated solutions for points of sale to support its customers’ business processes, enabling users to track their requests digitally via the CX system. Additionally, a knowledge base containing FAQs, technical videos, and digital documentation is made available to users.

Customer Satisfaction

Klimasan uses advanced data analytics and digital systems to measure customer satisfaction and ensure continuous improvement. All service processes managed through the CX Portal are tracked in an integrated manner by authorized service providers, the call center, and corporate customers.

Customer satisfaction is evaluated based on criteria such as response time, first-time fix rate, spare parts delivery time, and customer feedback. In 2025, the rate of service requests closed within 48 hours was 84%. This rate is a significant indicator of operational speed and of an effective problem-solving approach.

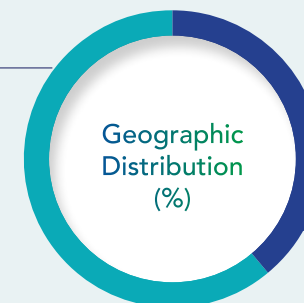
Customer complaints are collected through the call center, the CX Portal, email/web forms, and authorized service providers, and are automatically converted into work orders in the system. Complaints are classified according to priority and impact level, with critical situations managed directly by the ASS teams. The target resolution time is seven business days.

Complaint management performance is measured by KPIs such as response time, work order closing time, customer satisfaction scores, and repeat complaint rate. In 2025, 85% of after-sales feedback was rated as positive.

Systematic improvement efforts are carried out through root cause analyses and quarterly trend reports; based on the findings, enhancements are made to both product and service processes.

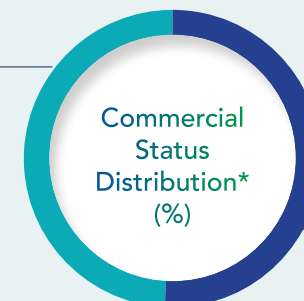
Customer Profile

63%
International



37%
Domestic

51%
Non-Key Account



49%
Key Account

* Key Account customers are global beverage and ice cream companies operating worldwide. Non-Key Account customers are beverage companies and distributors operating in local markets.

CUSTOMER SATISFACTION, CUSTOMER EXPERIENCE, AND AFTER-SALES SOLUTIONS

Accelerated Resolution Processes with the CX System

In 2025, customer complaints were automatically managed through the CX system, resulting in improved resolution times.

Key Activities and Improvements in 2025

- Field feedback was regularly reviewed during monthly authorized service meetings.
- Technical training programs were expanded both domestically and internationally, and training on new products was provided.
- Targeted development programs were implemented for low-performing service providers.
- Service processes began to be managed end-to-end digitally through Service Cloud and ERP integration.
- Speed and accuracy in field operations were improved through tablet-based applications.
- Digital tracking and inventory optimization in spare parts logistics were improved.
- Resolution times were improved by automatically managing customer complaints through the CX system.
- Service performance was regularly monitored and reported based on KPIs.



CUSTOMER SATISFACTION, CUSTOMER EXPERIENCE, AND AFTER-SALES SOLUTIONS

International Service Organization

31 authorized service centers on 3 continents

Over **200,000** service interventions per year

Inventory management at service centers

Digital management through ERP and Service Cloud Portal integration

Satisfaction surveys for all end-users and corporate customers

Regular training for authorized service employees



R&D, INNOVATION, AND DIGITAL TRANSFORMATION

R&D Initiatives that Set Global Standards

Klimasan builds its R&D and innovation approach on the foundations of sustainable technology, setting global refrigeration standards.

Strategic R&D and Innovation Approach

Klimasan has built its R&D and innovation strategy on the foundations of sustainable technology and energy efficiency, with the aim of setting global refrigeration standards. As part of its 2025 strategic roadmap, the Company is focused on increasing the market share of highly energy-efficient products that are fully compliant with European Union regulations. The Company continues to differentiate itself through its R&D efforts by developing solutions that fully meet expectations in terms of aesthetics, ergonomics, functionality, and energy efficiency. Klimasan's R&D activities are organized into specialized R&D design groups, each focusing on its respective product area.

Klimasan's R&D strategy for 2025 is to maximize the commercialization of newly developed products, thereby maintaining its industry leadership in both export and domestic markets. To ensure full compliance with European Union regulations, the focus is on the energy classes of products; minimizing unit energy consumption through the optimization of cooling cycles and the use of advanced insulation technologies is considered a primary priority.

At Klimasan, innovation is built on developing products that consume less energy, have a lower environmental impact, and are manufactured with a reduced environmental footprint. The R&D team develops products using the latest technologies suited to its product targeting and expands market presence by offering innovative solutions to customers. In this context, Klimasan further strengthens its pioneering position in the industry through intensive collaboration with national and international institutions and organizations.

In the commercial refrigeration sector, Klimasan is consistently among the leaders in intellectual property management, with numerous patents and registered designs both nationally and internationally. Klimasan delivers not only high-quality products but also smart digital solutions that make life easier for its customers.

The Klimasan R&D Center has established itself as a benchmark in the industry through its 11 Climate Test Chambers, years of accumulated knowledge and expertise in cooling system design, global experience and know-how sharing, laboratory and university collaborations, and 3D/2D modeling and design competencies. For the digitalization of production processes, platforms such as the ERP infrastructure, QDMS document management, Service Cloud for after-sales service tracking, and the CX Portal are used in an end-to-end integrated manner.



R&D, INNOVATION, AND DIGITAL TRANSFORMATION

A Business Culture Enriched by Academic Knowledge

Klimasan serves as a role model in university-industry collaboration mechanisms, spreading a culture of cooperation to all its employees.

For the past 10 years, Klimasan's R&D Center has been officially recognized and audited by the Ministry and has consistently ranked among the 250 largest R&D centers in Türkiye since its establishment. The Klimasan R&D Center;

- According to the list announced by Turkishtime in 2024, based on projects and expenditures approved by the Ministry of Industry and Technology, it ranks 98th among the Top 500 Companies with the Highest R&D Expenditures.
- Ranked 98th in R&D expenditure,
- Ranked 26th in the number of registered design applications,
- Ranked 6th in the number of utility models.

In the future, Klimasan aims to accelerate its R&D efforts to:

- Increase the recyclability of its products and the use of recycled materials in their production,
- Support the responsible environmental activities of both itself and its customers by reducing emissions from the use phase of its products,
- Ensure the continuity of R&D activities that offer flexible solutions to customer demands,
- Support its suppliers' R&D activities by maintaining its leading role in the supply chain through rapid adaptation to innovation and change and a sustainable product approach.

Innovation Culture and a Skilled Workforce

With its expert R&D team of 53 people, consisting of 36 researchers, 13 technicians, and 4 support personnel, Klimasan develops reliable, innovative, and environmentally friendly solutions tailored to customer needs. To support the internal innovation culture, systematic incentive mechanisms such as the "Master's/Doctorate Incentive Directive," the "Intellectual Property Rights Incentive Directive," and the "Scientific Article/Publication/Paper Incentive Directive" are implemented. Through these systems, employee creativity is transformed into tangible, high-value-added projects.

The Company serves as a role model in university-industry collaboration mechanisms, spreading a culture of cooperation to all its employees. Across Klimasan's broad product portfolio, energy efficiency is the primary consideration in every project undertaken. As Klimasan continues to expand its product portfolio with new designs, it collaborates with numerous universities and invests in new projects. The collaborations carried out in 2025 are listed below:

- Yaşar University, Department of Design, Türkiye University-Industry Collaboration Project
- Yaşar University, Department of Architecture and Design, Student Graduation Project Mentorship
- Execution of a collaboration protocol with Celal Bayar University
- International collaboration project with Artel (Uzbekistan)
- Dokuz Eylül University

Additionally, as part of the "Industry on Campus" program, employees at the R&D Center who hold master's and doctoral degrees teach courses at Celal Bayar University, Istanbul Esenyurt University, and Pamukkale University, combining academic knowledge with industrial practice.

2025 Projects and Technological Investments

At the Klimasan R&D Center, a total of 10 R&D projects were carried out throughout 2025, focusing on energy efficiency, product performance, sustainable design, and next-generation cooling technologies. These projects are:

1. AR-24-036: Artel Project
2. AR-24-037: Efficient Product with a Compact Heat Exchanger
3. AR-24-038: Ecochill Class A Product Development Project
4. AR-25-039: Mechanical Design Version Projects 2025
5. AR-25-040: Cooling Design Version Projects 2025
6. AR-25-041: Certification Design Version Projects
7. AR-25-042: Technology Development Projects 2025
8. AR-25-043: NextGen Project
9. AR-25-044: Vision Version 2025 Project
10. AR-25-045: DFSG Range C Class Project

As a result of R&D activities conducted in 2025, four new product designs (AR-24-037, AR-24-038, AR-25-043, and AR-25-

044) were successfully launched. These new-generation products with reduced energy consumption have strengthened the Company's innovation capacity and contributed to its international competitiveness. In 2025, Klimasan invested a total of TL 187,458,528.16 in its R&D and innovation activities. All projects were implemented with the Company's own capital and are suitable for commercialization.

The success of R&D projects is primarily measured by the high innovative value of the designs and the speed at which they are converted into high-volume mass production. In the technical competence assessment, the main criteria are the transition of products to energy classes in compliance with new EU regulations and the real reduction rates in energy consumption. In environmental impact analyses, the extent to which the carbon footprint is reduced throughout the product lifecycle is meticulously monitored. To foster an internal innovation culture, the impact of projects on employee motivation and the level of utilization of the intellectual property rights incentive system are considered social success indicators. The technical outputs and contributions to the academic literature resulting from collaborations with academic stakeholders demonstrate the scientific depth of the projects.

R&D, INNOVATION, AND DIGITAL TRANSFORMATION

Technological Power Partnership in the Turkic Republics Market

The Artel Project represents a strategic R&D collaboration supporting the Company's growth objectives in the Turkic Republics market.



Sustainable Product Design and Eco-Friendly Solutions

Klimasan minimizes electricity consumption and carbon footprint per unit of cooling by improving the energy efficiency class of its products. The R&D department redesigns thermodynamic cycles for the safe use of natural refrigerants such as R290 and R600a, standardizing sealing and electrical safety components. In this process, high-efficiency compressor optimizations are performed, combining the goals of environmental sustainability and energy savings. The implemented process automation and energy-efficiency-focused next-generation insulation technologies minimize energy consumption per product unit, providing significant savings in operational costs and an increase in production speed. Through precise raw material optimization, waste rates in production processes are reduced, resource utilization is maximized, and the environmental footprint is lowered. These innovative approaches accelerate the mass production of high-value-added, low-emission products while reinforcing the Company's technological competitiveness in the global market.

Prominent innovation efforts include the following:

Artel Project

This project, carried out in Uzbekistan with Artel, represents a strategic R&D collaboration supporting the Company's growth objectives in the Turkic Republics market. This design, emerging from the synergy of the two companies' knowledge and technological capabilities, is the product of a comprehensive R&D process aimed at providing innovative solutions tailored to the specific needs and consumer preferences of the market. Through joint development efforts, both Artel's local market knowledge and Klimasan's design and engineering experience have been combined to create a unique product that provides a competitive advantage. This collaboration has accelerated R&D efforts to optimize cost-effectiveness and product quality by enabling the exploration of different production techniques and material uses. Design adaptations made considering the cultural and climatic conditions of the Turkic Republics support the success of the market-oriented R&D approach and collaboration.

Nextgen Project

In commercial refrigeration equipment, it is essential that the products displayed inside the unit attract customers' attention. In these products, the parts that are visible to the customer, eye-catching, and prominent are the body and door of the cooler. The body and door of the cooling cabinet were designed with a broad, rounded profile, and holographic logos were incorporated to draw customers' attention. Additionally, three of the mechanical solutions developed to make the design manufacturable have been registered as utility models.

Ecochill: Class A Energy Project

The Ecochill: Class A Energy-Efficient Commercial Refrigerator Innovation Project is an ambitious and innovative R&D project aimed at maximizing energy efficiency in the commercial refrigeration sector. The goal of achieving a Class A energy label necessitates the application of state-of-the-art technology and creative solutions in all of the refrigerator's design and engineering processes. This project represents a comprehensive R&D approach that not only minimizes energy consumption but also includes superior cooling performance, a long product life, and the use of environmentally friendly materials.

R&D, INNOVATION, AND DIGITAL TRANSFORMATION

A Transparent Tracking Approach in the Product Lifecycle

Klimasan has been measuring the recyclability of its products for many years and sharing this information with its customers.

Ecochill has the potential to pioneer a sustainable transformation in the industry by helping commercial enterprises reduce their energy costs and environmental footprints. Therefore, this project is a significant example of how energy-efficiency-focused R&D can be groundbreaking in commercial refrigeration technologies.

Product Recyclability Analysis

With its sustainable product approach, Klimasan aims to keep the environmental impact of its products to a minimum even after the use phase. To this end, it conducts R&D activities to continuously increase the proportion of reusable materials in its products.

Klimasan has been measuring the recyclability of its products for many years and sharing this information with its customers. In the first phase of the study, the Klimasan R&D Team, in collaboration with the Sustainability Team, determined the material breakdowns of the products, and the properties of each material were examined. At this stage, supplier companies were requested to provide information regarding the recyclability of the materials and products they supply to Klimasan.

This enabled the identification of the environmental properties of semi-finished products used in the production phase and the determination of potential R&D and improvement studies to be conducted with supplier companies.

In the second phase, expert domestic and foreign recycling companies specializing in white goods and refrigerator recycling and recovery were engaged to dismantle products placed on the market, analyze their content and structure, conduct a detailed analysis of the properties of each component, and produce a report.

The most significant output of the project is the detailed identification of the recyclability properties of materials and semi-finished products used in coolers and freezers, along with the creation of collaborative development projects with supplier companies on this topic.

By interpreting the data obtained from the analysis results, Klimasan will be able to systematically report the recyclability properties of every product it manufactures via its ERP software.

Product Safety

In addition to ensuring quality and environmental compatibility in each of its designs, Klimasan places the utmost importance on product safety and adheres to the following standards and regulations:

- LVD Directive 2014/35/EU
- IEC 60335-1
- IEC 60335-2-89 (Commercial)
- IEC 60335-2-24 (Household)
- EMC Directive 2014/30/EU
- EN 55014-1
- EN 55014-2
- EN 61000-3-2
- EN 61000-3-3
- EN 61000-4-2
- EN 61000-4-3
- EN 61000-4-4
- EN 61000-4-5
- EN 61000-4-6
- EN 61000-4-11
- RoHS Directive 2011/65/EU and 2015/863/EU
- REACH Regulation EC 1907/2006
- WEEE Directive 2012/19/EU

All Klimasan products bear the CE, RoHS, and WEEE marks, indicating that they have passed all necessary conformity assessment procedures for use in the European Union and comply with health, safety, and consumer and environmental protection requirements.

Klimasan products also comply with the RoHS Directive, which restricts the use of lead and other substances that may pose risks to human health and the environment in electrical and electronic equipment, as well as the REACH Regulation, which aims to control and register the use of carcinogenic, mutagenic and toxic substances.

Verification tests are conducted on packaging materials used at Klimasan to confirm they do not contain the four heavy metals (Pb, Cd, Hg, Cr) under Directive 94/62/EC.

For household products, in compliance with European regulations, material selection and production are carried out in observance of food contact requirements under the "Food Contact Regulation (EC) No 1935/2004."

The Waste Electrical and Electronic Equipment (WEEE) Directive, with which Klimasan complies, establishes targets for the collection, recycling and recovery of electrical and electronic equipment. Klimasan increases the recyclability of its products by using components that comply with the WEEE Directive.

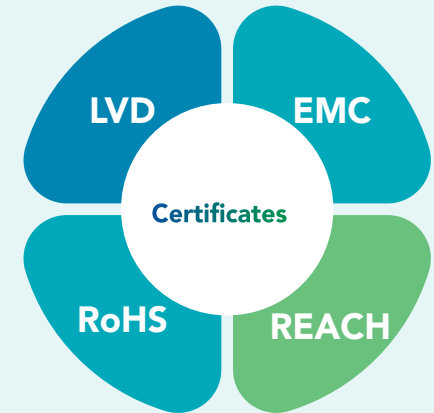
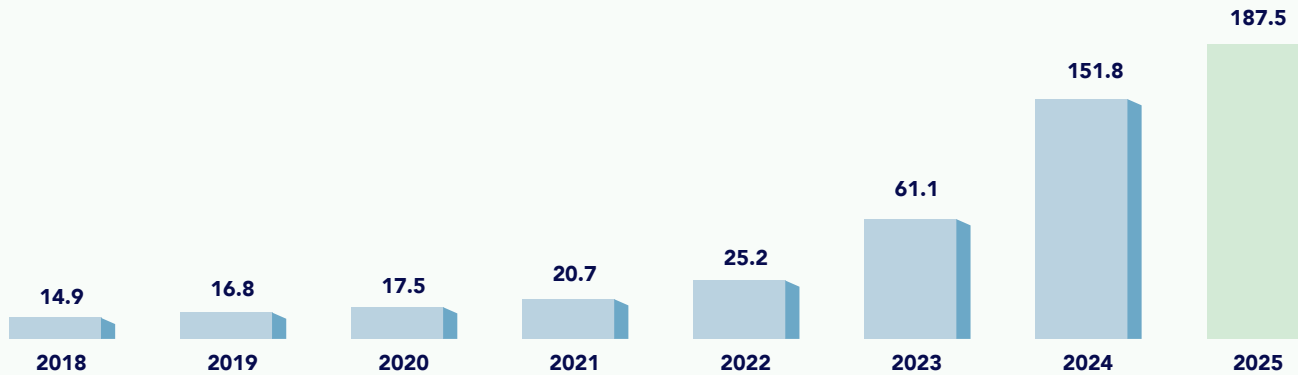
With the energy regulations that took effect in EU member states in 2021, all commercial and household cabinets sold to those countries are subject to those regulations. All products are subject to energy labeling, and the energy labels are registered in the EPREL system.

R&D, INNOVATION, AND DIGITAL TRANSFORMATION

Projects Carried Out Under National Support Programs

TÜBİTAK TEYDEB 1501 and 1507 Programs	Support was received for projects aimed at developing highly energy-efficient products and utilizing alternative refrigerants; the funding covered product performance tests, prototyping, and software development activities.
KOSGEB R&D, Product Development and Innovation Support Program	KOSGEB support was provided for investments in the digitalization of production processes. Specifically, the PLIS upgrade process and the digital monitoring systems integrated into the production site were supported within this scope.
Ministry of Energy and Natural Resources Efficiency Enhancement Project (VAP) Support	A preliminary application was made for projects utilizing heat recovery systems and compressor waste heat; technical feasibility reports have been prepared.
UR-GE (Development of International Competitiveness) Support	Support from the Ministry of Trade was utilized for the promotion and commercialization of export-oriented R&D products in foreign markets.
İzmir Development Agency (İZKA) Technical Support Application	Preliminary meetings were held on project-based consultancy and capacity building, and the application processes have been initiated.

R&D Budget by Year (TL million)



CYBER SECURITY AND DATA PRIVACY

High-Level Protection for Stakeholder Data

In an increasingly digital world, Klimasan positions cyber security as a cornerstone of its sustainable corporate structure to ensure the highest level of protection for its stakeholders' data.

Klimasan embraces information security as a core corporate value. The Company uses products from leading security technology providers and designs all its systems in accordance with security procedures established in line with regulatory requirements. Through its ISO 27001 Information Security Management System certification, which it has maintained since 2018, Klimasan ensures that its information assets are protected in accordance with international standards. As a company subject to the Personal Data Protection Law (KVKK), Klimasan regularly reviews its practices as part of its compliance efforts and assesses its compliance status through annual audits conducted by independent organizations.

In the manufacturing sector, the security of IoT devices on production lines is a priority. In this context, network segmentation through firewalls, secure remote access, and protocol-based traffic inspection are implemented. The Information Security Policy, approved by senior management, has been communicated throughout the organization, and cyber security and data privacy practices are implemented by the relevant departments in accordance with the procedures established under this policy.

Sustainable Information Security Approach

Klimasan views information security not merely as a technical measure, but as a cornerstone of the Company's long-term success, stakeholder trust, and digital transformation strategy. This approach involves integrating information security processes with sustainability principles. The sustainable information security approach adopted by Klimasan is built around the following key elements:

Stakeholder Engagement and Awareness:

The active participation of all internal and external stakeholders in information security processes is encouraged, and communication channels are kept open. Customers, business partners, and employees are regularly informed about information security practices; continuous awareness is fostered through awareness campaigns, seminars, and interactive training. Employees receive Information Security Awareness Training at least once a year, and awareness is supported through case-based notifications and phishing simulations sent via email. Additionally, new hires are briefed on information security and internal data policies during their orientation process.



CYBER SECURITY AND DATA PRIVACY

A Sustainability Approach Built on Digital Trust

Klimasan views information security not just as a compliance requirement, but as an integral part of corporate sustainability.

In 2025, one internal audit and one external audit were conducted company-wide within the framework of the ISO 27001 Information Security Management System.

Continuous Improvement and Compliance:

The information security management system is dynamically updated to ensure full compliance with national and international regulations (ISO 27001:2022, KVKK, GDPR). Gaps in the system are identified and rectified at an early stage through regular internal audits, external reviews, and probability-based analyses. To assess the cyber security maturity level, penetration tests are conducted at least once a year by an external provider.

Use of Advanced Technology: In response to the diversity of cyber threats, advanced technology solutions such as firewalls, network protection, antivirus and anti-spam, DDoS protection, email security, data loss prevention (DLP), a logging platform, and XDR are used. As of 2025, a Web Application Firewall (WAF) solution has also been integrated into the existing infrastructure. Threats are monitored in real time, and a rapid response is ensured. Furthermore, peripherals used on all end-user computers are systematically controlled, allowing the use of only approved equipment.

Integrated Risk Management and Business Continuity:

All threats to information security are addressed through a comprehensive system, with holistic assessments that include financial, operational, legal, and reputational risks. Crisis management and recovery processes for cyber-attack and data breach scenarios are secured.

Physical Security Measures: In addition to digital security, access to offices and critical areas is restricted by authorization systems, visitor entries are managed under controlled conditions, and monitoring systems are used. Physical documents and information assets are stored in appropriate areas and protected against unauthorized access.

Protection of Personal Data: At Klimasan, the protection of personal data of customers, suppliers, and business partners is managed through KVKK-compliant software. The processes of data collection, processing, and sharing are conducted in line with data protection procedures established under the KVKK. Data is shared only when necessary and with the relevant parties, within the applicable legal framework. Confidentiality agreements signed with relevant parties are arranged in accordance with the principle of reciprocity.

Achievements in 2025 and Future Vision

In 2025, one internal audit and one external audit were conducted company-wide within the framework of the ISO 27001 Information Security Management System, with a total of 20 corrective actions initiated and a 100% closure rate achieved. To enhance digital infrastructure security, physical network segmentation was implemented between production lines and IT systems. In the context of personal data security, compliance processes for GDPR and KVKK were reviewed, and the data processing inventory was updated.

The first Surveillance Audit conducted in 2025 under the ISO 27001:2022 certification was successfully completed, ensuring the continuity of the system. Thanks to robust security measures, awareness training, and systemic controls, no data breach incidents were reported to or detected by the Company in 2025. This has reinforced the "zero-breach" track record maintained since 2018.

Klimasan views information security not just as a compliance requirement, but as an integral part of corporate sustainability. In 2026, there are plans to migrate the existing firewall, WAF, email security, and antivirus applications to a more advanced platform and to deploy a vulnerability scanning tool.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

A Sustainable Vision for the Supply Chain

Klimasan positions sustainable supply chain management as a strategic lever, creating long-term value through its transparent, ethical, and environmentally focused ecosystem.

Recyclability and Circular Economy Approach

The comprehensive recyclability analysis initiated in 2022 was completed in two phases through meticulous work. In the first phase, the material components of the products were examined in detail, and recyclability information was requested from suppliers. In the second phase, the content and structure of the products were analyzed in detail in collaboration with expert recycling firms. As of 2023, Klimasan systematically calculated the recyclability rate of all its products and proudly reported that this rate exceeds 98%.

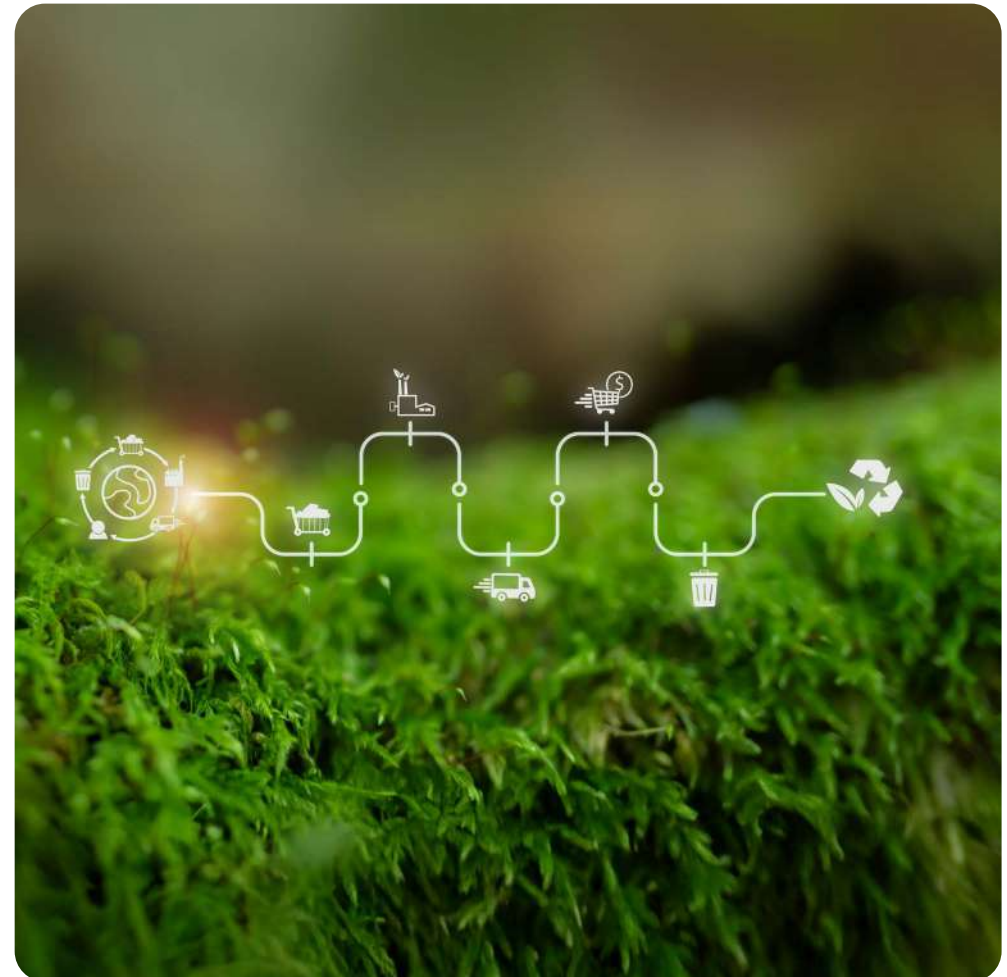
In 2025, this achievement was maintained, and the traceability of recyclability data was enhanced through ERP systems. Thanks to the ERP software, the recyclability features of each product manufactured are reported in detail, reinforcing the commitment to minimizing environmental impact. This transparent and systematic reporting enables reliable data management in sustainability assessments.

As of 2025, Klimasan continues its efforts to maintain and optimize the recyclability rate in line with circular economy principles. Environmental sustainability performance is strengthened through alternative material research, energy-efficient product designs, and continuous improvement activities.

Sustainable Supply Chain and Ethical Business Practices

Klimasan prioritizes supply security, ethical trade, and quality in its supply chain management. Since product quality and process efficiency can only be achieved with the contributions of business partners, effective supply chain management is among Klimasan's key priorities. The Company's sustainability approach relies on a broad supplier network; sustainability strategies are communicated to suppliers, and leadership is provided in the transformation of sectors. Klimasan views its supply chain not just as a procurement function, but as a strategic lever for achieving sustainability goals. The supplier portfolio is classified into four main groups: direct materials (compressors, fans, etc.), indirect materials and services, logistics service providers, and technology system providers. Outsourced 3PL providers in the logistics function are also assessed based on their carbon footprint, waste management, social responsibility, and ethical practices, and are monitored using digital systems.

The supply chain policy is built on the foundations of sustainability, ethical business practices, localization, and quality. In this context, suppliers are monitored through performance evaluations, environmental and social compliance audits, and risk analyses based on international indices. All suppliers sign the "Supplier Code of Conduct" document, committing



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Development-Oriented Strategic Business Partnerships

Klimasan aims to create a mutually beneficial ecosystem by encouraging the continuous development of its suppliers.

to uphold human rights, prohibit child labor and forced labor, protect information security, and protect the environment. Environmental, labor, and human rights clauses have been added to contracts with all new and existing suppliers (100%). Furthermore, conflict minerals such as tin, tantalum, tungsten, or gold are not used under any circumstances in products that are manufactured, subcontracted, or sold. The REACH regulation compliance process is closely monitored; a Safety Data Sheet (SDS/REACH document) is required from suppliers during sample approvals, and these documents are added to the SAP system for NTKF approvals.

Sustainable procurement practices are managed by the Procurement, Supplier Development, and Quality Management Systems departments. Technical and economic improvement projects conducted with supplier firms are implemented in conjunction with a responsible supply chain approach. Remote and on-site audits continued in 2025; supplier analyses and the applicability of action plans were systematically monitored.

Suppliers undergo online or on-site audits at least once a year. Their certification to standards such as ISO 9001, ISO 14001, and ISO 45001, as well as their environmental and social performance, is monitored.

Additionally, the level of compliance with EcoVadis, SBTi, and international sustainability initiatives is integrated into the assessments. As part of involving suppliers in climate action, joint development projects are also carried out with suppliers of energy-intensive components (fans, compressors, etc.) to support emission reduction.

Supplier Development, Collaboration, and Localization

Klimasan aims to create a mutually beneficial ecosystem by encouraging the continuous development of its suppliers. The Supplier Development Department carries out capacity-building activities, improves quality and management processes, implements collaborative projects, and delivers training programs. In 2025, joint efforts on sustainability, social compliance, and ethical compliance continued, and performance monitoring was conducted via online systems. To support inclusive sourcing, collaborations with local SMEs were increased, and suppliers of different sizes and profiles were integrated into the system. At the same time, suppliers were required to take steps to prevent discrimination and harassment in their workforce, and various training sessions were organized on these topics.

As part of its local supplier strategy in 2025, Klimasan allocated 81% of its total number of suppliers and 81% of its procurement budget to local firms; the budget allocated to local suppliers exceeded EUR 80 million (according to analyses of the procurement budget, domestic procurement amounted to approximately TL 3,946 million). Long-term local collaborations contribute to regional development while increasing resilience against foreign exchange rate fluctuations and strengthening operational sustainability.

Procurement Management and Risk Management

Global economic uncertainties and vulnerabilities in supply chains directly affect procurement planning and inventory management. Klimasan conducts proactive supply chain management through flexible procurement strategies, alternative supplier development, localization efforts, and dynamic management of price revisions.

Through digital monitoring via the ERP system, procurement data has become transparent and traceable, and the supply processes for critical materials and services have been tracked in real time. Furthermore, special control measures have been applied to suppliers operating in high-risk countries or sectors.

For single-source procurement areas, alternative supplier options have been developed, and supplier diversity has been increased. Price revisions due to foreign exchange rate fluctuations are managed by closely monitoring market conditions.

Supplier Selection and Performance Monitoring

Klimasan sets quality, delivery, environmental, and OHS standards as fundamental criteria for supplier selection. In the new supplier selection process, ESG risk analyses, ISO certifications, sustainability surveys, and compliance with ethical rules undergo a preliminary assessment. Existing suppliers are audited at least once a year, and their performance is systematically measured. In performance evaluations, multidimensional indicators such as carbon footprint, waste management, and contribution to innovation are used in addition to operational criteria. Based on data from the Online Supplier Monitoring Program, suppliers scoring below 50 points are removed from the approved list, while Class A suppliers are rewarded and offered priority ordering opportunities. Class C, D, and E suppliers are included in development plans.

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Strategic Risk Control in the Supply Chain

As of 2025, Klimasan implements risk-oriented supplier management with the goal of creating a sustainable and secure supply chain.

Score	Class	Process
86–100	A	A letter of appreciation and long-term collaboration opportunities are offered.
71–85	B	A letter of appreciation and suggestions for improvement are shared.
61–70	C	A corrective action letter is sent; the score is raised after five shipments.
51–60	D	An audit is conducted, an action plan is requested; score is monitored after five shipments.
<50	E	Removed from the approved supplier list.

Social Responsibility and Risk Analyses

Klimasan regularly assesses environmental, social, and governance risks in its supply chain and takes preventive measures. The Corporate Social Responsibility Risk Analysis practice, launched in 2022, measures the environmental performance, human rights records, and ethical compliance levels of supplier countries and sectors. For selected product groups under the pilot program, a 43-question audit checklist under three main headings was prepared to assess suppliers' social, environmental, and sustainability compliance, and suppliers were asked to conduct a self-assessment. Based on the data obtained, on-site audit plans for high-risk and pilot suppliers will be implemented in 2026.

Country assessments are conducted using international indices such as the Corruption Perceptions Index (CPI), Environmental Performance Index (EPI), Human Development Index (HDI), and the ITUC Global Rights Index. In sectoral analyses, criteria such as energy consumption, water use, waste generation, product life cycle impact, OHS performance, and human rights are taken into account.

The resulting risk scores are classified as low, medium, and high risk; appropriate management, audit, and control processes are implemented. As of 2025, Klimasan implements risk-oriented supplier management with the goal of creating a sustainable and secure supply chain.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Sustainable Supply Chain Goals and 2025 Performance Metrics

To measure the effectiveness of sustainable procurement practices, various quantitative goals and metrics were tracked in 2025:

Category	Targeted Suppliers/ Buyers	Percentage/ Number	Description
Signing the Sustainable Procurement Agreement or Supplier Code of Conduct	All suppliers	100%	Suppliers sign Klimasan's Code of Ethical Conduct and the Sustainable Procurement Agreement in writing.
Contracts Including Clauses on Environment, Labor, and Human Rights	Suppliers	100%	Clauses related to labor, human rights, and the environment have been added to the contracts.
Suppliers Subject to On-Site Audits	Suppliers of pilot product groups	65%	An audit plan has been prepared to assess social compliance and sustainability alignment, and the audit was carried out accordingly.
Procurement Personnel Who Have Received Sustainable Procurement Training	All procurement personnel	75%	Training on human rights, environmental responsibility, ethics, and sustainability has been completed.
Suppliers Included in Corrective Action or Capacity-Building Processes	Audited/Assessed suppliers	35%	Suppliers found to have compliance and performance deficiencies have been included in improvement and capacity-building programs.
Other Sustainable Procurement Metrics	Local sourcing rate (domestic suppliers)	81%	Local companies account for a significant proportion of suppliers and the procurement budget.



Local Supplier Ratio by Year

Year	Local Supplier Ratio
2019	80%
2020	84%
2021	86%
2022	86%
2023	89%
2024	81%
2025	81%

By maintaining its local supplier ratio, Klimasan continues to support its circular economy and environmental responsibility goals with a sustainable and flexible supply chain.

LOGISTICS IMPACTS

Digital and Green Transformation in Logistics

Klimasan manages its logistics operations with digital and efficiency-focused strategies to minimize environmental impact, building a sustainable ecosystem throughout the entire value chain.

Klimasan is aware that minimizing the environmental impact of logistics activities, which have a significant effect on climate change, is vital for the entire supply chain. Accordingly, it continues its green supply chain and logistics activities. By adopting sustainability principles in its export processes, it aims to reduce carbon emissions and make resource use more efficient. Additionally, logistics-related emissions are assessed and verified under Category 3 in the annual corporate carbon footprint calculations.

As of 2025, logistics emissions are calculated by multiplying the activity data (transportation distance in km × cargo weight in tons) by the emission factors (CO₂e/metric ton-km) for the relevant mode of transportation.

Klimasan's logistics activities are managed with an integrated structure that is flexible, cost-effective, and supports access to global markets. Road and sea transportation are predominantly used in logistics operations. While road transportation is preferred for fast and effective delivery in European shipments, sea transportation provides a cost advantage and lower carbon emissions for distant markets. While operations are primarily based on a Europe-focused distribution network, the Company also actively leverages a global distribution network across Africa, the Middle East, and other international markets.

The most suitable transportation model is determined by considering customer needs, delivery times, and cost optimization, and flexible logistics solutions that adapt to demand and operational requirements in different markets are implemented. Due to its high carbon footprint, air transportation is used only in mandatory and emergency situations.

In export processes to different geographies, additional certification, testing, and documentation processes, as well as changes to product specifications made to comply with applicable laws and regulations, can increase operational costs. Approval processes, customs inspections, and documentation adaptations required for compliance with different regulations can extend operational timelines; the management of supply chain and product compliance processes requires a more complex management structure due to the need for coordination with internal and external stakeholders.

Klimasan has adopted a proactive sustainability policy aimed at preventing problems before they occur. Sustainability strategies include the following:

- Minimizing environmental impacts by conducting shipment simulations to determine the optimal route for shipments with multiple stops, thereby minimizing fuel consumption and reducing emission impacts from transportation activities.

- Reducing the number of transportation vehicles by increasing vehicle load factors while ensuring appropriate operating conditions.
- Actively using digital shipment simulations and performance monitoring systems in processes to digitally track fuel efficiency, speed, and economical driving parameters.
- Reducing paper consumption through digitalization in all export processes.

Throughout 2025, to reduce the environmental impact of logistics operations, shipment planning was optimized, and fuel consumption was lowered by increasing route efficiency. Instead of partial shipments, emissions per transportation were reduced by targeting an optimal load factor. Additionally, recyclable and reusable solutions were preferred for packaging materials used in logistics processes, and material use and waste generation were minimized through packaging optimization. Energy and emissions data related to logistics activities are regularly monitored and reported using a data-driven approach, and performance is continuously improved.

Minimizing the use of road transportation in logistics activities significantly reduces Klimasan's environmental impact. The Company supports its road transportation activities with sea, air, and rail transportation through its developed plans and strives to reduce road transportation in logistics



LOGISTICS IMPACTS

Zero-Emission Target in Logistics Applications

Klimasan aims to strengthen its sustainable logistics practices and minimize its environmental impact to the greatest extent possible.

As part of the digitalization of logistics processes, all operations at Klimasan are managed in an end-to-end integrated manner via the SAP system.

processes as much as possible. For long-distance exports, sea transportation is prioritized to ensure lower-emission transportation. Limiting the use of air transportation contributes to keeping total logistics-related carbon emissions under control.

As part of the digitalization of logistics processes, all operations at Klimasan are managed in an end-to-end integrated manner via the SAP system. Order, shipment, and invoicing processes are monitored and controlled on a single digital platform. Fuel consumption is reduced by enabling digital tracking and route optimization in transportation planning.

Internal logistics optimization has been achieved to reduce energy consumption and increase efficiency in warehousing and distribution processes. Warehouse layouts and flows were optimized to shorten internal logistics distances, and unnecessary transportation and repetitive movements were reduced by streamlining material flow. Thanks to operational planning, the frequency of equipment use, and the number of movements were minimized; energy consumption was reduced by ensuring more efficient use of forklifts and other transportation equipment.

Continuing to operate with a proactive approach, Klimasan applies the following criteria when selecting companies from which it procures logistics services:

- Use of vehicles with low carbon emissions
- Optimization of shipment routes
- Training employees on safe and economical driving
- Evaluating transportation methods with lower emission values
- Monitoring performance parameters for economical driving, such as fuel efficiency, target fuel consumption (liters), and speed settings
- Focus on accident-free operations
- Ensuring logistics service providers conduct operations that are traceable through digital data and demonstrate high sustainability performance

Within this framework, Klimasan aims to strengthen its sustainable logistics practices and achieve a 100% reduction in its environmental impact. Klimasan participates in meetings on emission reduction activities held by major shipowners in maritime transportation and continues its budgeting efforts concurrently.

In the upcoming period, the Company plans to expand its electric and hybrid vehicle fleet and establish a zero-emission delivery infrastructure. Additionally, the Company aims for lower carbon emissions through intermodal transportation. In intermodal transportation, the carbon footprint will be reduced by shifting long distances to more environmentally friendly modes. Sustainability continues to be strengthened in non-transportation logistics processes through energy-efficient warehouse management, planning systems integrated with route optimization, and distribution practices based on load efficiency. AI-powered forecasting systems, blockchain-based traceable supply chain solutions, digital traceability, and investment and transformation projects focused on minimizing environmental impact are among the priority areas for 2026 and beyond.

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OUR ENVIRONMENTAL SUSTAINABILITY COMMITMENTS AND TARGETS

Klimasan places environmental responsibility and increasing resource efficiency at the core of its sustainability strategy, progressing by setting concrete targets in areas such as reducing energy consumption, water use, waste management, and carbon footprint. By implementing sustainable practices in both its operations and products, Klimasan aims to fully comply with national environmental legislation and reduce the pressure on natural resources.

The following table shows the development of Klimasan's performance toward its sustainability targets over the years and its commitments in this area.

Our Commitments		2020	2021	2022	2023	2024	2025
Ensure continued full compliance with national environmental legislation		100%	100%	100%	100%	100%	100%
Continuously reduce electricity consumption per standard unit of product (kWh/std. unit product)	 	16.7	13.79	14.99	17.59	15.17	18.03
Continuously reduce natural gas consumption per standard unit of product (kWh/std. unit product)	 	13.3	11.21	8.77	10.01	10.61	10.81
Continuously reduce water consumption per standard unit of product (m³/std. unit product)	 	0.18	0.13	0.10	0.13	0.10	0.11
Our Targets							
Reach 10,000 saplings in the Klimasan Grove by 2025	 		2,270	3,125	5,540	5,736	6,021
Reduce the corporate carbon footprint per standard unit of product by 3% compared with the previous year (tCO ₂ e/std. unit of product)		0.014	0.009	0.008	0.010	0.008	0.010
Reduce the amount of hazardous waste per standard unit of product by 3% annually (kg/std. unit of product)	 	0.20	0.14	0.106	0.20	0.19	0.13
Reduce the total amount of waste per standard unit of product by 3% annually (kg/std. unit of product)	 	4.26	3.95	5.00	5.32	5.16	5.85
Matching 100% of electricity consumption with renewable energy sources	 	100%	100%	100%	100%	100%	100%

OUR CLIMATE CHANGE STRATEGY

Our Approach to Climate Change

Sustainable Cooling and a Low-Carbon Future

Klimasan does not limit its response to the impacts of the climate crisis to emission reduction alone; it places adaptation strategies that enhance its operational resilience at the center of all decision-making processes. By accelerating the transition to a low-carbon economy, the Company demonstrates a holistic approach focused on eco-friendly cooling technologies, natural refrigerants, and energy efficiency throughout its entire value chain.

HOLISTIC CLIMATE STRATEGY

“People, Our Planet, Sustainable Business, and Sustainable Growth”

The strategy, shaped around these principles, both reduces environmental impact and builds a business model that is resilient to changing climate conditions. Climate action is positioned at the center of all operations and investments.

MITIGATION

Reducing Emissions and Limiting Climate Impact



1. Decarbonization with Science-Based Targets (SBTi)

Klimasan commits to reducing Scope 1 and 2 emissions by 44.1% by 2030 (from a 2020 base year) and Scope 3 emissions from the use of sold products by 51.6% per product (from a 2021 base year). These targets have been approved by the SBTi.



2. 100% Renewable Energy Integration

All 8,645.08 MWh of electricity consumed at the production facilities was matched with renewable energy sources through I-REC certificates.



3. Transition to Eco-Friendly Refrigerants

The usage rate of low-GWP natural refrigerants (R290 and R600a) has reached 99.23%.



4. 6 RE Philosophy and Eco-Design

In line with the Life Cycle Assessment (LCA) methodology:



VCC compressors



EC fan technologies



Digital thermostats

Per-product average annual savings:

- 100-150 kWh of energy savings,
- 55-85 kg of CO₂ emissions reduction.



5. Energy Efficiency in Production

Through projects such as compressor waste heat recovery and paintshop thermoblock upgrades, the following were achieved:

- 11.3% savings in electricity consumption
- Approximately 24% savings in natural gas consumption

OUR BEST PRACTICES

1. Low-Carbon Transition in Energy and Production



478,000 kWh of natural gas was saved through compressor waste heat recovery.



Paintshop fan automation and production line improvements have been implemented.



Real-time consumption is monitored using energy analyzers at 36 locations.



ADAPTATION

Preparing for Climate Risks and Enhancing Operational Resilience



1. TCFD-Compliant Climate Risk Management

Physical and transition risks are analyzed on a scenario basis and integrated into financial planning in line with TCFD recommendations.



2. Proactive Compliance with Regulations (CBAM and TSRS)

The Company proactively complies with the European Green Deal, F-Gas regulations, and CBAM requirements. Sustainability performance is reported under TSRS.



3. Supply Chain Resilience

A “multi-sourcing” model is applied, with 81% of the total procurement budget allocated to local suppliers.



4. Infrastructure Security Against Extreme Weather Events

Infrastructure resilience to floods, heavy rainfall, and temperature fluctuations is reviewed, and crisis management plans are updated.



5. Water Stress and Natural Resource Management

By discontinuing the use of well water, annual water savings of 20,000 m³ have been achieved. Rainwater harvesting projects are being planned.

WITH THIS APPROACH...



Climate-related and operational risks are managed proactively.



The Company ranks among the top 1% globally in its sector, as recognized by the EcoVadis Gold Medal.



100% of electricity consumption is matched with renewable energy sources through I-REC certificates.



Long-term value is created with low-carbon technologies.

COMBATING CLIMATE CHANGE AND DECARBONIZATION

A Low-Carbon Strategy Shaping the Future

Klimasan places combating climate change at the center of its sustainability strategy, shaping its entire business model—from operational processes to product development—in line with the transition to a low-carbon economy.

Combating climate change is one of the main priorities of Klimasan's sustainability strategy, with key focus areas including reducing greenhouse gas emissions from the Company's activities, increasing energy efficiency, and raising climate awareness throughout the value chain. Global climate change is one of the most urgent and wide-ranging environmental issues of our time. Carbon-intensive economic growth is directly linked to the widespread use of fossil fuels and rising greenhouse gas emissions. Therefore, it is crucial for companies to develop strategies to reduce their carbon emissions and effectively manage climate-related risks.

Klimasan is shaping its entire business model, from operational processes to product development activities, in line with the transition to a low-carbon economy. The Company adopts a holistic approach covering energy efficiency, low-carbon product development, carbon footprint management, circular economy, sustainable supply chain, and climate risk and opportunity management. In this regard, it aims not only to reduce its environmental impact but also to enhance its corporate reputation and brand value. It regards its stakeholders as solution partners in combating climate change and continues its journey by taking steps to increase their awareness.

Klimasan's fight against climate change is structured around three main pillars:

- Reducing greenhouse gas emissions from production processes,
- Minimizing environmental impacts from product use by prioritizing energy efficiency and eco-friendly design,
- Monitoring and reporting emissions by increasing climate change awareness in the supply chain.

Klimasan's Integrated Management System Policy commits to the procurement of energy-efficient products and services, the continuous improvement of energy performance, the support of design processes that enhance energy performance, and continuous efforts to reduce carbon emissions. The Company conducts its activities through an integrated management system based on the ISO 14001 standard, systematically managing environmental risks through environmental aspect-impact analyses, a 3x3 risk matrix, and operational control procedures. Environmental performance is regularly monitored in accordance with international standards and shared transparently through sustainability reports.

Environmental performance data is monitored through integrated digital systems. Energy, water, raw material, and waste data are tracked in real time through ERP infrastructure, product life cycle information systems (PLIS), and automation solutions for production traceability. Consumption data is

analyzed via energy analyzers, temperature sensors, and monitoring software, and data-driven improvement efforts are carried out. Environmental improvement projects are tracked through the suggestion system and QDMS.

Energy consumption has been reduced through modernization efforts in production processes, and waste and water management have been carried out in an integrated manner. Energy intensity is continuously reduced through compressor heat recovery systems, LED lighting, inverter-driven motors, and energy monitoring systems. An investment in a chemical-flotation-based pre-treatment plant has been initiated to treat wastewater with high COD and TSS levels. New hazardous and non-hazardous waste areas have been created in line with the zero-waste target by ensuring the segregation of waste at the source and increasing recovery rates. As part of its water management efforts, the Company applied for the Blue Water Certificate and established a Water Committee. Chemicals have been replaced with lower-impact alternatives, and SDS management and chemical safety processes have been strengthened.

To strengthen environmental responsibility throughout the supply chain, environmental compliance documentation is required, low-carbon production is supported, and recyclable solutions are encouraged to reduce packaging waste.



COMBATING CLIMATE CHANGE AND DECARBONIZATION

Eco-Friendly Transformation in Emission Management

Klimasan aims to minimize its environmental impact by integrating environmentally friendly solutions into its activities that may result in high energy consumption and emissions.

Klimasan matches 100% of its electricity consumption from renewable sources through I-REC certificates.

Carbon Management and Emission Reduction Policy

Klimasan has been systematically monitoring its carbon footprint since 2011 and has been calculating it in accordance with ISO 14064-1:2018. The carbon management policy is implemented in an integrated manner through the ISO 50001 Energy Management System and ISO 14001 Environmental Management System, and annual targets are established during Management Review Meetings. All energy sources used at the factory are monitored and recorded in detail. Energy and carbon data are regularly shared with all employees, thereby increasing awareness.

A dedicated annual budget is allocated for greenhouse gas management and carbon reduction initiatives, including energy efficiency projects, renewable energy investments, and production optimization.

A dedicated management team is responsible for coordinating climate targets and reporting progress, and executive compensation is determined by indirectly taking sustainability and energy efficiency criteria into account in performance evaluations.

Klimasan aims to minimize its environmental impact by integrating environmentally friendly solutions into its activities that could lead to high energy consumption and emissions. The processes for calculating and reporting greenhouse gas emissions are carried out in accordance with the GHG Protocol and ISO 14064-1 standards. Carbon management is based on the principles of comprehensive inventory creation, data accuracy, a life cycle approach, governance, and continuous improvement. As of 2021, measurement and verification are conducted in six ISO 14064-1 categories. Klimasan has adopted SBTi commitments and greenhouse gas reporting practices, which are among the evaluation criteria of international sustainability assessment platforms such as EcoVadis.

As of 2025, an emissions calculation infrastructure has been established for Scope 1, Scope 2, and relevant Scope 3 categories; emissions data has been tracked using a carbon footprint calculation tool and supporting data tables, and the 2025 greenhouse gas inventory has been prepared, and the third-party verification process has

been completed. Scope 1, Scope 2 and Scope 3 greenhouse gas emissions are fully monitored, measured, and verified to cover all operations, with no significant exceptions. The verification process has been completed, and the 2025 emission data has been disclosed to the public.

For monitoring Scope 3 emissions, priority categories (purchased goods and services, use phase of products, logistics, and distribution) are being screened. In the early stages of the calculations, estimates are made using industry-average emission factors and life cycle databases, while primary data is collected from internal stakeholders such as procurement, logistics, production planning, and R&D. Additionally, as of 2025, direct emissions data has begun to be collected from key suppliers through supplier surveys and sustainability data requests, and collaboration across the value chain is planned. The emissions data is transparently disclosed in sustainability reports in accordance with the TSRS and GRI Standards. Furthermore, the Company plans to respond to the CDP Climate Change Questionnaire in 2026 to assess its 2025 performance.

Within the framework of the climate strategy, which is aligned with Türkiye's 2053 net-zero emissions target, the goals are to achieve a 44.1% reduction in carbon emissions by 2030 in line with SBTi (Science Based Targets initiative) Scope 1 and Scope

2 targets, to resolutely continue matching 100% of the electricity consumed in production with renewable energy sources through I-REC certificates, and achieve net-zero emissions by 2053.

Klimasan matches 100% of its electricity consumption from renewable sources through I-REC certificates. As of 2025, the Company matched its total electricity consumption of 8,645.08 MWh with renewable energy sources through I-REC certificates. Carbon costs are considered in decision-making processes, and energy and emissions impacts are among the priority evaluation criteria for new investments. Energy consumption and direct and indirect emissions are continuously analyzed using systems that enable detailed monitoring, and software optimizations and automation investments are implemented to reduce carbon emissions in operational processes. Natural gas and electricity consumption were reduced through projects such as compressor waste heat recovery, valve insulation, LED conversions, and automation improvements; energy use was monitored in real time with 36 installed energy analyzers, and deviations were tracked with regression analyses.

Specific projects planned for 2026 and beyond include investment in a solar power plant at the production facilities, IoT-based remote monitoring systems for all product groups, AI-powered energy management, and the installation of a water recovery plant.

COMBATING CLIMATE CHANGE AND DECARBONIZATION

High Performance on 2030 Targets

Klimasan is on track to achieve its 2030 targets, with its current performance already exceeding the planned reduction trajectory.

Air Quality and Noise Management

Air pollution is a secondary but meticulously managed environmental impact area for Klimasan. While the primary focus is on reducing carbon emissions, various practices are implemented to prevent atmospheric pollutants and environmental disturbances. Filtration and emission control systems are used in production processes, and major air pollutants are regularly monitored and analyzed. Ambient air quality monitoring is carried out in line with legal requirements, and the Company aims to transition to environmentally friendly materials and technologies with lower VOC content in painting and coating processes. Closed systems and local exhaust systems are used to reduce dust and the spread

of particulate matter, and efficiency-enhancing, emission-reducing upgrades are implemented on production equipment.

As part of noise management, regular noise measurements are conducted at the facilities, and site boundary noise levels are monitored. Preventive measures such as insulation, maintenance, and component replacement are implemented for noise-generating equipment, and process improvements are introduced to reduce noise levels. Through logistics and on-site traffic management, unnecessary congestion and emissions are reduced, while periodic equipment maintenance helps prevent abnormal emissions and excessive noise.

Klimasan: Shaping the Future with SBTi-Approved Climate Targets

Klimasan has committed to reducing its Scope 1 and 2 emissions by 44.1% by 2030 from a 2020 base year. The Company has also committed to reducing its Scope 3

emissions from the use of sold products by 51.6% per product by 2030 from a 2021 base year. These targets have been approved by the SBTi.

The results achieved as of 2025 are as follows:

Scope	Base Year tCO ₂ e	2025 tCO ₂ e	Reduction Rate
Scope 1	2,642	1,075	59.3%
Scope 2	6,204	3,751.96	39.5%
Total	8,846	4,827.12	45.4%

Air Pollutant Emissions (kg/hr)	2018	2020	2022	2024
Dust emission levels	0.2168	0.18380	0.163	0.751
SO ₂	0.0746	0.1064	0.1129	0
CO	0.0036	0.4647	2.4147	0.227
NO	0.2860	2.8729	1.8092	0.505
NO ₂	0.4630	2.7760	0	0.777
TOTAL	1.044	6.4038	4.4998	2.26

Klimasan is on track to achieve its 2030 targets, with its current performance already exceeding the planned reduction trajectory. As of 2025, carbon management has been effectively implemented on-site. Software-supported energy analysis solutions, hot water insulation, and automation-focused process improvements have resulted in a 35% reduction in electricity consumption. To support carbon reduction targets, the Company has invested in projects

such as the automated shutdown of paintshop fans, the Pre-Assembly Line Efficiency Improvement Project, the Paintshop Extension Project, the Kinte Work Optimization Project, the Automatic Plastic Door Press Conveyor Project, the DoubleDoor 10% Capacity Increase Project, the DD-SL Automatic Stretch Wrapping Machine Project, and the Factory Idle Time Tracking Project (Phase 1).

COMBATING CLIMATE CHANGE AND DECARBONIZATION

Carbon Emissions Calculated in Accordance with the ISO 14064-1:2018 Standard



COMBATING CLIMATE CHANGE AND DECARBONIZATION

Energy Efficiency and Carbon Reduction Projects in 2025

The main projects that delivered significant improvements in energy consumption and carbon emissions during 2025 are as follows:

SC Packaging Line Automation	Electricity savings of 141,630 kWh
Hot Water Line Insulation	Natural gas savings of 1,770 kWh
Waste Heat Recovery	Facility heating using compressor waste heat
Paintshop Heat Exchanger Project	27% reduction in natural gas consumption
HG CNC Overhaul	12% electricity savings and a cost advantage of EUR 41,000
Fan Algorithm and EC Fan Conversion	Reduction in energy consumption per product
Premixer Investment	Reducing process time and increasing energy efficiency
Stretch Wrapping Automation Project	Achieving a 4% reduction in waste from packaging processes

Defined Task/ Activity	Equipment	Planned Activity/ Actions to Be Taken	Rate of Change	Potential Risks	Start Date	Completion Date	Responsible Person
Natural gas savings	Compressor Heat Recovery Kit	Install a waste heat recovery kit on the second compressor and shut down the boiler burner	24%	Failure to reach the set value	January 28, 2025	April 17, 2025	Batuhan Farukoğlu, İlker Özcan
Electricity savings	Paintshop Fans	Automatic shutdown of fans via automation	31%	-	May 1, 2025	May 3, 2025	Gökhan Yöner
Natural gas savings	Paintshop Thermoblock Overhaul	Thermoblock overhaul	10%	Overhaul delay, production disruption	July 1, 2024	February 1, 2025	İlker Özcan
Natural gas savings	Oven	Curing oven base overhaul	9%	Overhaul delay	April 1, 2025	July 1, 2025	Mehmet Çilek

Eco-Design and Low-Carbon Product Development

Klimasan adopts an eco-design approach in its product development processes, minimizing environmental impacts from a life cycle perspective. In this context, Life Cycle Assessment (LCA) studies are conducted in accordance with ISO 14040 and ISO 14044 standards. Highly energy-efficient models have been developed, energy-efficient components have been selected, and the use of recyclable/low-impact materials has been increased.

The use of natural refrigerants with a low global warming potential (GWP), such as R290, has been expanded. As of 2025, 99.23% of its product portfolio has been converted to low-GWP gases.

The collection and management of waste electrical and electronic equipment (WEEE) placed on the market are monitored in collaboration with Elday, and environmental declarations are issued accordingly.

COMBATING CLIMATE CHANGE AND DECARBONIZATION

A Sense of Environmental Responsibility Strengthened by Industry Networks

Klimasan actively participates in the Cool BIER Program, organized by The Beverage Industry Environmental Roundtable (BIER), which includes leading companies in the beverage industry.

A Collaborative and Education-Focused Approach to Environmental Sustainability

Klimasan aims to manage its carbon footprint and combat climate change in collaboration with all its stakeholders. During 2025, employee participation was encouraged through the suggestion system as part of awareness-raising initiatives. Carbon awareness meetings were held for suppliers, providing information on packaging reduction, low-emission transportation, and energy-efficient components. Product carbon footprint and LCA studies were conducted with customers, energy classes and carbon emission information were included on product labels, and guidance on efficient product use was provided through after-sales brochures. These initiatives across the value chain are intended to have an impact by increasing stakeholders' environmental awareness.

Efforts to reduce environmental impacts are not limited to technical applications but are also supported by training programs aimed at increasing employee awareness. Employee participation has been increased through internal auditor programs, the suggestion system, and energy awareness training. Throughout 2025, training organized for both white-collar and blue-collar employees covered topics such as environmental responsibility, legal and regulatory compliance, and sustainable production practices. Regular training is provided on topics such as ISO 14001, zero waste, chemical safety, and energy and water efficiency. This training is reinforced through practical on-site briefings, online modules, and visual communication materials. Assessments conducted after the training showed a significant improvement in employees' environmental awareness.

Training Topics and Scope

ISO 14001 and Environmental Management System	EMS policy, environmental aspects, risk analysis, documentation, and process responsibilities.
Zero Waste and Waste Management	Waste types, segregation at source, color coding, and recycling practices.
Chemical Safety and SDS Literacy	Chemical labeling, safety data sheets, containment measures, and personal protective equipment.
Emergency and Environmental Incident Response	Environmental emergency scenarios, such as chemical spills, fires, and wastewater overflows, and the corresponding response procedures.
Sustainability and Corporate Responsibility	Climate change, carbon footprint, circular economy, and green manufacturing.
Energy and Water Efficiency	Energy-saving practices, reducing water consumption, and resource efficiency in production.

Active Participation in Sustainability Initiatives

Klimasan actively participates in the Cool BIER Program, organized by The Beverage Industry Environmental Roundtable (BIER), which includes leading companies in the beverage industry. The program, which began in 2022, aims to reduce the environmental impact of commercial refrigeration equipment and increase the contribution of companies across the supply chain. Through experience-sharing workshops and meetings, supplier-customer collaboration is encouraged on critical topics such as reducing the carbon footprint and energy consumption of products, developing sustainable technologies through R&D activities, and enhancing recyclability and life cycle management.

To strengthen its sustainability commitments and take concrete steps against the global climate crisis, Klimasan also participated in the Climate Ambition Accelerator program organized by the United Nations Global Compact. This program, which includes 27 companies from Türkiye and more than 800 globally, is structured to help participants set science-based emission reduction targets aligned with the 1.5°C pathway and develop comprehensive action plans. Through expert-led training sessions and workshops, Klimasan had the opportunity to strengthen its climate strategies. This program has advanced the Company's climate action vision and provided strong guidance on the path to achieving its emission reduction targets.



COMBATING CLIMATE CHANGE AND DECARBONIZATION

Milestones in Energy and Emission Management: Klimasan's Strategic Steps

2011

Klimasan obtained ISO 14001 Environmental Management System certification.

2012

Emissions were reduced by 14% in the first year.

2013

Klimasan obtained ISO 50001 Energy Management System certification in its sector.

The target was to reduce emissions by 25% within five years, but a 23% reduction was achieved in just two years. This achievement was featured as a best practice example in the Heineken Sustainability Report.

2014

Klimasan was awarded third place in the Energy Efficiency Projects competition and first place in the Environmentally Friendly Facility competition, both organized by the Manisa Organized Industrial Zone (MOSB).

2015–2020

Scope 1 and Scope 2 emissions were reduced by 69% compared to 2011.

2020

The I-REC Certificate was obtained for the first time through an investment in renewable energy sources.

2021

The carbon footprint, including all scopes, was calculated in accordance with the ISO 14064-1:2018 standard and verified by an accredited third party.

2022

Klimasan participated in the SLoCT Training Program to establish science-based emission reduction targets.

2023

Klimasan's science-based emission reduction targets were approved by the SBTi.

2024

Work began on a product-specific carbon emissions calculation methodology based on a cradle-to-gate approach.

2025

100% of electricity consumption was matched with renewable energy sources through I-REC certificates, making a significant contribution to reducing the Company's operational carbon footprint.

The corporate structure for water management was strengthened by establishing a Water Committee, and efforts were initiated to obtain the Blue Water Certificate.

The corporate carbon footprint, including all scopes, was calculated in accordance with the ISO 14064-1:2018 standard and underwent an accredited independent third-party verification process.

Product-based carbon footprint assessments were performed in accordance with the ISO 14067:2018 standard to analyze the environmental impacts of products throughout their life cycle.

Scope 1 and Scope 2 greenhouse gas emissions were reduced by 45.4% compared to the 2020 baseline, marking significant progress toward carbon reduction targets.

Sustainability performance was reported in compliance with the Turkish Sustainability Reporting Standards (TSRS), enhancing transparency and accountability.

In line with product life cycle analyses, collaboration with suppliers was increased, and initiatives were launched to raise the usage rate of recycled raw materials.

ENERGY EFFICIENCY AND MANAGEMENT

A Strong, Efficiency-Driven Operational Structure

Through its energy efficiency projects, Klimasan has strengthened its operational excellence while achieving tangible gains toward its sustainability goals.

At Klimasan, energy management is guided by a continuous improvement approach. In this context, an annual improvement target of 2% is set for natural gas and electricity consumption, taking regulatory analyses into account. To meet these targets, awareness is raised among the technical team at the factory, and efforts are made to prevent waste in both energy procurement processes and on-site energy use. In cases of improper use, swift action is taken, and planning and intervention processes are initiated. Investment decisions are made with consideration of their impact on energy consumption.

Klimasan prioritizes the conservation of natural resources and energy efficiency by developing innovative solutions in energy management. In line with the goal of continuously reducing energy and natural resource consumption, production processes are systematically optimized and monitored based on these principles. Projects implemented to improve energy classes and increase efficiency also create value on joint platforms with supplier and customer networks.

Various technical and operational practices are implemented throughout the Company to reduce energy consumption and greenhouse gas emissions. As of year-end 2025, Klimasan's total energy consumption was 49,787 GJ, comprising 31,122 GJ from electricity and 18,665 GJ from natural gas.

Sustainability Strategy in Energy Management: ISO 50001 Practices

Klimasan has successfully established the ISO 50001 Energy Management System and continues to implement it through a continuous improvement cycle. Within the system, energy performance indicators are periodically monitored, energy targets are updated, and coordinated activities are carried out with energy teams. The Energy Management Team operates in a cross-functional structure with representatives from energy-intensive units such as production, maintenance, assembly, and the paint shop. Practices such as efficiency testing of energy equipment, fan algorithm and LED improvements, semi-static system transitions on the production line, and the rescheduling of energy-intensive processes have become integral parts of the system.

The Carbon and Energy Board, operating under the ISO 50001 Energy Management System, serves as the primary governance mechanism for energy efficiency activities, with the participation of critical energy users and relevant department representatives. The Energy Manager and Energy Management Representative within the Board play a central role in ensuring the system's continuity, monitoring performance, and managing improvement processes.



ENERGY EFFICIENCY AND MANAGEMENT

Efficiency-Focused Production Methodology

Klimasan focuses on energy efficiency at every stage of its production processes, carrying out systematic analyses and optimization efforts.

In 2025, PLC-based automation applications were implemented throughout the factory to reduce energy consumption.

The Maintenance, Investment, Production, and R&D departments actively contribute to achieving energy efficiency targets. This inter-departmental collaboration ensures that energy projects support not only operational efficiency but also environmental sustainability. With strong support from senior management, resource allocation for energy efficiency investments has increased, and these initiatives have been expanded.

PDCA Cycle and Energy Performance Monitoring

Energy consumption is monitored by department directly through energy analyzers, and the energy sources used (electricity, natural gas, diesel, compressed air) are analyzed monthly using performance indicators. In the energy management cycle, continuous improvement is achieved through the PDCA (Plan-Do-Check-Act) cycle, aiming for more efficient use of resources.

As a result of analyses conducted within the PDCA cycle, energy loss from the unnecessary operation of paint shop fans was identified as a significant area for improvement in 2025. Accordingly, an automated control application was implemented to enable the fans to shut down automatically under specific conditions. This improvement, carried out between May 1, 2025, and May 3, 2025, resulted in energy savings of approximately 31%.

Thanks to energy analyzers installed in the most energy-intensive departments, energy efficiency indicators are monitored in real time, consumption is recorded, and proactive improvement decisions can be made. The outputs of the energy management system are evaluated by senior management during the annual Management Review Meetings, and new targets are set.

Renewable Energy and I-REC Certification

Since 2020, Klimasan has been matching 100% of its electricity consumption with renewable energy sources through I-REC certificates. This practice is verified annually through internationally recognized I-REC documentation. In 2025, Klimasan's total electricity consumption of 8,645.08 MWh was matched with renewable energy sources through I-REC certificates and documented by the relevant Redemption Statement. The I-REC certificates used for the 2025 matching relate to electricity generated from geothermal energy at Efeler Geothermal Power Plant (Efeler JES) in Türkiye.

Additionally, a rainwater harvesting project is planned for implementation in 2026.

Digitalization and Energy Efficiency Investments in Production Processes

Klimasan focuses on energy efficiency at every stage of its production processes, carrying out systematic analyses and optimization efforts. In 2025, PLC-based automation applications were implemented throughout the factory to reduce energy consumption. The system, designed to be rolled out across the entire factory starting with high-kW motor groups, enables motors to shut down automatically under specific conditions. The burners and fans in the paint shop are designed to shut down via the automation system when they detect that operating conditions are not met. Additionally, ultrasonic devices are used to detect air leaks, and repairing these leaks prevents energy losses.

ENERGY EFFICIENCY AND MANAGEMENT

Success in Technological Transformation for Energy Savings

The automation and process improvement projects carried out in 2025 have yielded significant gains in minimizing energy consumption.

As of 2025, Klimasan has organized energy management and energy-saving awareness training for all its employees.

During 2025, improvements to fan control algorithms, LED retrofits, glass thermal insulation projects, and process control software were implemented in the production facilities. These applications have led to significant reductions in both electricity and natural gas consumption, lowering the energy consumption per product. In 2024, digital solutions such as a SCADA-based energy monitoring system, automatic energy-saving modes, motion-sensor lighting, and the automatic shutdown of production equipment were widely deployed to prevent energy losses.

In addition to periodic internal and external audits, detailed energy audits conducted by third-party consultants are used to analyze energy consumption points, identify improvement opportunities, and implement investments accordingly. The automation and process improvement projects carried out in 2025 have yielded significant gains in minimizing energy consumption. The Suggestion Evaluation System implemented at Klimasan encourages ideas that contribute to energy efficiency.

The budget allocated for energy efficiency projects has a direct and positive impact on the Company's operational profitability and long-term cost structure. The reduction in energy consumption achieved through these projects helps lower production costs and increases resource use efficiency. At the

same time, energy efficiency investments are planned considering their payback periods and create a sustainable cost advantage in the medium and long term. Energy efficiency projects are considered a strategic investment area not only for cost savings but also for reducing environmental impacts and achieving sustainability goals.

Klimasan has been regularly calculating its carbon footprint since 2011 and has maintained a verification process compliant with the ISO 14064-1:2018 standard since 2021. The verification process for total 2025 emissions has been completed. Emission reduction projects are supported by initiatives such as matching electricity consumption with renewable energy sources through I-REC certificates, selecting energy-efficient components, optimizing logistics, and recovering waste heat.

Klimasan has placed energy efficiency at the core of its R&D strategy. In this context, high-efficiency components such as new fan motor designs, LED lighting systems, and semi-static cooling technologies have been incorporated into products. A transition to high-efficiency LEDs for internal product lighting was made, and energy savings of 10-12% were achieved through EC fan technology and fan algorithms. An annual energy saving of 30-35 kWh per glass unit was achieved, eliminating the need for heaters. These improvements have enabled

higher energy classes for both commercial and residential product groups, expanding the portfolio of competitive and eco-friendly products on the market.

Training and Awareness Initiatives

As of 2025, Klimasan has organized energy management and energy-saving awareness training for all its employees. In this context, all white-collar employees received ISO 50001 Energy Management System awareness training. The number of employees who received ISO 50001 Internal Auditor Training increased, and more than 350 employees attended at least one energy training.

Training	Participation Rate
ISO 50001 Training	100%
Efficiency Idea Workshop	87%
Energy Awareness Seminar	96%
Sustainability Awareness Training	92%

Awareness meetings on environmental and energy management for suppliers help raise stakeholders' awareness of energy efficiency.

ENERGY EFFICIENCY AND MANAGEMENT

Tangible Energy Gains in Operational Excellence

Through the energy efficiency projects it carried out in 2025, Klimasan strengthened its operational excellence while achieving tangible gains toward its sustainability goals.

Energy Consumption

Thanks to projects implemented throughout 2025, Klimasan achieved savings of 1,021,040 kWh in electricity and natural gas consumption. This corresponds to savings of 11.29% in electricity consumption and a reduction of approximately 23.95% in natural gas consumption compared to the previous year.

Electricity	2019	2020	2021	2022	2023	2024	2025
(kWh)	10,520,479	10,389,766	10,776,415	10,256,027	9,886,399	9,744,769	8,645,081

Natural Gas	2019	2020	2021	2022	2023	2024	2025
(kWh)	8,562,732	8,276,452	8,759,752	6,015,039	5,627,795	6,817,790	5,184,764

Energy Consumption per Unit of Product

Natural Gas	2019	2020	2021	2022	2023	2024	2025
kWh/stdU	11.90	13.3	11.21	8.77	10.01	10.61	10.81

Electricity	2019	2020	2021	2022	2023	2024	2025
kWh/stdU	14.62	16.7	13.79	14.99	17.59	15.17	18.03

Energy Savings and Efficiency Projects

Through the energy efficiency projects it carried out in 2025, Klimasan strengthened its operational excellence while achieving tangible gains toward its sustainability goals:

- **Curing Oven Base Revision:** 39,930 kWh of natural gas savings
- **Paint Shop Thermoblock Revision:** 288,019 kWh of natural gas savings
- **Waste Heat Recovery from the Second Compressor:** 478,000 kWh of natural gas savings
- **Detection of compressed air leaks:** 215,091 kWh of electricity savings
- **DF Sticker Line Energy Savings:** Prevented 0.75 kW motors from operating an additional six hours per day.
- **DF Pre-Vacuum Energy Savings:** Prevented 0.75 kW motors from operating an additional six hours per day.



WATER MANAGEMENT

A Holistic and Environmental Vision for Water Management

Klimasan positions water management not merely as an operational necessity, but as a fundamental part of resource efficiency, environmental sustainability, and the fight against climate change.

Aware of the adverse effects of climate change on water resources, Klimasan places great importance on managing water effectively, efficiently, and responsibly. Water management at the Company is handled in line with the principles of sustainable resource use and minimizing environmental impacts. In this context, monitoring and reducing water consumption and reusing it where possible are among the main priorities. The Company has adopted the primary goal of minimizing water consumption and managing wastewater in a way that minimizes environmental impacts. Accordingly, water is used meticulously in various operational areas, from domestic needs and production processes to cooling systems and surface treatment processes.

As of 2025, Klimasan's adopted approach to water management focuses on Water Stewardship initiatives and data-driven management. To monitor water consumption in greater detail and with more accuracy, a metering infrastructure is being established to strengthen the data-driven management approach. In line with international best practices, preparations for obtaining the Blue Water

Certificates are underway to enhance the water management system. As part of resource efficiency, improvement efforts and process optimizations are being implemented to reduce water consumption in production processes. Wastewater is managed in compliance with regulations, and environmental impacts are kept under control. Furthermore, employee awareness of water conservation is being raised, and continuous improvement is ensured through performance indicators.

A five-year strategic plan has been created to reduce the water footprint and ensure the sustainable management of water resources. This plan aims to gradually reduce water consumption by 10%, increase water efficiency, minimize wastewater generation, evaluate reuse potential, and enhance employee awareness. In line with this, feasibility studies for a rainwater harvesting system have been initiated, and infrastructure planning is underway to use the collected rainwater, particularly for the hydrant system and general use.



WATER MANAGEMENT

Steady and Sustainable Decline in Water Intensity

Thanks to long-term strategic investments, Klimasan regularly monitors its total water consumption and per-product water intensity.

2025 Water Management Strategies and Practices

In 2025, a significant step was taken in water management by creating a detailed water map and conducting a current situation analysis. This study systematically analyzed all water inlet and outlet points, areas of use, and wastewater generation processes within the facility. The distribution of municipal water across different processes, such as drinking water, domestic use, and production, was clearly identified. Areas of high water consumption, such as the paint shop, evaporators, and chiller systems, were identified, and wastewater generation points were determined to analyze areas for improvement. Additionally, the current use of water softening, reverse osmosis, and closed-loop systems was evaluated.

Based on these analyses, action plans to improve water efficiency were developed, processes with reuse potential, such as closed-loop systems and cooling processes, were identified, and a database was established for future investments.

In personal use areas, sensor-operated faucets and water-saving devices have been introduced, and water consumption has been optimized by ensuring that equipment such as dishwashers operates at full capacity. Areas for improvement have been identified to reduce water consumption in the paint shop and auxiliary processes. As of 2025, digital water monitoring systems were installed for real-time consumption tracking and leak detection. Savings per product were achieved through applications aimed at reducing water usage in processes, such as low-flow nozzle systems and optimizations in rinsing and cleaning.

In line with the goal of sustainable water management, a significant step was taken in 2025: the use of well water, which had been used in production processes for many years, was completely discontinued, and the Company transitioned to using only municipal water. Since the water used in the paint shop processes must have a specific conductivity level, the high hardness of the previously treated well water was a factor that increased water consumption. Based on analyses, discontinuing the use of well water has resulted in annual water savings of over 20,000 m³ and prevented the generation of approximately 21,000 m³/year of wastewater.

Water Consumption Data

Klimasan regularly monitors its total water consumption and water intensity per product, thanks to long-term strategic investments. This improvement is primarily driven by efficiency-enhancing projects, particularly in the paint shop processes, in-process improvement efforts, and activities aimed at minimizing wastewater generation.

Year	Total Water Consumption (m ³)	Consumption per Product (m ³ /std. unit product)
2021	102,638	0.13
2022	66,295	0.10
2023	71,447	0.13
2024	67,423	0.10
2025	54,837	0.11

Wastewater Management

Water consumption in production processes is particularly concentrated during surface treatment operations carried out in the paint shop. The water used in these processes is utilized for cooling purposes. As there is no wastewater treatment plant within the facility, wastewater generated as a result of these processes is discharged into the sewerage system of the Manisa Organized Industrial Zone (MOSB) in accordance with the relevant discharge criteria and conveyed to the MOSB wastewater treatment plant. Wastewater management is carried out in line with applicable environmental legislation and the requirements of the Organized Industrial Zone. Closed-loop cooling towers ensure the effective cooling of machinery and support water reuse through these systems.

Klimasan sources the water used in its production processes from the municipal water supply. These resources, made suitable for use as process water via a water softening unit, undergo regular analysis and inspection. Inspections reveal that wastewater parameters are well below legal limits. Wastewater generation points have been identified, efforts to control them have been initiated, and areas for improvement have been identified through assessments of wastewater quality. As of 2025, significant improvements have been achieved in wastewater quality. Reductions of 29.3% in the COD parameter, 36.5% in the TSS parameter, and 28.6% in the oil & grease parameter have been achieved.

WATER MANAGEMENT

Training-Focused Transformation in Water Efficiency

Throughout 2025, various training and communication initiatives were carried out across the organization to promote water conservation and increase employee awareness.

Pollutant Parameter	Legal Limit (mg/L)	Actual Average 2024 (mg/L)	Actual Average 2025 (mg/L)	Reduction
COD (Chemical Oxygen Demand)	4,000	1,285	908	29.3%
TSS (Total Suspended Solids)	500	436	277	36.5%
Oil & Grease	250	14	10	28.6%

Additionally, R&D activities are planned for the reuse of wastewater as process water, with the goal of implementing pilot recovery projects. In the long term, the goal is to reduce the total water footprint by 30% by 2030, compared to the 2021 baseline.

Awareness and Communication Initiatives

Throughout 2025, various training and communication initiatives were carried out across the organization to promote water conservation and increase employee awareness. These initiatives aimed to raise employee awareness about the efficient use of water and to integrate this awareness into daily operations. Training sessions on water conservation and efficient water use were organized for employees. As part of visual awareness initiatives, informative brochures on water conservation were prepared and displayed on the Integrated Management System boards in production areas and common areas. The Human Resources department also made informative announcements to all employees regarding water conservation.

As part of efforts to raise awareness about water conservation, a corporate communication campaign under the theme “Value Water, Invest in the Future” was conducted in 2025, and behavioral change was supported through the “Be a Drop” volunteer environmental ambassador program. A responsible team and a division of duties were established to monitor water efficiency performance. This comprehensive implementation stands out as a tangible achievement contributing to Klimasan’s environmental sustainability goals, reinforcing the Company’s approach to climate-resilient and resource-efficient production.



CIRCULAR ECONOMY AND WASTE MANAGEMENT

The Power of the Circular Economy in Resource Efficiency

Klimasan works for future generations with a circular business model where resources are used most efficiently and waste is reintegrated into the system to create new value.

Klimasan considers waste management and the circular economy as fundamental components of its sustainability strategy. With a vision of protecting environmental values and building a sustainable future without compromising the needs of future generations, the Company has adopted the reduction, segregation, and recovery of waste at its source as a priority approach. These processes are carried out in compliance with applicable environmental legislation and in alignment with the ISO 14001 Environmental Management System. Waste management activities are not seen merely as a legal obligation but as an integral part of environmental responsibility and are developed based on the principle of continuous improvement.

Technical support for waste management is obtained from expert environmental consulting firms; legislative monitoring, risk assessments, and on-site practices are continuously updated. The segregation, collection, transportation, and disposal of waste by type are meticulously carried out at the on-site temporary waste storage area, in compliance with the 90% capacity rule and labeling standards. All waste management processes are coordinated by departmental waste officers, the Environmental Management

Representative, and the Environmental Committee, and are managed within a transparent structure with the participation of internal and external stakeholders.

Process waste generated during production activities is collected in labeled standard containers and transported to waste areas by Milk Run robots. Waste generated in administrative offices, social areas, the cafeteria, and outdoor areas is segregated at the source in special bins and transported to the relevant collection areas. Waste collection and transportation processes are recorded using the digital systems of the Ministry of Environment, Urbanization and Climate Change, namely MOTAT (Mobile Waste Tracking System) and TKN (Transportation Control Number). All waste movements are digitally tracked, eliminating the risk of confusion and mismatches.

Klimasan's strategic priorities in waste management and the circular economy are as follows:

- Reducing waste generation at the source,
- Increasing recovery and recycling rates,
- Promoting circular product design,
- Increasing the use of recycled raw materials,
- Reducing the amount of hazardous waste,
- Obtaining the Blue Water Certificate.

Zero Waste Strategy in Line with the Waste Hierarchy

Klimasan aims to contribute effectively to its sustainability goals by adopting a "Zero Waste" strategy at every stage of its operations. A certification application has been submitted for the zero waste system actively implemented within the Company, and the result is pending. The Company bases its waste management on an approach aligned with the European Union Waste Hierarchy, managing its processes in the following order of priority:

	Prevention	Sustaining clean technologies by reducing natural resource use and minimizing scrap in processes.
	Reduction	Using raw materials, energy, and materials efficiently and carefully.
	Reuse	Re-evaluating products through collection and cleaning processes.
	Recycling	Reintroducing waste as raw materials through various techniques.
	Energy Recovery	Generating energy from the controlled incineration of suitable waste
	Disposal	Disposing of non-recyclable waste in compliance with legislation.

CIRCULAR ECONOMY AND WASTE MANAGEMENT

Professional Waste Management with Licensed Solutions

Throughout 2025, Klimasan delivered all generated waste to recycling, recovery, or disposal facilities through environmentally licensed companies.

In line with these strategic goals, revenues from recycled or disposed waste are directed to sapling donations, and afforestation activities are carried out in the Klimasan Grove. In the area of social responsibility, leftover food is delivered to animal shelters via "Leftover Food" and "Leftover Bread" bins in the cafeteria. As of 2024, significant gains in energy savings and waste reduction were achieved through the "Reintegration of Scrap Metal into Production," "Decommissioning of the DFSG Milling Machine," and "Hydraulic Heat Exchanger System Improvement" projects. Waste flow maps are created throughout the facility to regularly analyze

waste generation points and identify opportunities for improvement.

2025 Achievements in Hazardous and Non-Hazardous Waste Management

Throughout 2025, Klimasan actively continued its efforts to segregate waste at the source and increase recovery rates. During this period, with a total energy consumption of 49,787 GJ, waste generated throughout the facility is segregated at the source into six categories: metal waste (steel, aluminum, copper, etc.), plastic waste (PP, PE, and thermoformed plastics), glass waste (cover glass, etc.), packaging waste, electronic waste, and hazardous waste.

While the majority of waste was managed through recovery and recycling, the proportion of waste sent to landfills was kept to a minimum. In this context, the environmental gains from recycling activities in 2025 (approximately 2,807,109 kg) are as follows:



By recycling paper waste;

3,343 trees were saved from being cut down.
34,805 kg of greenhouse gas emissions were prevented from being released into the atmosphere.
806,224 kWh of energy was saved.
492 m³ of landfill space was saved.



By recycling plastic waste;

8,896 kg of greenhouse gas emissions were prevented from being released into the atmosphere.
1,252,792 kWh of energy was saved.
499 m³ of landfill space was saved.
3,537 barrels of oil were saved.



By recycling glass waste;

1,691 kg of greenhouse gas emissions were prevented from being released into the atmosphere.
2,368 kWh of energy was saved.
67.66 tons of raw materials were saved.
85 m³ of landfill space was saved.



By recycling metal waste;

1,660 tons of raw materials were saved.
121,319 kg of greenhouse gas emissions were prevented from being released into the atmosphere.
819,860 kWh of energy was saved.
3,831 m³ of landfill space was saved.

2,244.42 metric tons

Non-Hazardous Recyclable Waste

500.84 metric tons

Domestic Waste

61.80 metric tons

Hazardous Waste

Throughout 2025, Klimasan delivered all generated waste to recycling, recovery, or disposal facilities through environmentally licensed companies.

Hazardous waste (oils, chemicals, process waste) is transported by licensed companies after obtaining a TKN through the MOTAT system and is safely processed at appropriate disposal and recovery facilities. Metal waste is sent to licensed facilities, where it is smelted and refined before being used as secondary raw material, while plastic waste undergoes crushing, cleaning, and granulation before being used in the production of new plastic products. Similarly, glass waste is crushed at recycling facilities and incorporated into new production. The Klimasan Refurbishment Center, where end-of-life commercial coolers were repaired and reintegrated into the economy, has been closed.

CIRCULAR ECONOMY AND WASTE MANAGEMENT

Waste Management Compliant with Global Legislation

Klimasan acts in full compliance with the Waste Electrical and Electronic Equipment (WEEE) Directive to reduce the environmental impacts of the electrical and electronic equipment it produces.

Green Chemistry and Safe Material Management

Klimasan aims to minimize the use of chemicals that have the potential to harm human and environmental health by integrating green chemistry principles into its production processes. Solvents, release agents, and similar chemicals are not used unless required; among the available alternatives, the least hazardous components are preferred. All relevant legislation aimed at preventing the use of persistent organic pollutants (POPs) and other environmentally harmful components is complied with.

In procurement processes, full compliance with the REACH Regulation and RoHS Directive is maintained, and suppliers are required to provide certificates of conformity and safety data sheets (SDS). Furthermore, hazardous substances in electrical and electronic products are managed according to international standards; they are stored in suitable areas where safety measures such as secondary containment, appropriate protective coatings, and ventilation are in place. Emergency procedures and response equipment are kept ready for potential spills and leaks, and no spills or environmental incidents occurred in 2025.

Circular Economy, Product and Packaging Design

Klimasan adopts circular economy principles to reduce the environmental impacts arising from the end-of-life of its products and packaging. This model, which reduces dependence on natural resources and minimizes waste generation, increases the value of materials reintroduced into the economy. Information about the environmental impacts of products, including packaging labels, informational notices, recycling guidance, and safe disposal instructions, is provided on the product and in technical documents.

According to product analyses, 98.4% of the total product weight is recyclable. All metals can be reintegrated into the production cycle through recovery.

During the design phase, modular, repairable, and Design for Disassembly principles were adopted, moving away from the "throw-away" model. Critical components such as compressors, thermostats, LEDs, and door mechanisms are designed as separate modules, allowing for the replacement of only the relevant part instead of the entire product. Electronic components are also made reusable after testing and calibration.

In products manufactured with an average target lifespan of five to ten years, the metal body, shelves, glass doors, and aluminum profiles can be reused due to their high durability; all inputs, including refrigerant gas, are controlled and operated safely to manage leaks and environmental risks.

Klimasan acts in full compliance with the Waste Electrical and Electronic Equipment (WEEE) Directive to reduce the environmental impacts of the electrical and electronic equipment it produces. The processes of collecting, re-evaluating, and recycling products at the end of their life are meticulously carried out.

In packaging strategies, recyclable cardboard-based packaging solutions have been developed as an alternative to the styrofoam material used for protection. This solution, which began to be used in certain product groups in 2024, is planned to be extended to a wider product range in the future. Procurement and purchasing policies aim to reduce the use of consumables (pallets, plastic components, packaging, etc.) and single-use products, while ensuring recyclability and material optimization.

Sustainability Training and Awareness

Klimasan conducts comprehensive training sessions every year on topics such as environmental management, environmental legislation, waste reduction, and proper segregation to build environmental awareness and a sustainability mindset among all its employees. As of 2025, a total of 1,954 hours of environmental awareness training has been provided to employees. This training, provided by an environmental consultant, is planned to cover at least 60% of the staff as required by legal obligations; it is delivered to white-collar personnel via digital platforms and to operational employees in person. Specially designed hands-on training in waste management, chemical safety (SDS), and emergency response is organized for employees in critical processes and waste collection personnel. Waste management is covered in detail in the orientation programs for new production personnel.

The training processes are supported by a 'Sustainability and Zero Waste Management Informational Video' sent via SMS to mobile phones, broadcasts on cafeteria screens, and announcements from the Quality Management System. Responsible waste management audits are regularly conducted in offices, the cafeteria, and production sites by the Environment and Quality Team; identified deficiencies are promptly rectified, reinforcing environmental awareness throughout the organization.

BIODIVERSITY

A Production Vision that Protects Local Ecosystems

With its vision of protecting local ecosystems and supporting biodiversity, Klimasan operates a business model in harmony with nature throughout its entire value chain.

By placing the protection of biodiversity at the core of its sustainability strategy, Klimasan has taken significant steps for the balance of nature throughout 2025. The Company operates with an approach based on ecosystem management and nature-based solutions to minimize the environmental impacts of its activities. Biodiversity is assessed particularly within the scope of environmental risk management and the sustainable supply chain.

Corporate Approach and Strategies

Klimasan considers biodiversity not only as an environmental responsibility but also as a fundamental requirement for achieving sustainable development goals. The Company's priorities and strategies adopted in this context are as follows:

- **Reducing environmental impacts:** Indirect impacts on wildlife are reduced by minimizing energy consumption, emissions, and waste generation in production processes.
- **Efficient use of natural resources:** The pressure on the ecosystem is reduced through the efficient use of water, energy, and raw materials.
- **Sustainable supply chain:** Suppliers are expected to comply with environmental responsibility and sustainability criteria, and the use of recycled content is encouraged.

- **Product and technology approach:** Environmental impact is reduced through the use of natural refrigerants such as R290 and highly energy-efficient products.
- **Risk and opportunity management:** Biodiversity, climate change, and environmental risks are addressed within the scope of corporate risk management.

Biodiversity Activities and Practices in 2025

Klimasan's biodiversity and environmental protection activities, covering both direct and indirect impacts, carried out during 2025, are as follows:

- **Use of natural refrigerants (R290):** Expanding the use of refrigerants with zero ozone depletion potential and low global warming potential.
- **Energy efficiency projects:** Reducing indirect environmental impacts through investments in high-efficiency equipment and heat recovery applications.
- **Waste management and recycling:** Minimizing the use of natural resources by ensuring the segregation and recovery of production waste.
- **Supply chain practices:** Encouraging compliance with environmental criteria by collaborating with suppliers.
- **Carbon footprint activities:** Monitoring carbon emissions from products and operations to measure and reduce environmental impacts.



BIODIVERSITY

Sustainable Environmental Auditing in Sensitive Areas

When operating in sensitive areas, Klimasan controls potential negative impacts through Environmental Impact Assessments (EIAs), monitoring, and reporting mechanisms.

6,021

Number of trees planted
in 2025

Biodiversity Support Practices

- A tree was planted for each employee on their work anniversary, with a total of 6,021 new trees planted in 2025.
- Low-water-use, regionally native, and bee-friendly plants were preferred for landscaping.
- Awareness training on the theme of “Wildlife and Biodiversity” was provided to 90% of employees, with approximately 850 employees attending.

Monitoring and Protection of the Local Ecosystem

- The flora and fauna around the production facilities are regularly monitored. In this context, efforts have begun to collect data based on biodiversity indicators.
- Natural habitats are protected by optimizing water use, minimizing wastewater and chemical spill risks, and restoring green spaces.
- For any future activities in or near environmentally sensitive areas, potential negative impacts are controlled through Environmental Impact Assessments (EIAs), monitoring, and reporting mechanisms.

With this approach, Klimasan contributes

to the protection of local ecosystems and demonstrates a stance aligned with global biodiversity goals.

Future Goals

Klimasan’s long-term goals for protecting and enhancing biodiversity for 2026 and beyond are as follows:

1. **Protecting and strengthening local ecosystems:** Restoring natural habitats and increasing biodiversity in the regions where the facilities are located.
2. **Monitoring and protecting threatened species:** Implementing measures to protect critical plant and animal species.
3. **Sustainable production and resource use:** Reducing pressure on the ecosystem by optimizing the use of natural resources.

To achieve these goals, Klimasan has

developed the following strategic plans and practices:

- **Monitoring systems:** Establishing data collection mechanisms based on biodiversity indicators through regular field studies of the flora and fauna around the facility.
- **Academic and civil society collaborations:** Participating in science-based conservation efforts by conducting joint projects with universities, environmental research centers, and local non-governmental organizations.
- **Action plans and reporting:** Identifying risks based on monitoring results, creating intervention plans, and transparently sharing this progress in annual environmental performance reports.

This approach ensures both the protection of local ecosystems and the alignment of the Company’s activities with environmental sustainability goals. Accordingly, the Company will participate in the CDP assessment process in 2026 to evaluate its 2025 performance.

PRODUCT LIFE CYCLE

Approach Applied Throughout the Life Cycle

At Klimasan, product life cycle management is treated as an end-to-end, data-driven corporate strategy integrated with sustainability goals. The main objective of this strategy is to minimize environmental impacts throughout all stages of a product's life, from design to end-of-life, while increasing energy and resource efficiency, achieving cost optimization, and ensuring full compliance with relevant regulations. This approach covers all processes, including design and R&D, material selection and supply chain, production, logistics, use, service and maintenance, and end-of-life management.

End-of-Life and Recycling

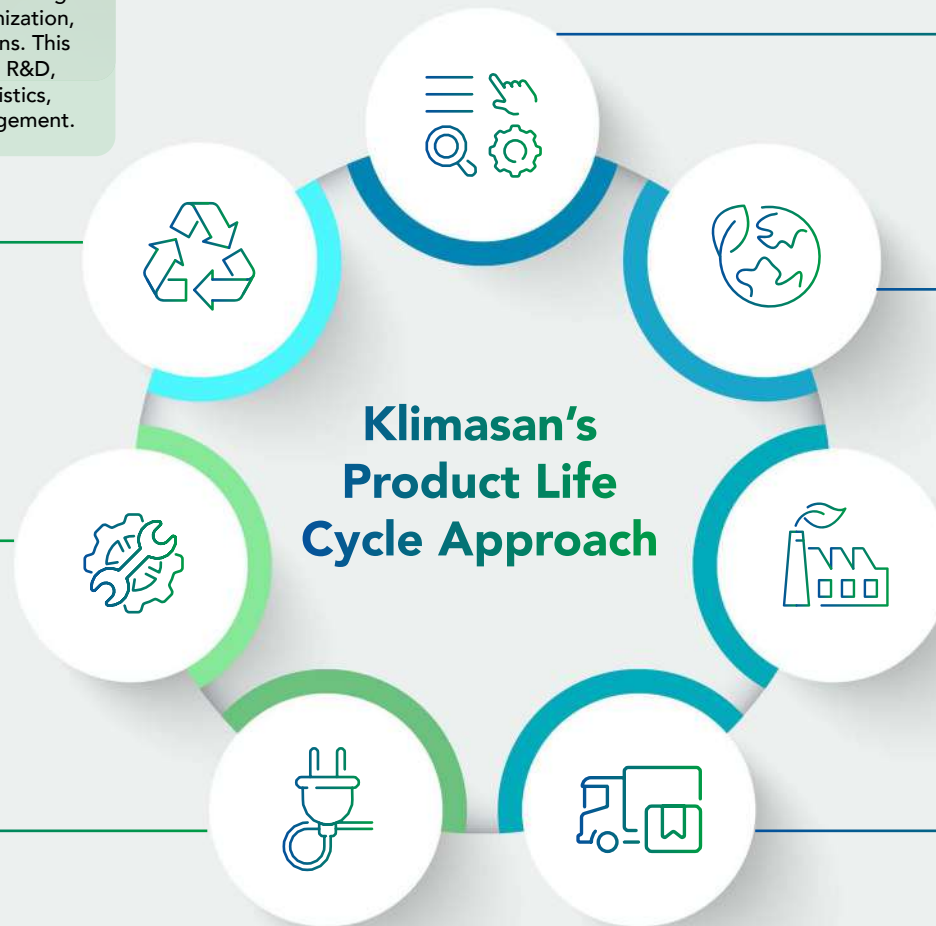
Products are designed to be easily disassembled and separated to facilitate recycling. For an average product, the recyclability rate is 90%, the recovery rate is 9%, and the disposal rate is 1%.

Service, Maintenance, and Life Extension

The modular design approach enhances product repairability, while effective spare parts management and technical services extend products' service life.

Use Phase

Products are designed to ensure low energy consumption during the use phase. Digital thermostats allow device operating parameters to be optimized according to user needs, thereby reducing energy and resource consumption.



Design and R&D Process

Klimasan bases its product development processes on sustainable design principles and the "6 RE Philosophy." In this context, priority is given to energy-efficient components (VCC compressors, EC fans), natural refrigerants (R600a, R290), and modular and repairable designs.

Material Selection and Supply Chain

A significant portion of the materials used in products is selected from recyclable or recycled sources. Suppliers are evaluated based on sustainability criteria, and the use of materials with a low carbon footprint is encouraged.

Production Processes

Energy efficiency projects, process optimization, waste minimization, and recovery practices are carried out in production activities. Additionally, environmental impact is reduced through matching electricity consumption with renewable energy sources through I-REC certificates and the integration of recycled raw materials into production processes.

Logistics and Distribution

The goal is to reduce logistics-related carbon emissions through packaging optimization and efficient shipment planning.

PRODUCT LIFE CYCLE

A Growing Sustainability Vision with Business Partners

Klimasan shares its sustainability approach with suppliers, customers, and business partners, extending it throughout the value chain.

Through this comprehensive roadmap, Klimasan systematically reduces the environmental impacts of its products while increasing resource efficiency and supporting sustainable growth.

Klimasan adopts a life cycle approach to assess the environmental impacts of its products. Although comprehensive Life Cycle Assessment (LCA) studies covering all product groups have not yet been completed, analyses consistent with LCA methodology are being conducted. In this context:

- Workflow diagrams covering the entire life cycle of the products have been created.
- Material choices and environmental impacts are systematically evaluated.
- Carbon footprint assessments for the S225 and S400 models have been performed in accordance with the ISO 14067:2018 standard.

These studies are based on a methodological framework compliant with ISO 14040 and ISO 14044 standards. These analyses help identify areas for improvement, particularly in reducing emissions during the production and use phases.

Energy and Resource Efficiency Practices

To increase energy efficiency in Klimasan products, the following technologies are used to achieve energy savings of 5–15% during the use phase:

- User-based optimization with digital thermostats
- LED lighting systems
- VCC compressors and smart fan algorithms
- Use of high-performance insulation materials

2025 Studies and Practices

As of 2025, the following practices have been implemented within the scope of the product life cycle:

- Design improvements to increase energy efficiency
- Increased use of recycled raw materials
- Expanded use of natural refrigerants
- Matching electricity consumption with renewable energy sources through I-REC certificates

Stakeholder Engagement and Value Chain Integration

Klimasan disseminates its sustainability approach throughout the value chain by sharing it with suppliers, customers, and business partners.



SUPPLIERS

Evaluation and auditing based on sustainability criteria



CUSTOMERS

Information on energy efficiency and proper use



BUSINESS PARTNERS

Logistics optimization and innovation projects

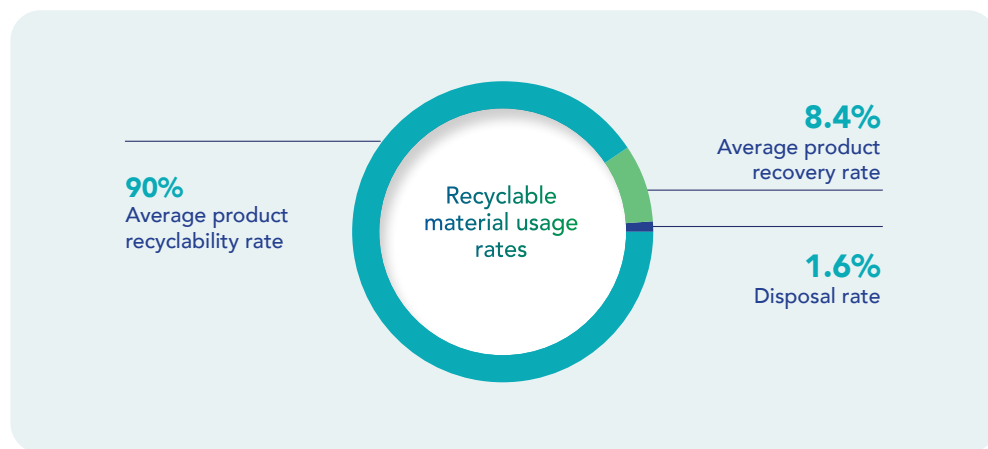
Environmental Impact Data from LCA Studies

Impact Category	Unit	S225 Model Total	S400 Model Total
Climate change	kg CO ₂ eq	300.242	419.826
Climate change - Biogenic	kg CO ₂ eq	1.279	1.784
Climate change - Fossil	kg CO ₂ eq	298.842	417.862
Climate change - Refrigerant	kg CO ₂ eq	0.12	0.18

PRODUCT LIFE CYCLE

Strategic Spare Parts Management to Extend Product Lifespans

At Klimasan, the procurement and inventory management of critical spare parts are carried out effectively to support the long-term use of products.



The material groups in an average product and the proportions of materials in these groups that are produced from recycled raw materials are presented below.

Material Group	Ratio of Recycled Raw Materials
Metals (Iron, steel, aluminum, copper)	17%
Plastics	20%
Insulation Materials (PU)	0
Glass	25%
Electronics	40%
Total	18%

Design, Technical Service, and Spare Parts Services

Klimasan adopts a holistic approach encompassing design, technical service, and spare parts management to extend product lifespans, increase resource efficiency, and ensure lasting customer satisfaction.

Design Stage: Products are developed with longevity and durability in mind. In this context, a modular design approach ensures that critical components can be easily replaced, while preference is given to high-quality, long-lasting components. Additionally, an accessible internal structure and the use of standardized parts are prioritized to facilitate product maintenance and repair processes.

Technical Service: As part of its after-sales services, Klimasan provides rapid response and maintenance services through an extensive network of qualified technical service providers. Guidance provided to users on maintenance and proper use also helps extend product lifespans.

Spare Parts Management: To support the long-term use of products, the procurement and inventory management of critical spare parts are carried out effectively. The use of standardized and compatible parts speeds up repairs and minimizes product downtime. Furthermore, circular economy principles are supported through refurbishment and parts recovery practices wherever feasible.



OUR ECO-FRIENDLY PRODUCTS

A Vision for Green Technology in the Refrigeration Industry

By combining sustainable design with advanced technology, Klimasan sets global refrigeration standards through eco-friendly products that safeguard the future of our planet.

Klimasan positions environmental sustainability as a cornerstone of its product development and manufacturing processes. Accordingly, guided by its "6 RE Philosophy," the Company focuses on energy efficiency, reducing carbon emissions, recyclability and the conservation of natural resources. This approach is shaped by energy efficiency, carbon emissions reduction, efficient resource use and circular economy principles and is integrated into all of the Company's R&D and manufacturing activities.

Sustainable Design Guided by the 6 RE Philosophy

The 6 RE Philosophy, which forms the basis of Klimasan's sustainability approach, aims to minimize environmental impact throughout the entire lifecycle of its products. Under this philosophy, the following engineering decisions were incorporated into new product designs in 2025:

- **RE-Think: LCA (Life Cycle Assessment)** has been made a mandatory input at the beginning of the product development process. "Lowest energy consumption" and "lowest carbon footprint" have been set as fundamental design criteria, and the product architecture has been structured to minimize energy consumption during the use phase.

- **RE-Duce:** Initiatives have been undertaken to reduce the weight and number of materials used, thereby lowering energy and raw material consumption. Insulation systems that reduce heat loss and have shorter curing times, as well as more energy-efficient components, have been standardized.
- **RE-Place:** Harmful materials have been replaced with eco-friendly alternatives. Natural refrigerants such as R600a and R290 have been preferred over high-GWP refrigerants, while materials with a high environmental impact have been replaced with low-carbon alternatives.
- **RE-Cycle:** Material-specific recyclability analyses have been conducted, and the use of recyclable materials has been increased through monitoring via the ERP system.
- **RE-Use:** Critical components have been designed for reuse, while the increased use of standardized components supports the reuse of products and their components.
- **RE-Pair:** Products have been designed using a modular approach. Components such as fans, compressors, and electronic cards have been positioned for easy removal and replacement, improving reparability and extending product lifespans.



OUR ECO-FRIENDLY PRODUCTS

Circular Product Design Shaping the Future

Klimasan develops its products based on circularity principles from the design stage onward.

Reducing Environmental Impacts and Transitioning to Natural Refrigerants

Klimasan has achieved a significant environmental transformation by combining its sustainable design vision with high performance, low energy consumption, and eco-friendly refrigerant gases. As of 2025, natural gases that do not harm the ozone layer (ODP = 0) were preferred in 99.23% of the total 256,635 units produced (R290 in 780 units and R600a in 835 units). Compared to traditional HFC gases (e.g., R134a ≈ 1,430 GWP), R290 and R600a gases provide an environmental benefit by generating approximately 477 times fewer greenhouse gas emissions (GWP ~3). These gases also increase system efficiency, thereby reducing indirect carbon emissions, and ensure full compliance with sustainability standards such as the European Green Deal, F-Gas regulations. This transition is one of the most critical steps in directly reducing the carbon footprint of the products.

Energy Efficiency and Low-Carbon Technologies

According to LCA analyses, since the majority of carbon emissions occur during the use phase, Klimasan's strategy is based on investing in technologies that minimize energy consumption. In its energy efficiency-focused product development processes, Klimasan systematically implements innovative technologies such as next-generation EC fans, Variable Capacity Compressors (VCCs) that optimize load-based energy consumption, electronic thermostats that provide precise temperature control, and next-generation LED lighting. Insulation performance is enhanced through thermal bridge reduction and gasket design improvements. To reduce use-phase emissions, efforts are ongoing to standardize and expand the use of polyurethane that offers high thermal insulation and a shorter curing time.

These improvements deliver average annual energy savings of 100–150 kWh and CO₂ emissions reductions of 55–85 kg per product across commercial and household product groups. Design and system improvement projects implemented in

2025 delivered an 8% increase in efficiency through semi-static cooling systems, a 12% increase through fan algorithm optimization, energy savings of 20–35 kWh per product and energy savings of up to 15% through LED improvements. Additionally, detailed engineering measures such as thermal bridge reduction and gasket design delivered a further 4–5% increase in efficiency per cabinet. These projects are expected to deliver total energy savings of approximately 1.2 million kWh and reduce CO₂e emissions by 480 metric tons.

Recycling and the Circular Economy

Klimasan develops its products based on circularity principles from the design stage onward. Following the LCA conducted at the design stage, materials are selected based on criteria including high recyclability, a low carbon footprint, the absence of harmful chemicals and compliance with RoHS, longevity, durability and ease of disassembly. Under a circular design approach, priority is given to mono-material use, parts are designed for easy disassembly, and reuse processes are established.

Using data integrated into the ERP system, the recyclability rate is monitored as a KPI. As of 2025, products have achieved an average recyclability rate of 98.4%. This approach both increases resource efficiency and minimizes waste generation.

Transparency, Regulatory Compliance, and Product Transformation

Household and commercial products comply with the EU energy labelling framework established under Regulation (EU) 2017/1369 and with Eco-design requirements. All new products are registered through the EPREL system.

Klimasan calculates the carbon footprints of its products in accordance with ISO 14067 and reports its corporate carbon emissions across three scopes and six categories in accordance with ISO 14064-1:2018 and the GHG Protocol, with calculations based on IPCC and DEFRA methodologies.

OUR ECO-FRIENDLY PRODUCTS

User-Centric, Next-Generation Cooling Technology

Klimasan aims to transition to a product segment with lower energy consumption that is quieter, more aesthetic, and user-friendly.

The numbers of cabinets produced in 2025 and their distribution by energy efficiency class are provided below.

Energy Label	Units produced during the year	Percentage
A	547	0.21%
B	23,262	9.06%
C	31,500	12.27%
D	18,167	7.08%
E	36,933	14.39%
F	10,656	4.15%
N/A*	135,570	52.83%
Total	256,635	100.00%

* The N/A category covers the MENA region, where there are no energy class expectations outside of Europe and Türkiye.

Sustainability Investments in Production Processes

Klimasan invests in strengthening sustainability not only across its product portfolio but also throughout its manufacturing operations. Through projects implemented throughout 2025, natural gas savings of 39,930 kWh were achieved from the curing oven base revision, 288,019 kWh from the paintshop thermoblock revision, and 478,000 kWh from the 2nd compressor waste heat recovery project. These investments have increased operational efficiency while directly reducing environmental impacts.

Strategic Goals for 2026 and Beyond

The strategic goals and R&D priorities established for 2026 and beyond in response to consumer expectations, regulatory requirements and environmental performance considerations are as follows:

- Transitioning to a product portfolio consisting entirely of ODS-free refrigerants (R290 and R600a) by fully phasing out HFC refrigerants in line with F-Gas regulations,
- Developing products in higher energy efficiency classes that fully comply with Eco-design and Energy Labelling requirements,

- Increasing data transparency through EPREL and expanding digital product passport practices,
- Expanding the LCA-based design approach,
- Developing material/product architectures with high recyclability rates and low carbon footprints,
- Transitioning to a product segment with lower energy consumption that is quieter, more aesthetic, and user-friendly,
- Modular and serviceable product designs in line with the RE-Pair approach,
- Transitioning to IoT-based smart cooling systems and integrating digital energy monitoring solutions into products.

Klimasan's eco-friendly product development approach supports both user satisfaction and sustainable development goals through environmental impact reduction, energy efficiency, recycling-focused design, and innovative technologies.

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OUR SOCIAL SUSTAINABILITY COMMITMENTS AND TARGETS

Our Commitments		2020	2021	2022	2023	2024	2025
1) Ensure that the number of calls to the Klimasan Ethics Hotline remains zero	 	1	0	0	1	1	1
2) Provide awareness training to all employees on Human Rights, Business Ethics, and the Code of Conduct (employee participation percentage)	  	91%	100%	100%	100%	100%	100%
3) Provide awareness training on Fair Competition and Trade Ethics (employee participation percentage)	 	100%	100%	100%	100%	100%	100%
4) Ensure all employees receive Occupational Health and Safety Training (employee participation percentage)	 	100%	100%	100%	100%	100%	100%
5) Ensure that all employees receive Environmental Information and Waste Management Awareness Training (employee participation percentage)	  	23%	100%	100%	100%	100%	100%
6) Ensure that all employees receive Energy and Emissions Management Awareness Training (employee participation percentage)	  	100%	96%	100%	100%	100%	100%
7) Ensure that all employees receive Information Security Awareness Training (employee participation percentage)	  	100%	96%	100%	100%	100%	100%

OUR SOCIAL SUSTAINABILITY COMMITMENTS AND TARGETS

Our Commitments		2020	2021	2022	2023	2024	2025
8) Provide at least 10 hours of professional and personal development training per blue-collar employee during the year (average training hours/average number of employees)	 	6.40	11.65	19.55	58.55	43.18	26.39
9) Provide at least 10 hours of professional and personal development training per white-collar employee during the year (average training hours/average number of employees)	 	6.41	12.98	27.89	20.09	31.50	54.09
10) Continuously reduce the accident frequency rate ((number of occupational accidents/total hours worked) × 1,000,000)	 	42.41	52.87	33.02	41.23	75.89	30.91
11) Continuously reduce the accident severity rate ((number of days lost/total hours worked) × 1,000)	 	0.21	0.20	0.12	0.29	0.27	0.28
12) Organize at least 20 social activities during the year to enhance employee engagement	 	-	5	24	10	37	35
13) Carry out at least 12 social responsibility projects or collaborations during the year	 	-	9	15	15	8	21

Our Targets		2020	2021	2022	2023	2024	2025
1) Increase the proportion of women in senior management positions to 50% by 2025	  	31%	36%	35%	37%	50%	50%
2) Increase the overall proportion of female employees to 27% by 2025	 	22%	24%	23%	25%	26%	25.2%
3) Increase employee satisfaction survey results in the "satisfaction, engagement and passion" categories compared with the previous year, starting from 2022				5%	The ratio remained constant.	The ratio remained constant.	The ratio remained constant.

HUMAN RESOURCES

A Fair and Inclusive Approach to the Career Journey

Klimasan strengthens its vision of equality and inclusion with international commitments, centering equal opportunity in all processes from recruitment to career development.

Klimasan believes that a people-centric approach is at the core of sustainable success and acknowledges that customer satisfaction and high product quality are directly related to employee job satisfaction and commitment to the organization. Acting with this awareness, the Company prioritizes the physical and mental health of its employees by placing the “People” focus at the center of its Corporate Sustainability Strategy, offering everyone a safe, respectful, and supportive work environment.

Klimasan’s comprehensive human resources policy adopts a fair and equitable approach toward its employees. The Company promotes a culture that respects human rights, emphasizing its strict stance against practices such as child labor and forced labor. Additionally, it supports the career progression of its employees through internal training and development programs and aims to increase employee engagement and satisfaction through social responsibility projects and internal communication activities.

Klimasan’s participation in international initiatives such as the United Nations Global Compact (UNGC) and the Women’s Empowerment Principles (WEPs) demonstrates its commitment to diversity, inclusion, and gender equality. Through all these practices, the Company aims to create a sustainable and people-centric work environment.

EMPLOYEE SATISFACTION AND ENGAGEMENT

Klimasan views employee satisfaction as a fundamental driver of sustainable success. The Company acknowledges that customer satisfaction and high product quality are directly related to employee job satisfaction and engagement. The corporate culture is built on mutual trust, respect, open communication, and an employee-centric focus. With this understanding, employee opinions are systematically collected through Employee Satisfaction Surveys conducted twice a year. One of these surveys is conducted mid-year with internal resources, and the other is carried out at the end of the year by an independent external firm. Based on the results obtained, focus group studies are organized, and feedback is analyzed to implement action plans for improvement areas with the approval of senior management.



HUMAN RESOURCES

Employee Experience Strengthened through Social Support

Klimasan stands out through the comprehensive fringe benefits and social support it provides to improve its employees' quality of life.

As of 2025, the scope of employee engagement measurement was expanded to include blue-collar employees for the first time through an independent research method. In line with this change in scope, the overall employee engagement rate for 2025 was 65.13%.

To reduce employee turnover and ensure long-term workforce continuity, exit interviews are conducted in addition to employee satisfaction surveys, and improvement projects are developed based on the feedback received.

Social and motivational support is systematically provided to strengthen employees' sense of belonging at both the individual and organizational levels. In addition to the "Coffee and Treat Days," "Monthly Birthday Celebrations," "Spring Festivals," "Welcome to Summer/Farewell to Summer Barbecues," "Seniority and Promotion Ceremonies," and "Suggestion Award Ceremonies" held throughout the year, a "Welcome to Summer" event in Çiçekliköy, quarterly breakfast events, a "Street Food" event, departmental events, and mandarin-picking activities were also held. These social interactions strengthen the bonds among employees and enhance team spirit.

Klimasan distinguishes itself through the comprehensive fringe benefits and social support it provides to improve its employees' quality of life. Employees are provided with benefits such as private health insurance through Acibadem Sigorta, fuel and heating assistance, monthly shopping card support, education and postgraduate study opportunities, foreign language training, and marriage, childbirth, and child benefits. Furthermore, the well-being of employees and their families is supported through daycare agreements that facilitate access to services for employees with children; the "Be with Your Child" initiative, which provides half a day of administrative leave each semester for parents with school-age children; and the grant-based "Family Support Fund." The Company supports financial well-being by providing 16 salary payments per year; salary increases are adjusted based on market conditions and performance criteria. The Company is committed to paying all its direct employees a "Living Wage" or higher and meets these standards at a rate of 100%.

In line with the importance placed on work-life balance, flexible working hours are applied on weekdays between 07:45–09:00 and 17:00–17:45, and employees are offered the opportunity to work from home two Fridays a month. To support motivation, employees are granted one day of birthday leave each year and five days of paternity leave. Psychological counseling services, the MultiSport card option, social clubs, sports tournaments, and volunteer projects such as the afforestation efforts in the "Klimasan Grove" help address employees' emotional, social and physical needs.

The K-Port access platform, launched to strengthen internal communication and transparency, has provided employees with centralized access to company information. Through "Open Door Meetings" with the General Manager, Town Hall meetings open to all personnel, and Vision project briefings, financial results, company projects, new collaborations, implemented projects, and human resources policies are shared transparently with all employees. At the Company, remuneration, performance management, and career development processes are managed digitally, fairly, and in accordance with the "equal pay for equal work" principle through the SAP SuccessFactors system.

EMPLOYEE AND HUMAN RIGHTS

Klimasan considers respect for human rights an integral part of all its operations and a cornerstone of sustainable success. In line with this approach, the Company commits to safeguarding employee rights within the framework of the Universal Declaration of Human Rights, relevant national and international legislation, and the United Nations Global Compact (UNGC), of which it has been a signatory and supporter since 2019. The Company has integrated ethical principles in the areas of human rights, labor standards, environmental protection, and anti-bribery and anti-corruption into all its business processes.

The Company adopts a zero-tolerance policy against human rights violations, particularly child labor, forced labor and human trafficking. This approach applies not only within the Company but also throughout the supply chain through the "Supplier Code of Ethical Conduct." The corporate ethical approach is built on the values of reliability, fairness, pride, and respect for employees and has been systematized through the "Klimasan Social Compliance Policy," the "Child Labor Remediation Procedure," and the "Procedure for the Prevention of Harassment, Ill-Treatment, and Gender-Based Violence." The Company does not employ migrant workers.

HUMAN RESOURCES

Equal Opportunity in the Workforce Through an Inclusive Employment Approach

In line with its inclusive employment approach, the participation of individuals with disabilities in the workforce is strategically supported.

Klimasan places great importance on the opinions of its employees to maintain an inclusive work environment.

Klimasan guarantees its employees' freedom of association and right to form unions under national legislation; there are no restrictions on these rights in the regions where it operates. The Company maintains a structured social dialogue and a participatory management approach through Employee Representatives, who convey employees' opinions and suggestions to management.

Regular audits are conducted to ensure that suppliers and business partners adhere to the same ethical standards, and awareness of human rights is increased through site visits and documentation reviews. Within the Company, employees can submit suggestions, complaints or other feedback through multiple communication channels, including suggestion and complaint boxes, QR code tools, one-on-one meetings and "Open Door Meetings."

The "Klimasan Code of Ethical Conduct and Implementation Principles Document," which supports an ethical business culture, serves as a guide for all employees. The implementation of these rules is regularly audited by the Internal Audit Department, while the "Ethics Hotline," which provides a secure, confidential and transparent reporting process for potential violations,

remains active. To maintain awareness, all employees receive mandatory Social Compliance Training annually, covering topics such as Awareness Against Child Labor and Forced Labor, Anti-Bribery and Anti-Corruption, Conflict of Interest, Gender-Based Violence and Harassment, and Human Rights.

EQUAL OPPORTUNITY, DIVERSITY, AND INCLUSION

Klimasan provides equal rights to all employees regardless of gender, age, ethnic origin, disability, belief or any other characteristic and upholds the principle of equal opportunity in all processes, including recruitment, remuneration, promotion, career management and performance evaluation. Viewing diversity, equity and inclusion as key elements of long-term corporate success, the Company has reinforced its commitments at the international level as a signatory to the United Nations Global Compact (UNGC) and the Women's Empowerment Principles (WEPs).

The "equal pay for equal work" principle is meticulously applied within the Company, ensuring that every employee is evaluated fairly. As of December 31, 2025, Klimasan had a total of 950 employees, comprising

237 women and 713 men. As a tangible outcome of policies supporting gender equality, the ratio of female managers was 28% in 2025.

In line with its inclusive employment approach, the participation of individuals with disabilities in the workforce is strategically supported. Employees with disabilities account for approximately 2.21% of the Company's total workforce. In line with the principle of equal opportunity, discrimination is not permitted in recruitment processes, and the necessary physical arrangements are provided to enable employees with disabilities to perform their duties effectively and sustainably. The Z.E.K.İ.+ Project, which encourages participation in production through sheltered work environments specially designed for individuals with intellectual disabilities, stands out as an innovative practice where Klimasan combines social responsibility with inclusion.

Klimasan places great importance on the opinions of its employees to maintain an inclusive work environment. Employees can openly provide feedback through suggestion and complaint boxes. This feedback is carefully evaluated by senior management, and the necessary



HUMAN RESOURCES

Continuity in Training and Strong Development Performance

Through the KLiK Academy platform and classroom-based programs, employees received a total of 19,298 hours of training by the end of 2025, comprising 18,895 hours of classroom training and 403 hours of online training.

improvement measures are implemented. The Company aims to promote these values not only within the organization but also in the community where it operates through social responsibility projects.

TALENT MANAGEMENT AND EMPLOYEE DEVELOPMENT

As an organization that believes in continuous development and embraces a culture of learning and ongoing improvement, Klimasan aims to systematically develop its employees' talents and maximize their potential. Accordingly, career development and training strategies are tailored to both individual needs and data-driven assessments. Recognizing the critical role of a competent workforce in achieving the Company's strategic goals, Klimasan actively implements projects designed to strengthen employee engagement.

The Company's "Career Path Project" and internal promotion processes are supported by tools based on objective criteria, including competency, cognitive ability and English proficiency inventories. Performance and potential assessments are conducted for all employees through "Nine

Box" analyses, while employees considered critical to organizational development are monitored as part of the "Talent Pool." The development of employees in the Talent Pool is monitored throughout the year, and tailored training programs and project assignments are planned for them. Employees who reach the targeted competency level are promoted through this systematic structure, supporting their career progression.

For the past three years, the performance management system has been managed digitally through the SAP SuccessFactors (SAP SF) platform. Assessments are conducted under two main systems: "Competency-Based" and "Goal-Based." Employees' individual goals are integrated with departmental and company goals, followed by a holistic feedback process at the end of the period.

Through the KLiK Academy platform, developed to facilitate remote and digital training, and classroom-based programs, employees received a total of 19,298 hours of training by the end of 2025, comprising 18,895 hours of classroom training and 403 hours of online training.



HUMAN RESOURCES

Data-Driven Human Resources Management

To measure the efficiency of human resources processes, key performance indicators (KPIs) such as time-to-fill, exit analyses, and employee tenure are regularly monitored.

Training activities in 2025 were grouped under three main headings:

950

Total Number of Employees

Training	Description	Number of Participants
Personal Development Training	Four-month modular programs covering time management, project management, communication, and coordination skills	594
Mandatory Training	Training on emergency preparedness, legal requirements, zero waste, environmental issues, ethics, social compliance and OHS	603
Technical Training	Training in specialized areas such as SAP, R&D techniques, sales techniques, risk management, FMEA and the Information Security Management System (ISMS)	721

As part of the leadership development projects introduced to enhance managerial skills, all senior executives participated in a comprehensive eight-day “New Generation Leadership” program focused on contemporary leadership approaches and change management in 2025. In addition, to enhance professional competencies, 78 employees received certified first aid training, while fire, earthquake, chemical spill and toxic release drills were conducted with the participation of all employees.

The Coolest Start talent program, developed for recent graduates and students, facilitates young people’s entry into the world of work. Employee well-being and professional satisfaction are also holistically supported through postgraduate study opportunities, foreign language training, a daycare agreement, and the grant-based “Family Support Fund.”

EMPLOYEE PROFILE

As of the end of 2025, Klimasan had a total of 950 employees. The Company’s dynamic workforce consists of 237 women (25%) and 713 men (75%). There are 260 employees under the age of 30, 640 employees between the ages of 30 and 50, and 50 employees aged 50 or above. In line with the importance placed on employment continuity, 905 employees work under indefinite-term (permanent) contracts, while 45 employees work under fixed-term (temporary) contracts.

Within a workforce that maintains a balance between blue-collar and white-collar employees, systematic development processes such as competency inventories, Talent Pools and “Nine Box” analyses are implemented to support competent employees who are open to development. In line with the inclusive employment approach, the participation of individuals with disabilities in the workforce is strategically supported, and the number of employees with disabilities is 21. In this area, the Z.E.K.I.+ Project, which enables participation in production through sheltered work environments specially designed for individuals with intellectual disabilities, stands out as an innovative example of Klimasan’s vision for social responsibility and inclusion.

To measure the efficiency of human resources processes, key performance indicators (KPIs) such as time-to-fill, exit analyses, and employee tenure are regularly monitored.

HUMAN RESOURCES

Employees by Age Group

Age Group	Number of Blue-Collar Employees	Number of White-Collar Employees
Ages 18–24	125	0
Ages 25–34	260	95
Ages 35–44	236	67
Ages 45–55	130	30
Over 55 Years	6	1
Total	757	193

Employee Distribution by Gender

Category	Male	Female	Female-to-Male Ratio
Blue-Collar	587	170	28.96%
White-Collar	126	67	53.17%
Total	713	237	33.23%

Month	New Hires		Departures	
	Blue-Collar Employees	White-Collar Employees	Blue-Collar Employees	White-Collar Employees
January	187	2	162	3
February	196	0	137	0
March	196	1	130	5
April	193	3	130	2
May	191	1	274	1
June	185	1	75	5
July	187	3	73	3
August	178	4	88	5
September	169	3	29	4
October	167	5	32	2
November	166	2	32	3
December	170	4	27	12
Total	2,185	29	1,189	45

Employee Turnover Rate

Category	Turnover Rate
White-Collar	8.88%
Blue-Collar	11.83%
New Hires	15%

Employee Training

Employee Distribution by Length of Service

Length of Service	Number of Blue-Collar Employees	Number of White-Collar Employees
0-1 Year	21	21
1-3 Years	320	74
3-5 Years	116	41
5-10 Years	190	33
10-15 Years	51	16
15 Years and Over	59	8

	Number of Training Sessions	Number of Participants	Monthly Training Hours
January	15	436	22
February	10	320	17
March	12	360	26
April	10	100	13
May	17	530	300
June	20	876	478
July	24	490	142
August	20	240	246
September	11	350	266
October	9	400	60
November	7	300	30
December	8	323	30
Total	163	4,725	1,630

OCCUPATIONAL HEALTH AND SAFETY

A Holistic Health Culture in Occupational Health and Safety

Klimasan is building a holistic and sustainable occupational health and safety culture that focuses not only on the physical safety of its employees but also on their psychological well-being.

Safe Working Conditions and Compliance with International Standards

Klimasan considers creating safe, healthy and sustainable working conditions for its employees and all stakeholders a key priority. Occupational health and safety is considered not just a legal requirement but a strategic priority that directly affects employee well-being, operational continuity, and sustainable growth. In pursuit of its goal of zero occupational accidents and occupational diseases, the Company proactively identifies all risks and bases its approach on employee participation.

In this regard, full compliance with the Occupational Health and Safety Law No. 6331 and related regulations is maintained. As part of chemical risk management, Personal Protective Equipment (PPE) lists continue to be used, while the standardization of glove use in particular is improving both ergonomics and hygiene.

Klimasan adopts an approach aligned with international standards to manage its OHS processes within a systematic framework:

- **ISO 45001:** Applying a risk-based approach and proactively identifying hazards through the OHS Management System. In the risk assessments updated in 2025, 104 existing risks and 118 opportunities were evaluated.
- **ISO 14001:** Supporting a safe and sustainable work environment by addressing environmental and OHS risks in an integrated manner.
- **ISO 9001:** Supporting OHS performance by ensuring process discipline and operational excellence.
- **ISO/IEC 27001:** Protecting information integrity by ensuring the security of critical data and records.

The OHS Management System covers not only production, maintenance, logistics, shipping, and office environments but also subcontractors, visitors, and other stakeholders. This comprehensive system is supported by 180 instructions and 77 forms managed via the QDMS platform and is verified through external audits conducted by the Turkish Standards Institution (TSE).



Leadership, Dissemination, and Psychological Well-Being

The leadership approach in OHS processes was further strengthened in 2025. Through weekly Gemba meetings and monthly OHS Agenda Meetings at the director level, high-priority on-site risks were assessed with the participation of senior management, and actions were implemented promptly. Open actions were tracked through the QDMS system, and action closure rates were improved through a responsibility-based management approach.

In creating safe working conditions, Klimasan considers not only the physical health of its employees but also their psychological and social well-being. In this context, the Company conducts awareness-raising activities and support programs to prevent stress and burnout. Additionally, the OHS Committee convenes regularly with the active participation of officially elected employee representatives; performance, audit results, and action plans are evaluated within the framework of social dialogue.

OCCUPATIONAL HEALTH AND SAFETY

A Safe Work Culture Through Root Cause Analysis

All occupational accidents and near miss incidents are investigated in detail through root cause analysis, and actions to prevent recurrence are implemented under the leadership of department managers.

Continuous Improvement and Monitoring

OHS performance is continuously monitored through digital tracking systems and a data-driven management approach. Environmental parameters such as noise, dust, vibration and chemical vapors are regularly measured, and immediate action is taken if limit values are exceeded. Internal audits are conducted in accordance with the established plan, and all findings are closed through the Corrective and Preventive Action (CAPA) process.

From Design to OHS

From the product design stage onward, all materials, machinery and equipment used are assessed with the aim of eliminating OHS risks. In 2025, the Kaizen & Method teams continued their equipment and apparatus improvement activities, while significant investments in automation were made to reduce ergonomic risks arising from manual handling and operations. In line with REBA and RULA analyses, workstations were rearranged according to employees' height, reach and working postures, increasing employee comfort and productivity. Forklift inspections were increased in logistics and shipping processes, while on-site traffic routes and pedestrian walkways were improved.

Accident Investigation, Prevention, and Technological Applications

All occupational accidents and near miss incidents are investigated in detail through root cause analyses, and actions to prevent recurrence are implemented under the leadership of department managers. In 2025, the technological transformation of OHS processes accelerated, and the following measures were introduced to reduce manual risks and improve response times:

- The risks associated with repetitive movements, cuts and entrapment in packaging processes were eliminated through the use of automatic stretch-wrapping machines.
- Physical strains such as pushing and pulling were minimized through the installation of sensor-assisted automatic conveyor systems on production lines.
- A QR code system was introduced in emergency assembly areas, making personnel counting during evacuations digital, fast and error-free.
- Automatic detection and fire suppression systems were installed in electrical panels.
- CO₂-based automatic suppression systems were introduced in transformer areas.
- Sprinkler (automatic fire suppression) systems have been widely implemented in warehouses and storage areas.
- Typhoon-type automatic suppression systems were installed in waste areas to address high-level risks.

2025 Performance Indicators

The 2025 targets were to reduce the accident frequency and severity rates, improve the lost-day rate, achieve the minimum number of training hours per employee and ensure continuous improvement toward the goal of zero occupational accidents. The performance indicators are summarized below:

OHS Performance Indicators by Year

Year	Accident Frequency Rate	Accident Severity Rate
2019	54.65	0.39
2020	42.41	0.21
2021	52.87	0.20
2022	33.02	0.12
2023	41.23	0.29
2024	75.89	0.27
2025	30.91	0.28

Occupational Accidents in 2025

Total number of occupational accidents	79
Fatal occupational accidents	0
Occupational accidents resulting in limb loss	1 (Lost-time: 1, No lost-time: 0)
Occupational accidents resulting in injury	78 (Lost-time: 24, No lost-time: 54)
Lost-time work accidents	25
Total number of days lost due to occupational accidents	814
Non-lost-time work accidents	54

OCCUPATIONAL HEALTH AND SAFETY

High Safety Standards Through Systematic Audits

Throughout 2025, technical safety checks, PPE inspections, shift-based OHS checks, forklift and equipment checks and fire system inspections were regularly conducted at multiple levels.

Performance Targets

The OHS targets set for 2025 are:

Reduce the accident frequency rate

Reduce the accident severity rate

Improve the lost day rate

Achieve the minimum training hours per employee

Ensure continuous improvement toward the goal of zero occupational accidents

Prevention of Occupational Diseases and Health Services

Chemical, physical and ergonomic risks are monitored through regular measurements, and the appropriate use of PPE is inspected on-site. Employees' health is continuously monitored through periodic health screenings and preventive health services, while close monitoring of personnel in high-risk units helps prevent occupational diseases. Employees are provided with uninterrupted health services through the occupational physician and healthcare teams, ensuring access to healthcare across all shifts.

Training, Awareness, and Near Miss Reporting

In 2025, OHS training, drills, and awareness activities were carried out extensively. The activities were designed to cover all employees:

- Approximately 1,500 employees participated in OHS training. Mandatory orientation training was provided to new hires, and one-point lessons were delivered on the shop floor.
- Approximately 900 employees took part in emergency drills covering fire, earthquake, chemical spill, and evacuation scenarios.

In addition, employee awareness was continuously supported through World Day for Safety and Health at Work activities on 28 April, the Near Miss Reporting Campaign, Safe Step practices that reward safe behavior, digital announcements and informational videos.

At Klimasan, the near miss reporting system is actively used to manage risks before they materialize. Reports are tracked via the QDMS system to ensure swift action. Detailed reporting data for 2025 is monitored, and a proactive safety culture is strengthened through employee participation.

OHS Performance Indicators by Year

Year	Total Reports	Completed	Ongoing
2020	38	38	0
2021	31	31	0
2022	16	16	0
2023	13	10	3
2024	52	35	17
2025	25	13	12

Throughout 2025, technical safety checks, PPE inspections, shift-based OHS checks, forklift and equipment checks and fire system inspections were regularly conducted at multiple levels, including daily on-site checks, weekly departmental checks and periodic internal audits.

EMERGENCY PREPAREDNESS AND ACTION PLAN

Technology-Driven Emergency Management

Klimasan is building a corporate culture that is prepared for crises 24/7 by continuously improving its emergency plans, which are aligned with international standards, through regular drills and technological investments.

Emergency Scenarios and Risk Management

At Klimasan, emergency preparedness efforts are carried out within a holistic framework that includes proactive risk identification, the establishment of a response organization, and ensuring the readiness of equipment infrastructure.

Potential Emergencies: The main scenarios identified across the facility include fires, explosions, hazardous chemical leaks or spills, earthquakes, floods and other natural disasters, power outages, cyberattacks, pandemics, natural gas leaks, machinery or equipment failures and medical emergencies such as injuries and fainting. Additionally, specific risk scenarios for production areas include short circuits, electrical arcs, electric shocks, entrapment, cuts, crushing injuries, risks associated with pressurized equipment, and ergonomic strains.

Specific Action and Response Plans:

Detailed work instructions and emergency response procedures have been prepared for each scenario. For example, in the event of a gas leak, ignition sources are deactivated, ventilation is increased and isolation equipment is activated.

For electrical risks, automatic in-panel suppression systems and Lockout/Tagout (LOTO) procedures are used. Spill kits and special PPE are kept readily available for chemical leaks and spills.

Preventive Measures: Risks are minimized at source through digital systems, sensor-assisted automation, protective guards, emergency stop buttons and permit-to-work systems. The safe shutdown of critical systems is ensured.

Emergency Response Teams

To ensure a rapid and effective 24/7 response to emergencies, dedicated competency-based teams have been established to serve across different shifts. The established teams are:

- Emergency Crisis Team,
- Fire Technical Team,
- Firefighting Team,
- Rescue Team,
- Protection Team,
- First Aid Team,
- Social Affairs Team.

In addition, dedicated teams for specific risks have been established, including the Chemical Material Team and Information Technology and Communication Officers.



EMERGENCY PREPAREDNESS AND ACTION PLAN

Comprehensive Drills Conducted with Senior Management Support

Senior management participated as observers in the 2025 drills, and approximately 900 employees from all shifts actively took part.

In 2025, an Emergency Management Center was designated, and plans were made for its more effective use.

Team members receive certified training on types of fire, firefighting techniques, evacuation organization, crisis management, and basic and advanced first aid. The effectiveness of the teams is evaluated through regular drills, measurement of response times and monitoring via QDMS, while equipment such as fire extinguishers, hoses and first aid cabinets is meticulously inspected at regular intervals.

Evacuation and Assembly Plans

- Evacuation plans are posted in all visible locations throughout the factory and are explained in detail during the orientation training for new employees.
- Safe assembly areas, evacuation routes, and Firefighting Instructions have been clearly defined and communicated to employees through training.

- Emergency directional signs, first aid cabinets, and electrical and gas shut-off points are strategically positioned in the most accessible areas of the factory.
- The QR code-based digital roll-call system introduced in assembly areas in 2025 enables post-evacuation personnel counts to be conducted in real time, quickly and accurately.

Drills

The effectiveness of emergency plans is tested throughout the year according to a planned schedule. At least one comprehensive drill is conducted facility-wide annually, and additional departmental and scenario-based drills (both announced and unannounced) are carried out separately for both day and night shifts.

In 2025, the focus was on scenarios involving fire, earthquake, emergency evacuation due to gas leaks, and first aid/medical response, covering production, warehouse, and office areas. Senior management participated as observers in the 2025 drills, and approximately 900 employees from all shifts actively took part. Response times are analyzed in post-drill review meetings; the results are incorporated into Management Review processes, and Corrective and Preventive Actions (CAPAs) are promptly implemented.

Earthquake Risk Management

As the factory is located in an area with a high earthquake risk, comprehensive ground and structural safety analyses have been conducted. In this context:

- Column reinforcement work and the secure anchoring or removal of heavy equipment have been completed.
- Awareness has been raised through informational posters covering appropriate behavior during an earthquake, movement toward safe areas and evacuation drills.
- Direct communication and coordination during emergencies are ensured under a protocol with the Manisa Provincial Directorate of AFAD (Disaster and Emergency Management Presidency).

Fire Detection and Suppression Systems

The early warning and automatic response infrastructure is designed to provide maximum safety throughout the facility.

- Addressable smoke detectors, fire alarm pull stations, and visual and audible warning (alarm) systems are installed. Special visual alarm devices have been installed for employees with hearing impairments.
- Automatic fire detection and suppression modules in electrical panels, CO₂-based suppression systems in transformer areas, water-based sprinkler systems in warehouses and storage areas, and typhoon-type automatic suppression systems in high-risk waste areas have been put into operation.

Emergency Preparedness Improvements in 2025

Although no major disaster occurred in 2025, emergency plans were updated in light of identified near miss incidents and risk reports—at least once a year and following every drill or change.

- Assembly areas, directional signs, and evacuation routes were reviewed and updated. Emergency cabinets and communication equipment were put in place.
- Automatic response systems were integrated into main electrical panels, transformers, and waste areas.
- An Emergency Management Center was designated, and plans were made for its more effective use.
- Drills, training activities and roll calls began to be monitored using QR code-based systems. To reduce ergonomic risks arising from manual operations, automatic stretch-wrapping machines and conveyor systems were introduced, and on-site forklift routes were reorganized.
- For the safety of technical field teams, portable emergency instructions (SOPs), mobile-device-based early warning alarm systems, and access to QDMS documents were introduced. Field teams were enabled to report near misses, while their vehicles and equipment were subjected to periodic inspections.

EMERGENCY PREPAREDNESS AND ACTION PLAN

Awareness Training Supporting the Zero-Accident Goal

To raise employees' awareness in line with the goals of zero occupational accidents and safe working practices, regular training on fire safety, first aid, and emergency awareness is provided.

Standard and Regulatory References

Klimasan bases its emergency action plans on the following legislation and international standards:

- Occupational Health and Safety Law No. 6331,
- Regulation on Emergency Situations in Workplaces (2013),
- Regulation on the Fire Protection of Buildings,
- Regulation on Health and Safety Conditions in the Use of Work Equipment,
- Regulation on Health and Safety Measures for Working with Chemical Substances,
- ISO 45001 (OHS Management System), ISO 14001 (Environmental Management System), ISO 9001 (Quality Management System), and ISO 22301,
- AFAD procedures, fire department requirements and Ministry of Health first aid instructions.

Training

Regular training on fire safety, first aid and emergency awareness is provided to raise employee awareness in support of the goals of zero occupational accidents and safe working practices. The training topics covered in this context are as follows:

- Types of fires,
- Use of fire extinguishing equipment,
- Evacuation plans,
- Basic life support (resuscitation),
- First response,
- Alarm systems,
- Assembly areas,
- Coordination with medical personnel.

In 2025, approximately 1,200 employees participated in these theoretical and practical, simulation-based training sessions, while 900 took part in fire and evacuation drills. Training was planned and delivered to provide each employee with a minimum of 14 training hours per year, while training activities were regularly monitored and repeated where necessary. Basic OHS training was made mandatory for all field teams before they started work.



QUALIFIED WORKFORCE AND REGIONAL DEVELOPMENT

A Development-Oriented Vision for Sustainable Development

Klimasan positions regional development and skilled workforce development as one of the fundamental pillars of its sustainability strategy.

Klimasan structures its employment strategies in the regions where it operates to contribute directly to local development. The Company prioritizes the local labor pool across all its areas of operation, particularly at its manufacturing facility in Manisa, and provides direct opportunities to the local community through contract-based, seasonal, and permanent employment. This approach not only strengthens the local economy but also positively impacts employee engagement and retention, contributing to the sustainability of operational efficiency. To further increase this efficiency, the Company aims to introduce flexible workforce planning and competency-based assignment models in the period ahead.

Strong collaborations established with universities and vocational colleges in line with the regional development goal increase the potential of a qualified workforce. Key initiatives implemented in this context include:

- **Collaboration Protocols:** The collaboration protocol signed with Celal Bayar University and technical support programs developed with universities in the Manisa region strengthen local employment potential.
- **Mentorship Activities:** Academic knowledge is brought together with industry experience through mentorship support provided under the Türkiye University–Industry Cooperation Project with Yaşar University's Department of Design and for the graduation projects of students from Yaşar University's Faculty of Architecture and Design and Eskişehir Technical University's Department of Design.
- **Young Talent Programs:** The “Coolest Start” talent program, developed for students continuing their education and recent graduates, facilitates young people's integration into the world of work and provides them with hands-on learning opportunities through active roles in different departments.
- **Managerial and Technical Development:** In addition to the Leadership Development Program and Strategic Leadership Academy, which aim to strengthen internal leadership capacity, the Mastery Compensation Program for blue-collar employees helps update technical skills and enhance professional competencies.

Throughout 2025, comprehensive training activities were conducted to enhance the technical and personal skills of the local workforce. Technical and on-the-job training delivered on-site by in-house trainers encouraged new employees' adaptation to production processes and helped them develop the necessary competencies within operational processes. Over 65 personal development programs were offered to employees via KLIK Academy, the SAP Remote Training Platform; employee competencies were elevated to the highest level through Modular Training and Development Plans focused on leadership, strategic thinking, communication, and problem-solving. As a result of these systematic efforts, the total number of training hours received by employees increased by 95% in 2025 compared with the previous year.

Beyond the employment it creates, Klimasan strengthens the regional economy through sustainable collaborations with local suppliers and the professionalization of this network. The local supplier network strengthens risk management in raw material and ancillary-industry procurement processes, thereby securing operational continuity and providing strategic advantages in quality, speed and cost management.



QUALIFIED WORKFORCE AND REGIONAL DEVELOPMENT

The Company's approach to sustainable regional development is based on a holistic strategy that maintains a social, environmental and economic balance:



SOCIAL AREA

Women's employment, youth employment, and inclusive workforce participation for people with disabilities are prioritized. The charity bazaar organized in collaboration with the Democratic Mothers Solidarity Association provided a valuable example of support for women's employment.



ENVIRONMENTAL AREA

Matching electricity consumption with renewable energy sources through I-REC certificates, effective waste management, and nature-based projects reduces pressure on the ecosystem.



ECONOMIC AREA

ERP digital transformation investments, R&D activities, and the professionalization of the local supply chain support the regional economic structure



EGE ORMAN VAKFI DOĞA DOSTU SERTİFİKASI



Değerli Klimasan Çalışanı;

Klimasan Klima San. ve Tic. A.Ş.

Ülkemizin doğal varlıklarının korunması, yeni orman alanlarının oluşturulmasını amaçlayan Vakfımızca, Klimasan'da geçen yıllarınız ve emeklerinizin hatırası için, bu yıl dönümümüzde Manisa Yunt Dağı ağaçlandırma sahasında oluşturulan "Klimasan Çalışanları Sevgi Ormanı'na" bir fidan dikti.

Her Şey Sürdürülebilir Bir Dünya İçin...

Gelecek Kuşaklar Orman Yok Demesin

www.egcoorman.org.tr email: egcoorman@egcoorman.org.tr Tel: 0232 464 51 60 – 463 80 80

Klimasan Love Grove



LÖSEV



Z.E.K.İ.+ Project

Other prominent projects throughout 2025 include the employment of individuals with intellectual disabilities through the Z.E.K.İ.+ Project, Turkish Red Crescent blood donation campaigns, LÖSEV support events, and sapling donations to the "Klimasan Love Grove." With this holistic approach, Klimasan not only manages today's operations but also maintains its strategic commitment to developing the skilled workforce of tomorrow and creating lasting development in the regions where it operates.

CORPORATE SOCIAL RESPONSIBILITY

Strategic Collaborations Developed with Local Stakeholders

As part of its social responsibility projects, Klimasan develops strategic collaborations with public institutions, non-governmental organizations, universities, and local stakeholders.

With its facility in Manisa, Klimasan not only provides employment in the Aegean Region and across Türkiye but also makes significant contributions to the regional and national economy. Ranked among Türkiye's top 500 industrial enterprises, Klimasan also plays a significant role in the development of the industry. The Company adopts a "purpose-driven and transparent communication" approach to communicating its social responsibility projects, highlighting not only the outputs of the projects but also their societal impact and long-term value creation.

Klimasan collaborates with the Turkish Employment Agency (İŞKUR) and local municipalities to organize job interviews, holding them in provincial and district centers that are easily accessible to the local population. While prioritizing the employment of individuals with disabilities, the Company also supports young talent entering professional life through long-term talent programs for university students. Within this framework, the Z.E.K.İ.+ Project, carried out in collaboration with the Manisa Organized Industrial Zone, ensures the employment of individuals with intellectual

disabilities in a safe and sheltered environment. Klimasan is one of the first companies in Türkiye to take this step in this field.

As part of its social responsibility projects, Klimasan develops strategic collaborations with public institutions, non-governmental organizations, universities, and local stakeholders. The Company hosts university student clubs at its production facilities, organizes OHS awareness training sessions and career presentations, and participates in career days and fairs. Through the projects carried out within this framework, Klimasan contributes directly to United Nations Sustainable Development Goals including SDGs 3, 4, 5, 8, 10, 12 and 13.

As a publicly traded company, Klimasan transparently shares information about its economic activities, as well as its social responsibility projects, through its social media accounts. In its communication processes, the focus is on providing accurate and consistent information to stakeholders rather than seeking exaggerated visibility.



CORPORATE SOCIAL RESPONSIBILITY

Social Responsibility Projects Strengthened by Employee Participation

Klimasan encourages and supports its employees to participate in socially responsible projects.

The Career Journey of Young Talent: Coolest Start

With its vision of cultivating future leaders, Klimasan sustainably strengthens its investment in human capital by employing students who are continuing their education and recent graduates through the “Coolest Start” talent program. Program participants have the opportunity to both develop their professional competencies and gain valuable business experience by taking active roles in strategic projects carried out in different departments.

Candidates who successfully complete their internship period are employed at Klimasan following comprehensive evaluation processes conducted by department managers and the Human Resources Team. This process reflects not just short-term employment but also a long-term and sustainable talent management approach.

Furthermore, through its strategic collaborations with local universities, Klimasan contributes to the employment of recent graduates, thereby supporting both regional development and the sustainable growth of youth employment. In line with the Company's goal of building a qualified workforce, this comprehensive program supporting the development of young talent represents a strong step toward the future.

In 2025, Klimasan reached more than 500 students through collaborations with universities and high schools, while more than 60 students and recent graduates participated in internship and Coolest Start programs. More than 15 technical visits, OHS training sessions, and career events were organized under the program to strengthen young people's readiness for the world of work.

Support Projects for Village Schools

Within the scope of the Support for Village Schools projects, implemented with the active participation of Klimasan Social Responsibility Committee members and employee volunteers, students are provided with basic educational materials such as books, notebooks, pens, and bags, as well as educational and developmental support. In addition, to create opportunities for one-on-one interaction with students, social and educational activities such as coloring, English vocabulary competitions and various games are organized, making the learning process both enjoyable and productive. As a tangible reflection of Klimasan's approach to social responsibility, these efforts strengthen its contribution to education.

Workplace Vocational Training Project

As one of Manisa Celal Bayar University's partners, Klimasan creates employment opportunities through 15-week mandatory internship programs for final-year

students, particularly those in the Faculty of Engineering, under the Workplace Vocational Training Project. Klimasan offers post-graduation employment opportunities to many students who complete their internships, supports the completion of graduation theses through practical projects, and provides mentorship to prospective engineers through its expert employees.

MOSTEM High School Collaboration

As part of the collaboration with MOSTEM (Manisa Organized Industrial Zone Vocational and Technical Anatolian High School), one of Türkiye's first Organized Industrial Zone high schools, students with strong technical skills participate in high school internship programs. During the internship, students' progress is monitored and reported by their teachers, increasing their post-graduation employment prospects. Klimasan provides these young people with mentorship to help them gain experience in the world of work and enables them to take active roles in projects.

In all geographies where it operates, Klimasan carries out its corporate social responsibility activities with due consideration for society and the environment. Each year, the Company undertakes various projects in fulfillment of its social and environmental responsibilities, thereby reinforcing its strong position in this area.

Klimasan's Corporate Social Responsibility approach is implemented through cooperation and coordination with its shareholders, employees, the public, non-governmental organizations, and other stakeholders. The Company is aware of the potential environmental impacts of its activities and carries out proactive work to minimize these effects. This sense of responsibility forms one of the cornerstones of Klimasan's sustainable business model.

Klimasan encourages and supports its employees to participate in socially responsible projects. The Company develops strategies to ensure that all its business partners, particularly its suppliers, act in accordance with the same social responsibility standards and pays close attention to the implementation of these strategies.

Since its establishment, Klimasan has pioneered environmentally and socially responsible projects and will continue to expand its activities in this area through sustainable social policies. The Company's efforts reflect an approach that safeguards not only the present but also the future.

CORPORATE SOCIAL RESPONSIBILITY

Projects that Make a Difference Through a Spirit of Solidarity

In 2025, stands were set up at the factory, talks were organized and the donations collected were transferred to LÖSEV to support children with leukemia.

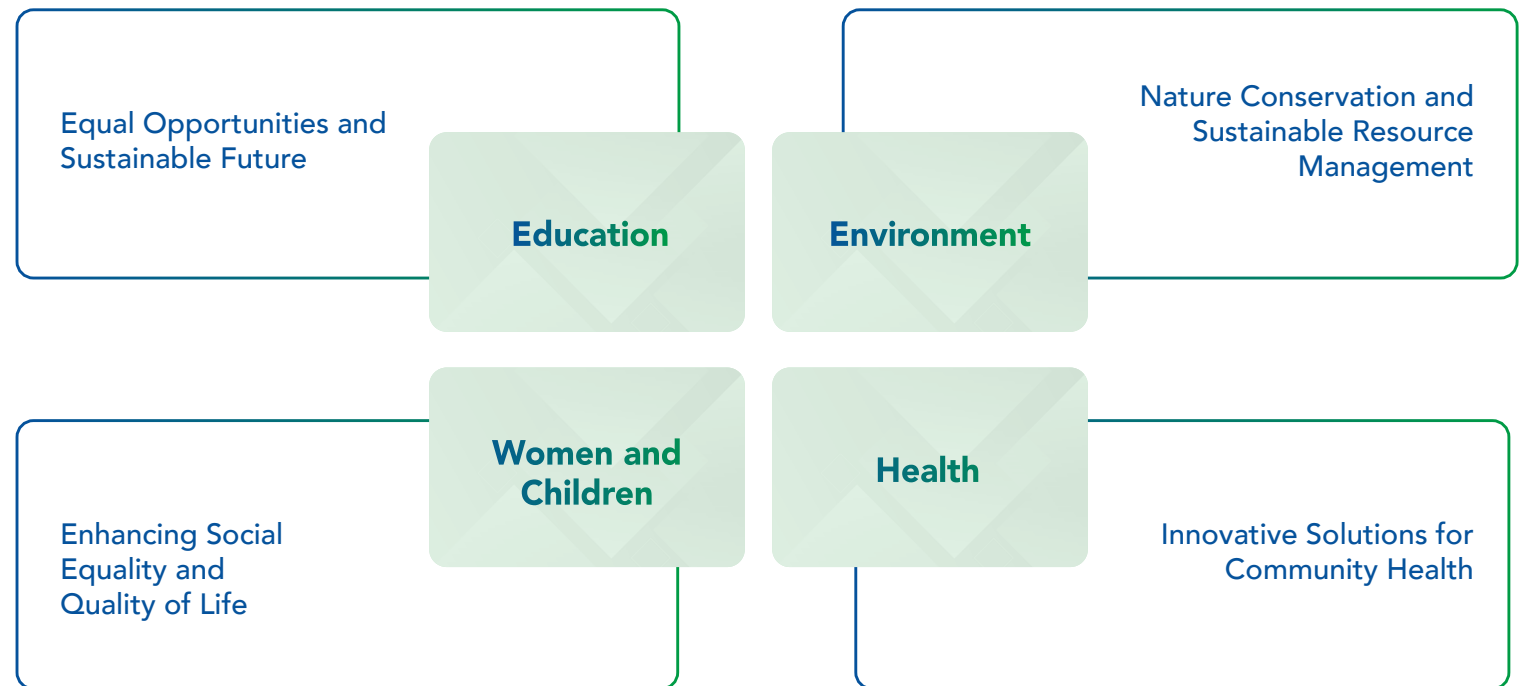
Strong Steps for Society and the Environment

Klimasan continued the following corporate social responsibility projects throughout 2025:

- The Z.E.K.İ.+ Project, which ensures the employment of individuals with intellectual disabilities in a safe environment in collaboration with the Manisa Organized Industrial Zone, has made Klimasan a pioneer in this field in Türkiye.
- In blood donation drives organized throughout the year, employee volunteers contributed to social solidarity in collaboration with the Turkish Red Crescent and were honored with a bronze medal.
- To support children with leukemia, stands were set up at the factory, talks were organized, and the donations collected were transferred to LÖSEV.
- Handmade products created by women entrepreneurs were displayed in the factory garden, and local development was supported through employee contributions.
- Saplings were donated annually on behalf of employees to the Klimasan Love Grove established on Yunt Mountain in Manisa, making a lasting contribution to the environment.
- Through a long-term development program for recent graduates and students, the professional skills of young talent were enhanced and sustainable employment was supported.
- Students' readiness for the world of work was strengthened through internship and mentorship programs, technical visits and OHS training.

Social Responsibility Committee

Klimasan has established a Social Responsibility Committee to further strengthen its contributions to society and the environment and to achieve its sustainability goals. The primary purpose of this committee is to manage the Company's social and environmental responsibilities through a strategic approach, develop projects, and provide leadership in these areas. The committee aims to create a positive impact on society and the environment by developing comprehensive projects under four main headings:



CORPORATE SOCIAL RESPONSIBILITY

Societal Contribution Measured Through Strategic Projects

The projects implemented in 2025 provided direct or indirect social benefits to more than 2,500 people.

Throughout 2025, the committee implemented 21 different social responsibility projects and organized over 40 events. Thirty employee volunteers from various departments actively participated in these projects, contributing approximately 600 volunteer hours in total. The projects implemented in 2025 provided direct or indirect social benefits to more than 2,500 people.

January	2	Sapling Donation	Kızılay Blood Donation Drive		
February	1	Sapling Donation			
March	1	Sapling Donation			
April	1	Sapling Donation			
May	3	Sapling Donation	Urla Women's Initiative Production and Business Cooperative Charity Bazaar	Goodness and Awareness Movements / TEMA Foundation Seminar	
June	4	Sapling Donation	Kızılay Blood Donation Drive	CBU Technical Visit	TEGV Seminar
July	2	Sapling Donation	Coolest Start Talent Program		
August	1	Sapling Donation			
September	1	Sapling Donation			
October	3	Sapling Donation	LÖSEV Booth	LÖSEV Awareness Seminar	
November	1	Sapling Donation			
December	1	Sapling Donation			
Total Number of Events	21				

Klimasan measures the success of its projects through a holistic impact assessment approach that combines quantitative and qualitative indicators:

- **Quantitative Indicators:** Measurements are based on the number of people reached, the number of events, volunteer hours, donation amounts, and the number of people entering employment.
- **Qualitative Assessment:** The societal impact of projects is analyzed through participant feedback surveys, behavioral change analyses, and stakeholder interviews.
- **Sustainability Indicators:** The long-term benefits of training and the impact of inclusive employment on quality of life are monitored.

CORPORATE SOCIAL RESPONSIBILITY

Sustainable Development Goal (SDG)	Projects and Activities	Impact and Objective
	Good Health and Well-being - Kızılay Blood Donation Campaigns - Awareness and support projects with LÖSEV	Individuals' right to a healthy life was supported, and voluntary participation in public health initiatives was encouraged.
	Quality Education - University technical tours and OHS training - Coolest Start Young Talent Program - KLiK Academy and social responsibility newsletters	Access to education, professional development and lifelong learning were supported.
	Gender Equality Equal opportunity and equal pay for equal work practices within the scope of WEPs	Women's equal access to opportunities and empowerment in working life were supported.
	Decent Work and Economic Growth - Employment of individuals with intellectual disabilities through the Z.E.K.İ.+ Project - University collaborations and internship opportunities	Inclusive and sustainable economic growth and productive employment for all were supported.
	Reduced Inequalities - Sheltered employment for individuals with disabilities - Donation and support activities for disadvantaged groups in society (Democratic Mothers Association, LÖSEV)	Social impact initiatives aimed at reducing inequalities within society were carried out.
	Responsible Consumption and Production - Charity bazaars supporting the promotion and sale of handmade products - Support for local production through women's cooperatives	Efforts were made to promote sustainable consumption habits.
	Climate Action Sapling donations to the Klimasan Love Grove	This is an example of a nature-based solution that directly contributes to combating climate change.

Goals for the Future

For 2026 and beyond, Klimasan aims to develop its social responsibility activities within a more structured and impact-oriented framework. In this context, supporting the employment of women, helping young talent enter the workforce, and expanding vocational training programs are among the priority areas.

Furthermore, the goal is to increase strategic collaborations with universities, non-governmental organizations, and local stakeholders, as well as to scale up social projects to reach a wider audience. Accordingly, Klimasan plans to implement long-term projects that contribute to sustainable development and have a measurable impact.

APPENDICES

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OUR PERFORMANCE INDICATORS

Environmental Performance Indicators	2018	2019	2020	2021	2022	2023	2024	2025
Material Consumption								
Total raw material consumed (tons)	-	-	-	35,010	23,877	28,772	21,320	18,340
Plastic raw material	-	-	-	3,100	1,998	3,290	1,112	732
Metal raw material	-	-	-	23,744	13,920	21,816	15,197	12,496
Glass raw material	-	-	-	8,166	7,959	3,666	5,012	5,112
Energy Consumption								
Natural gas (m³)	-	804,768	777,862	830,305	565,323	528,928	640,769	487,290
Electricity (kWh)	-	10,520,479	10,389,766	10,776,415	10,256,027	9,886,399	9,744,769	8,645,081
Electricity consumption intensity (kWh per standard unit of product)	-	14.62	16.7	13.79	14.99	17.59	15.17	18.03
Natural gas consumption intensity (kWh per standard unit of product)	-	11.9	13.3	11.21	8.77	10.01	10.61	10.81
Total energy consumption (GJ)	-	-	-	-	-	-	-	49,787
Renewable energy percentage	-	-	-	-	-	-	-	100%*
Number of energy efficiency projects and energy savings achieved (GJ)	-	-	-	-	-	-	-	3,832.71
Emissions								
Scope 1 emissions (tCO ₂ e)	-	-	-	2,395	1,555	1,469	1,430	1,075
From refrigerant gases (F-Gases) (tCO ₂ e)	-	-	-	-	-	-	-	-
Scope 2 emissions (tCO ₂ e)	-	-	-	4,677	4,512	4,340	4,307.18	3,751.96
Scope 3 emissions (tCO ₂ e)	-	-	-	1,620,650	1,395,147	956,934.42	975,743.44	773,294.55

* Renewable energy use is provided through I-REC certificates. Energy use covers electricity only.

OUR PERFORMANCE INDICATORS

Environmental Performance Indicators	2018	2019	2020	2021	2022	2023	2024	2025
Purchased goods and services (tCO ₂ e)	-	-	-	-	-	-	-	40,906.36
Product transportation (tCO ₂ e)	-	-	-	-	-	-	-	3,469.54
Use of sold products (tCO ₂ e)	-	-	-	-	-	-	-	728,918.65
Carbon footprint per product (tCO ₂ e / product)	-	-	-	-	-	-	-	1.52
Indirect emissions from transportation (tCO ₂ e)	-	-	-	4,120	6,947	10,040.31	5,270.05	3,469.54
Indirect emissions from products/services used by the organization	-	-	-	89,611	86,167	41,541	39,838	40,906
Indirect emissions from the use of the Company's products/services (tCO ₂ e)	-	-	-	1,526,919	1,301,580	905,352.83	930,635.35	728,918.65
Other indirect emissions (tCO ₂ e)	-	-	-	-	-	-	-	-
Greenhouse gas (GHG) emission intensity (Scope 1 + Scope 2) (tCO ₂ e per standard unit of product)	-	-	-	0.009	0.008	0.01	0.01	0.01
Total emissions (tCO ₂ e)	-	-	-	-	-	-	981,481	778,121
Air Pollutant Emissions (kg/h)								
Dust emissions	0.2168	-	0.1838	-	0.163	-	0.751	-
SO ₂	0.0746	-	0.1064	-	0.1129	-	0	-
CO	0.0036	-	0.4647	-	2.4147	-	0.227	-
NO	0.286	-	2.8729	-	1.8092	-	0.505	-
NO ₂	0.463	-	2.776	-	0	-	0.777	-
Total	-	-	-	-	-	-	-	-

OUR PERFORMANCE INDICATORS

Environmental Performance Indicators	2018	2019	2020	2021	2022	2023	2024	2025
Water Consumption								
Total water consumed (m ³)	132,874	-	102,638	102,638	66,295	71,447	67,423	54,837
Amount of well water consumed	146	-	44,396	-	-	-	-	-
Amount of municipal water used	132,728	-	58,242	-	66,295	71,447	67,423	54,837
Water consumption intensity (m ³ /per standard unit of product)	0.17	-	0.13	0.13	0.1	0.13	0.1	0.11
Total water discharge by destination (m ³)	119,587	-	92,374	-	59,665	64,302	60,743	49,385
Natural receiving environment	0	-	0	-	0	0	0	0
Sewer system	119,587	-	92,374	-	59,665	64,302	60,743	49,385
Wastewater Quality Indicators (mg/L)								
COD (Chemical Oxygen Demand)	-	-	-	-	-	-	1,285	908
TSS (Total Suspended Solids)	-	-	-	-	-	-	436	277
Oil & Grease	-	-	-	-	-	-	14	10
Waste								
Amount of hazardous waste (tons)	-	-	-	166.7	87.96	43.4	88	61.80
Incineration (for energy recovery) (tons)	-	-	-	25	29.84	-	-	19.52
Other (storage)	-	-	-	0.038	0.039	0.056	0.052	0.021
Other (recycling)	-	-	-	141.657	58.077	43.345	87.95	42.255

OUR PERFORMANCE INDICATORS

Social Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Occupational Health and Safety Performance							
Number of lost-time injury days (LTI)	-	656	707	395	561	871	814
Number of fatalities from work-related illnesses	-	0	0	0	0	0	0
Accident frequency rate (LTIF)	54.65	42.41	52.87	33.02	41.23	75.89	30.91
Accident severity rate	0.39	0.21	0.2	0.12	0.29	0.27	0.28
Number of emergency drills (count)							2
Near Miss Reports							
Total reports	-	38	31	16	13	52	25
Completed	-	38	31	16	10	35	13
In progress	-	0	0	0	3	17	12
Employee Training							
Training hours provided to personnel							
Total training hours for blue-collar personnel (excluding OHS training)	-	3,816	4,068	10,105	59,687	33,745	14,159
Average annual training hours per blue-collar employee (hours)	-	6.41	12.98	27.89	53.6	43.18	26.39
Total training hours for white-collar personnel (excluding OHS training)	-	1,300	892	3,928	4,120	8,900	5,139
Average annual training hours per white-collar employee (hours)	-	6.9	11.65	19.55	15	31.5	54.09
Blue-collar personnel (person-hours)	-	6.41	12.98	27.89	53.6	43.18	26.39

OUR PERFORMANCE INDICATORS

Social Performance Indicators	2019	2020	2021	2022	2023	2024	2025
White-collar personnel (person-hours)	-	6	11	19	15	31	604
Total number of participants in employee training programs	-	-	-	-	-	2,870	4,725
Total number of employee training sessions	-	-	-	-	-	119	163
Total monthly employee training hours	-	-	-	-	-	883	1,630
Training participation rate							100%
Average (person-hours)	-	6.5	12.21	24	47.26	43.31	54.09
OHS training (person-hours)	-	8	8	8	8	8	14
Training hours by work category							
Technical	-	3,200	965	3,290	38,820	18,107	9,800
Administrative	-	11,667	2,402	4,263	11,232	2,493	8,898
Production	-	-	-	-	-	22,046	6,133
Employee distribution by gender							
Female	-	19%	22%	18%	19%	26%	25%
Male	-	81%	78%	82%	81%	74%	75%
Employee distribution by age group							
<30 years	-	17%	48%	44%	37%	39%	25%
30–50 years	-	79%	49%	52%	60%	58%	68%
>50 years	-	4%	3%	4%	3%	3%	6%

OUR PERFORMANCE INDICATORS

Social Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Employee distribution by years of service							
0-5 years	-	76%	74%	64%	62%	65%	63%
5-10 years	-	10%	10%	19%	22%	21%	23%
10+ years	-	14%	16%	17%	16%	14%	14%
Total number of employees	-	1,443	1,617	1,580	1,327	1,329	950
Total number of female employees	-	320	290	306	332	353	237
Total number of male employees	-	1,123	1,327	1,274	995	976	713
Percentage of female employees	-	22%	18%	19%	25%	26%	25%
Number of white-collar employees	-	184	202	236	224	202	193
Number of female white-collar employees	-	75	75	65	88	75	67
Number of male white-collar employees	-	109	127	171	136	127	126
Percentage of female white-collar employees	-	41%	37%	27%	39%	37%	35%
Number of blue-collar employees	-	1,257	1,415	1,344	1,104	1,127	757
Number of female blue-collar employees	-	245	215	241	225	278	170
Number of male blue-collar employees	-	1,012	1,200	1,103	879	849	587
Percentage of female blue-collar employees	-	19%	15%	17%	20%	25%	22%
Employees with disabilities	-	44	36	47	40	32	21
Interns	-	1	12	25	17	27	42
Number of high school student interns	-	14	10	7	15	23	28
Number of university student interns	-	-	-	-	-	4	14

OUR PERFORMANCE INDICATORS

Social Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Employee Tenure Distribution							
Tenure (blue-collar)							
0–1 year	-	-	-	-	-	367	21
1–3 years	-	-	-	-	-	258	320
3–5 years	-	-	-	-	-	129	116
5-10 years	-	-	-	-	-	257	190
10–15 years	-	-	-	-	-	67	51
15 years and over	-	-	-	-	-	49	59
Tenure (white-collar)							
0–1 year	-	-	-	-	-	30	21
1–3 years	-	-	-	-	-	48	74
3–5 years	-	-	-	-	-	35	41
5-10 years	-	-	-	-	-	56	33
10–15 years	-	-	-	-	-	17	16
15 years and over	-	-	-	-	-	16	8
Employees by age group							
Number of employees under 30	-	693	727	596	490	432	260
Number of employees aged 30–50	-	708	855	950	796	835	640
Number of employees aged 50 and over	-	40	35	33	41	62	50

OUR PERFORMANCE INDICATORS

Social Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Employees by Nationality							
Domestic	-	1,436	1,162	1,576	1,324	1,324	946
Foreign	-	5	5	4	3	5	4
New Hires and Departures							
New Hires							
Total number of blue-collar employees	-	-	-	-	-	1,762	2,185
Total number of white-collar employees	-	-	-	-	-	42	29
Departures							
Total number of blue-collar employees	-	-	-	-	-	1,778	1,189
Total number of white-collar employees	-	-	-	-	-	60	45
Employee Turnover Rate							
White-Collar	-	-	-	-	-	9.62%	8.88%
Blue-Collar	-	-	-	-	-	1.79%	11.83%
New hires	-	-	-	-	-	4.67%	15%
Specialists & Officers	-	6	5	5	81	137	123
Voluntary turnover rate	-	-	-	-	-	-	10.355%
Blue-Collar	-	-	-	-	-	-	11.83%
White-Collar	-	-	-	-	-	-	8.88%

OUR PERFORMANCE INDICATORS

Social Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Employees by Contract Type							
Continuous	-	1,037	1,114	1,196	1,213	1,091	905
Temporary	-	404	503	384	114	238	45
Projects							
Social Responsibility Project	-	-	-	-	-	18	21
Employee Satisfaction and Engagement							
Motivational events held for employees	-	-	-	-	-	10	35
Employee satisfaction score	-	-	-	-	-	-	63.23%
Employee engagement score	-	-	-	-	-	-	65.13%
Percentage of employees who received performance reviews	-	-	-	-	-	-	100%
Diversity and Equality							
Number of discrimination incidents	-	-	-	-	-	-	0

OUR PERFORMANCE INDICATORS

Economic Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Net sales (TL)	-	978,280,732	1,735,021,684	2,772,970,991	3,578,519,872	5,731,122,028	6,832,645,910
Operating profit (TL)	-	-	-	-	-	-	31,915,702
EBITDA (TL)	-	-	-	-	-	-	294,345,620
EBITDA margin	-	-	-	-	-	-	4.31%
Net debt (TL)	-	-	-	-	-	-	3,145,037,255
Financial debt / total capital (%)	-	-	-	-	-	-	88.93%
Profit before tax (TL)	-	-	-	-	-	-	-378,929,888
Net profit for the period (TL)	-	48,572,778	21,538,620	137,023,688	125,512,362	-260,645,195	-521,269,154
Total assets (TL)	-	1,479,691,169	3,220,291,538	4,250,386,853	7,710,909,183	9,060,911,885	9,924,890,305
Export rate	-	-	-	-	-	64%	69.8%
Share of export revenue	-	-	-	-	-	87.50%	74.8%
Annual production capacity (units/year)	-	-	-	-	-	812,520	812,520
Current ratio	-	2.1741	1.31	1.21	1.02	1.37	1.22
Liquidity ratio	-	1.31	1.08	0.83	1.02	1.22	0.9
Short-term liabilities / Total assets	-	0.4	0.54	0.49	0.52	0.43	0.42
Long-term liabilities / Total assets	-	0.37	0.27	0.13	0.1	0.18	0.19
Equity / Total assets	-	0.23	0.19	0.38	0.38	0.38	0.4
Net profit (Net sales)	-	0.05	0.01	0.05	0.04	-0.05	-0.08
R&D and Innovation							
R&D budget (TL)	-	1.5	20,715,810	25,175,025	61,100,000	151,800,000	187,458,528

OUR PERFORMANCE INDICATORS

Economic Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Supply Chain							
Total number of active local suppliers	-	-	-	-	-	-	223
Total number of active suppliers	-	-	-	-	-	-	275
Local supplier ratio by number of suppliers	-	84%	86%	86%	89%	81%	81%
Total local procurement amount in the procurement budget (TL million)	-	450.6	1,002	1,471	1,800	2,742	3,946
Local procurement ratio by procurement budget	-	68%	73%	75%	74%	76%	66%
Product Quality and Operational Performance							
Number of predictive maintenance activities performed	-	-	-	-	-	114	114
Total number of maintenance activities performed	-	-	-	-	-	367	328
Total number of products recalled	-	-	-	-	-	-	0
Customer Satisfaction							
Customer Profile							
Domestic customer ratio	-	-	-	-	-	45%	37%
Foreign customer ratio	-	-	-	-	-	55%	63%
Key Account*	-	-	-	-	-	44%	49%
Non-Key Account*	-	-	-	-	-	56%	51%

*Key Account customers are global beverage and ice cream companies. Non-Key Account customers are beverage companies and distributors operating in local markets.

OUR PERFORMANCE INDICATORS

Governance Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Employee Demographics							
Demographic distribution of senior management							
Total number of senior managers	-	8	14	10	10	10	10
Total number of female senior managers	-	1	4	4	4	5	5
Total number of Turkish senior managers	-	6	12	8	10	10	10
Senior managers by nationality							
Domestic	-	6	12	8	10	10	10
Foreign	-	2	2	2	0	0	0
Average years of service							
Senior managers	-	10	10	10	13	13	14
Mid-level managers	-	7	7	7	11	10	9
Gender distribution of the Board of Directors and senior management							
Female	-	15%	15%	25%	25%	15%	50%
Ratio of Women on the Board of Directors	-	-	-	-	-	-	16.67%
Ratio of Women in Senior Management	-	-	-	-	-	-	50%
Male	-	85%	85%	75%	75%	85%	50%

OUR PERFORMANCE INDICATORS

Governance Performance Indicators	2019	2020	2021	2022	2023	2024	2025
Age distribution of the Board of Directors and senior management							
<30 years	-	0%	0%	0%	0%	0%	0%
30-50 years	-	38%	38%	50%	50%	50%	90%
>50 years	-	62%	62%	50%	50%	50%	10%
Management Team							
Female	-	-	-	-	-	10	11
Male	-	-	-	-	-	25	28
Total managers	-	-	-	-	-	35	39
Ratio of female managers	-	-	-	-	-	28%	28%
Ratio of Non-Executive Members on the Board of Directors	-	-	-	-	-	-	16.7%
Human Rights and Ethics							
Number of reported ethics violations	-	-	-	-	-	-	1
Board of Directors' Activities							
Number of Board of Directors Meetings	-	-	-	-	-	-	2
Attendance Rate of Board Members at Meetings	-	-	-	-	-	-	100%

* The term of office for board members ranges from a minimum of one year to a maximum of four years.

GRI CONTENT INDEX

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders.

Statement of use	Klimasan has reported in accordance with the GRI Standards for the period January 1–December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No sector standard was used because a sector standard for the beverage, ice cream, and food services/retail sector has not yet been prepared.

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	Organization and Reporting Practices	
	2-1 Organizational details	About the Report, pages 8-9 About Klimasan, pages 13-16 Our Capital and Shareholding Structure, page 23
	2-2 Entities included in the organization's sustainability reporting	About the Report, pages 8-9
	2-3 Reporting period, frequency and contact point	About the Report, pages 8-9 Reporting is conducted annually. Contact: sustainability@klimasan.com.tr
	2-4 Restatements of information	There are no restatements of information.
	2-5 External assurance	ISO 14064-1 Verification Statement, page 183
	Activities and Employees	
	2-6 Activities, value chain and other business relationships	About Klimasan, pages 13-16 Our Product Portfolio, page 17 About Metalfrio Solutions, pages 18-19 Our Capital and Shareholding Structure, page 23 Integrated Value Chain, page 51 Responsible Supply Chain Management, pages 98-101
	2-7 Employees	Human Resources, pages 135-140 Our Performance Indicators, pages 155-168
	2-8 Workers who are not employees	Human Resources, pages 135-140 Our Performance Indicators, pages 155-168
	Governance	
	2-9 Governance structure and composition	Board of Directors, Senior Management and Committees, pages 60-61 Organizational Chart, page 62
	2-10 Nomination and selection of the highest governance body	Board of Directors, Senior Management and Committees, pages 60-61 Organizational Chart, page 62 The selection of Board Members is carried out in accordance with applicable regulations and the minimum qualifications required.
	2-11 Chair of the highest governance body	Board of Directors, Senior Management and Committees, pages 60-61 Organizational Chart, page 62

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
GRI 2: General Disclosures 2021	2-12 Role of the highest governance body in overseeing the management of impacts	Board of Directors, Senior Management and Committees, pages 60-61 Organizational Chart, page 62
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance and Organization, pages 35-39 Sustainability Approach and Strategy, pages 40-41
	2-14 Role of the highest governance body in sustainability reporting	About the Report, pages 8-9 Sustainability Governance and Organization, pages 35-39 Sustainability Approach and Strategy, pages 40-41
	2-15 Conflicts of interest	Internal Audit and Control, pages 67-68 Business Ethics, Legal Compliance and Transparency, pages 69-71 Fair Competition, pages 72-73
	2-16 Communication of critical concerns	Sustainability Governance and Organization, pages 35-39 Sustainability Approach and Strategy, pages 40-41 Stakeholder Map and Stakeholder Relations, pages 42-49 Business Ethics, Legal Compliance and Transparency, pages 69-71
	2-17 Collective knowledge of the highest governance body	Board of Directors, Senior Management and Committees, pages 60-61 Organizational Chart, page 62
	2-18 Evaluation of the performance of the highest governance body	Board of Directors, Senior Management and Committees, pages 60-61 Organizational Chart, page 62
	2-19 Remuneration policies	Human Resources, pages 135-140 Remuneration Policy for Board Members and Senior Executives
	2-20 Process to determine remuneration	Human Resources, pages 135-140 Remuneration Policy for Board Members and Senior Executives
	2-21 Annual total compensation ratio	Annual Report 2025 Remuneration Policy
GRI 2: General Disclosures 2021	Strategy, Policies, and Practices	
	2-22 Statement on sustainable development strategy	Message from the Group CEO, page 10 Sustainability Approach and Strategy, pages 40-41 Our Economic Sustainability Commitments and Targets, page 75 Our Environmental Sustainability Commitments and Targets, page 105 Our Social Sustainability Commitments and Targets, pages 133-134
	2-23 Policy commitments	Corporate Governance, pages 58-59
	2-24 Embedding policy commitments	Corporate Governance, pages 58-59
	2-25 Processes to remediate negative impacts	Stakeholder Map and Stakeholder Relations, pages 42-49 Internal Audit and Control, pages 67-68 Business Ethics, Legal Compliance, and Transparency, pages 69-71 Customer Satisfaction, Experience, and After-Sales Solutions, pages 87-90

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
GRI 2: General Disclosures 2021	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Map and Stakeholder Relations, pages 42-49 Internal Audit and Control, pages 67-68 Business Ethics, Legal Compliance, and Transparency, pages 69-71 Customer Satisfaction, Experience, and After-Sales Solutions, pages 87-90
	2-27 Compliance with laws and regulations	During the reporting period, there were no instances of non-compliance with laws, and no penalties were received for non-compliance with laws and regulations. Business Ethics, Legal Compliance, and Transparency, pages 69-71
	2-28 Membership associations	Corporate Memberships and Initiatives We Support, page 50
	Stakeholder Engagement	
	2-29 Approach to stakeholder engagement	Stakeholder Map and Stakeholder Relations, pages 42-49
	2-30 Collective bargaining agreements	There are no collective bargaining agreements in place at Klimasan.
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Material Topics and Materiality Matrix, pages 52-53
	3-2 List of material topics	Material Topics and Materiality Matrix, pages 52-53
Combating Climate Change and Decarbonization		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Our Climate Change Strategy, page 106 Combating Climate Change and Decarbonization, pages 107-113
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	Our Environmental Sustainability Commitments and Targets, page 105 Our Climate Change Strategy, page 106 Combating Climate Change and Decarbonization, pages 107-113
	102-2 Climate change adaptation plan	Proactive Risk and Crisis Management, pages 63-66 Our Climate Change Strategy, page 106 Emergency Preparedness and Action Plan, pages 144-146
	102-4 GHG emissions reduction targets and progress	Our Environmental Sustainability Commitments and Targets, page 105 Our Climate Change Strategy, page 106 Combating Climate Change and Decarbonization, pages 107-113 SBTi Approval of Emissions Reduction Target, pages 184-185
	102-5 Scope 1 GHG emissions	Combating Climate Change and Decarbonization, pages 107-113 Our Performance Indicators, pages 155-168
	102-6 Scope 2 GHG emissions	Combating Climate Change and Decarbonization, pages 107-113 Our Performance Indicators, pages 155-168
	102-7 Scope 3 greenhouse gas emissions	Combating Climate Change and Decarbonization, pages 107-113 Our Performance Indicators, pages 155-168
	102-8 GHG emissions intensity	Our Environmental Sustainability Commitments and Targets, page 105 Our Performance Indicators, pages 155-168

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
Energy Efficiency and Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Energy Efficiency and Management, pages 114-117
GRI 103: Energy 2025	103-1 Energy policies and commitments	Sustainability Governance and Organization, pages 35-39 Energy Efficiency and Management, pages 114-117
	103-2 Energy consumption and self-generation within the company	Energy Efficiency and Management, pages 114-117 Our Performance Indicators, pages 155-168
	103-4 Energy intensity	Energy Efficiency and Management, pages 114-117 Our Performance Indicators, pages 155-168
	103-5 Reduction in energy consumption	Energy Efficiency and Management, pages 114-117
Sustainable Financial Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	Message from the Group CEO, page 10 Material Topics and Materiality Matrix, pages 52-53 Summary of Our Financial and Operational Indicators, pages 76-77
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Summary of Our Financial and Operational Indicators, pages 76-77 Our Performance Indicators, pages 155-168
Responsible Supply Chain Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Responsible Supply Chain Management, pages 98-101 Supplier Code of Conduct Principles
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain Management, pages 98-101 Our Performance Indicators, pages 155-168
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	During the reporting period, there were no significant negative environmental impacts in Klimasan's supply chain network. Stakeholder Map and Stakeholder Relations, pages 42-49 Responsible Supply Chain Management, pages 98-101
GRI 414: Supplier Social Assessment 2016	414-2 Negative social impacts in the supply chain and actions taken	During the reporting period, there were no significant negative social impacts in Klimasan's supply chain network. Responsible Supply Chain Management, pages 98-101

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
Business Ethics, Legal Compliance, and Transparency		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Business Ethics, Legal Compliance, and Transparency, pages 69-71 Fair Competition, pages 72-73 <u>Code of Ethical Conduct Policy</u> <u>Corporate Social Compliance Policy</u> <u>Supplier Code of Conduct Principles</u>
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	No incidents of corruption were encountered at Klimasan during the reporting period. Business Ethics, Legal Compliance, and Transparency, pages 69-71
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, no legal actions were filed against Klimasan for anti-competitive behavior, antitrust, or monopolistic practices. Fair Competition, pages 72-73
Product Design and Life Cycle Analysis		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 R&D, Innovation, and Digital Transformation, pages 91-95 Product Life Cycle, pages 126-128
GRI 301: Materials 2016	301-2 Recycled input materials used	R&D, Innovation, and Digital Transformation, pages 91-95 Product Life Cycle, pages 126-128
	301-3 Reclaimed products and their packaging materials	R&D, Innovation, and Digital Transformation, pages 91-95 Product Life Cycle, pages 126-128
Water Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Water Management, pages 118-120
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, pages 118-120
	303-2 Management of water discharge-related impacts	Water Management, pages 118-120
	303-4 Water discharge	Water Management, pages 118-120 Our Performance Indicators, pages 155-168
	303-5 Water consumption	Water Management, pages 118-120 Our Performance Indicators, pages 155-168

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Biodiversity, pages 124-125
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, and managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	Biodiversity, pages 124-125
	304-2 Significant impacts of activities, products, and services on biodiversity	Biodiversity, pages 124-125
Circular Economy and Waste Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Circular Economy and Waste Management, pages 121-123
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy and Waste Management, pages 121-123
	306-2 Management of significant waste-related impacts	Circular Economy and Waste Management, pages 121-123
	306-3 Waste generated	Circular Economy and Waste Management, pages 121-123 Our Performance Indicators, pages 155-168
	306-4 Waste diverted from disposal	Circular Economy and Waste Management, pages 121-123 Our Performance Indicators, pages 155-168
	306-5 Waste directed to disposal	Circular Economy and Waste Management, pages 121-123 Our Performance Indicators, pages 155-168
Qualified Workforce and Regional Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Human Resources, pages 135-140 Qualified Workforce and Regional Development, pages 147-148
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Human Resources, pages 135-140
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Occupational Health and Safety, pages 141-143
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety, pages 141-143
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety, pages 141-143
	403-3 Occupational health services	Occupational Health and Safety, pages 141-143
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety, pages 141-143
	403-5 Worker training on occupational health and safety	Occupational Health and Safety, pages 141-143
	403-6 Promotion of worker health	Occupational Health and Safety, pages 141-143
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety, pages 141-143
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety, pages 141-143
	403-9 Work-related injuries	Occupational Health and Safety, pages 141-143 Performance Indicators, pages 155-168

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
Talent Management and Employee Development		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Human Resources, pages 135-140
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human Resources, pages 135-140 Our Performance Indicators, pages 155-168
	404-2 Programs for upgrading employee skills and transition assistance programs	Human Resources, pages 135-140
Equal Opportunity, Diversity, and Inclusion		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Human Resources, pages 135-140
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board of Directors, Senior Management, and Committees, pages 60-61 Human Resources, pages 135-140 Our Performance Indicators, pages 155-168
	405-2 Ratio of basic salary and remuneration of women to men	At Klimasan, there is no gender-based pay gap. The principle of equal pay for equal work is applied.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	No incidents of discrimination occurred during the reporting period.
Employee and Human Rights		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Business Ethics, Legal Compliance, and Transparency, pages 69-71 <u>Corporate Social Compliance Policy</u> <u>Supplier Code of Conduct Principles</u>
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Klimasan respects the rights to freedom of association and collective bargaining. During the reporting period, to Klimasan's knowledge, no supplier has violated union rights.
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Klimasan does not employ child labor under any circumstances and expects its stakeholders in the value chain, particularly its suppliers, to comply with the age provisions specified in relevant laws and regulations.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Klimasan and all stakeholders in its value chain, especially its suppliers, do not employ any forced labor.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
Corporate Social Responsibility		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Corporate Social Responsibility, pages 149-153 Qualified Workforce and Regional Development, pages 147-148
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Corporate Social Responsibility, pages 149-153 Qualified Workforce and Regional Development, pages 147-148
Cyber Security and Data Privacy		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Corporate Governance Approach, pages 58-59
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There were no substantiated complaints regarding breaches of customer privacy or loss of customer data during the reporting period. Cyber Security and Data Privacy, pages 96-97
Customer Satisfaction and Experience		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Customer Satisfaction, Experience, and After-Sales Solutions, pages 87-90
Resource Efficiency		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Combating Climate Change and Decarbonization, pages 107-113 Energy Efficiency and Management, pages 114-117 Water Management, pages 118-120 Circular Economy and Waste Management, pages 121-123
Proactive Risk and Crisis Management		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Proactive Risk and Crisis Management, pages 63-66
R&D, Innovation, and Digital Transformation		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 R&D, Innovation, and Digital Transformation, pages 91-95
Operational Excellence and Sustainable Product Quality		
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Operational Excellence and Sustainable Product Quality, pages 78-86

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	LOCATION AND/OR DIRECT ANSWERS
	Employee Satisfaction and Engagement	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Human Resources, pages 135-140
	Corporate Governance	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Corporate Governance, pages 58-59
	Emergency Preparedness and Action Plan	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Emergency Preparedness and Action Plan, pages 144-146
	Stakeholder Communication	
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Map and Stakeholder Relations, pages 42-49 Material Topics and Materiality Matrix, pages 52-53
	Chemical Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Combating Climate Change and Decarbonization, pages 107-113 Water Management, pages 118-120 Circular Economy and Waste Management, pages 121-123 Emergency Preparedness and Action Plan, pages 144-146
	Logistics Impacts	
GRI 3: Material Topics 2021	3-3 Management of material topics	Material Topics and Materiality Matrix, pages 52-53 Logistics Impacts, pages 102-103

UNGC INDEX

Topics	Global Principles	Relevant Section of the Report
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	Internal Audit and Control, pages 67–68
	Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	Business Ethics, Legal Compliance, and Transparency, pages 69–71 Responsible Supply Chain Management, pages 98–101 Employee and Human Rights (Human Resources), pages 136–137 Klimasan Social Compliance Policy
Labor Standards	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Business Ethics, Legal Compliance, and Transparency, pages 69–71
	Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	Business Ethics, Legal Compliance, and Transparency, pages 69–71 Responsible Supply Chain Management, pages 98–101
	Principle 5: Businesses should uphold the effective abolition of child labour.	Employee and Human Rights (Human Resources), pages 136–137 Klimasan Social Compliance Policy Klimasan Supplier Code of Conduct
	Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.	Equal Opportunity, Diversity, and Inclusion (Human Resources), pages 137–138 Klimasan Social Compliance Policy

UNGC INDEX

Topics	Global Principles	Relevant Section of the Report
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	Proactive Risk and Crisis Management, pages 63–66 Our Environmental Sustainability Commitments and Targets, page 105 Combating Climate Change and Decarbonization, pages 107–113 Water Management, pages 118–120 Circular Economy and Waste Management, pages 121–123 Biodiversity, pages 124–125
	Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	Corporate Memberships and Initiatives We Support, page 50 Combating Climate Change and Decarbonization, pages 107–113 Corporate Social Responsibility, pages 149–153 SBTi Approval of Emissions Reduction Targets, pages 184–185
	Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	R&D, Innovation, and Digital Transformation, pages 91–95 Energy Efficiency and Management, pages 114–117 Our Eco-Friendly Products, pages 129–131
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Corporate Governance, pages 58–59 Internal Audit and Control, pages 67–68 Business Ethics, Legal Compliance, and Transparency, pages 69–71 Fair Competition, pages 72–73

SASB INDEX

Topic	Metric	Category	Unit	Code	Response
Energy Management	(1) Total energy consumed, (2) percentage of grid electricity and (3) percentage of renewable energy	Quantitative	Gigajoule (GJ), Percentage (%)	RT-IG-130a.1	Energy Efficiency and Management, pages 114-117 Our Performance Indicators, pages 155-168
Occupational Health and Safety	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near-miss frequency rate (NMFR); for (a) direct employees and (b) contract employees	Quantitative	Rate	RT-IG-320a.1	Occupational Health and Safety, pages 141-143 Our Performance Indicators, pages 155-168
Use-Phase Fuel Economy & Emissions	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Quantitative	Liters per 100 ton-kilometer	RT-IG-410a.1	Klimasan's product portfolio consists of commercial coolers and freezers; it does not manufacture medium/heavy-duty vehicles, off-road equipment, or stationary generators. Our Product Portfolio, page 17
	Sales-weighted fuel efficiency for off-road equipment	Quantitative	Liters per hour	RT-IG-410a.2	Klimasan does not manufacture off-road equipment. Our Product Portfolio, page 17
	Sales-weighted fuel efficiency for stationary generators	Quantitative	Kilojoules per liter	RT-IG-410a.3	Klimasan does not manufacture stationary generators. Our Product Portfolio, page 17
	(1) Sales-weighted emissions of nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other off-road diesel engines ¹	Quantitative	Grams per kilojoule	RT-IG-410a.4	Klimasan products (commercial refrigeration cabinets) are not classified as diesel-powered vehicles or equipment. The products use the natural refrigerants R290 and R600a. NOx /PM emissions reporting is not relevant for this product category. Our Product Portfolio, page 17 Our Eco-Friendly Products, pages 129-131
Material Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	-	RT-IG-440a.1	Responsible Supply Chain Management, pages 98-101
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services ²	Quantitative	Reporting currency	RT-IG-440b.1	Circular Economy and Waste Management, pages 121-123 Our Eco-Friendly Products, pages 129-131 Product Life Cycle, pages 126-128

Activity Metrics

Activity Metric	Category	Unit	Code	Response
Number of units produced by product category ³	Quantitative	Number	RT-IG-000.A	Our 2025 Performance in Figures, page 11
Number of employees	Quantitative	Number	RT-IG-000.B	Human Resources, pages 135-140 Our Performance Indicators, pages 155-168

¹Note to RT-IG-410a.4 – The entity shall describe how it manages risks and opportunities associated with fleet fuel economy and emissions.

²Note to RT-IG-440b.1 – The disclosure shall include an assessment of activities undertaken to procure end-of-life products and parts for remanufacturing.

³Note to RT-IG-000.A – At a minimum, disclosure shall include the number of units produced for the following product categories: (1) vehicles and agricultural and construction equipment, (2) engines and power generation equipment, and (3) parts and components.

EMISSIONS INVENTORY

No.	Subcategory	tCO ₂	tCH ₄	tN ₂ O	tCO ₂ e
1	1.1 Stationary Combustion	950.861553	0.47674251	0.47322781	951.811523
2	1.2 Mobile Combustion	55.3277651	0.45195992	1.53246808	57.3121931
3	1.4 Fugitive Emissions from Gas Leaks	66.0371334	-	-	66.0371334
4	2.1 Electricity	3,751.96472	-	-	3,751.96472
5	3.1 Upstream Transportation	115.302864	-	-	115.302864
6	3.2 Downstream Transportation	1,747.94072	-	-	1,747.94072
7	3.3 Employee Commuting	215.485736	-	-	215.485736
8	3.4 Visitor Transportation	69.784059	-	-	69.784059
9	3.5 Business Travel	270.710775	-	-	270.710775
10	3.6 Well-to-Tank	1,050.31547	-	-	1,050.31547
11	4.1 Purchased Product	39,265.3693	-	-	39,265.3693
12	4.2 Purchased Assets	303.685693	-	-	303.685693
13	4.3 Waste Disposal	13.9633799	-	-	13.9633799
14	4.4 Use of Services	1,323.34417	-	-	1,323.34417
15	5.1 Product Use Phase	728,918.65	-	-	728,918.65
16	5.2 End-of-Life of Products	33.1167556	-	-	33.1167556
	Total	778,118.742	0.92870244	2.00569589	778,121.676

I-REC CERTIFICATE



This Redemption Statement has been produced for

KLİMASAN KLİMA SANAYİ VE TİCARET A.Ş

by

YESİLIRMAK ELEKTRİK PERAKENDE SATIŞ ANONİM ŞİRKETİ

confirming the Redemption of

8 645.080000

I-REC Certificates, representing 8 645.080000 MWh of
electricity generated from renewable sources

This Statement relates to electricity consumption located at or in

**ORGANİZE SANAYİ BÖLGESİ 1.KISIM KEÇİLİKÖYSB MAHALLESİ CUMHURİYET CADDESİ
NO:1 YUNUSEMRE/MANİSA
Turkey**

in respect of the reporting period

2025-01-01 to 2025-12-31

The stated Redemption Purpose is

Scope 2 Reporting

**QR Code Verification**

Verify the status of this Redemption Statement by scanning the QR code on the left and entering in the
Verification Key below

Verification Key

2 6 7 9 7 1 9 5

<https://api.evident-app/public/certificates/en/0Wje3XCxjy5U8d3o5TjG8Dbliq5RhyKo3Gyx1D30axTVw6C29AFuakT3HylC>



Redeemed Certificates

Production Device Details

Device	Country of Origin	Energy Source	Technology	Supported	Commissioning Date	Carbon (CO ₂ / MWh)
Efeler JES	Turkey	Renewable heat: Geothermal	Organic Rankine cycle: Non CHP	Yes	2014-10-01	0.000000

Redeemed Certificates

From Certificate ID	To Certificate ID	Number of Certificates	Offset Attributes	Period of Production	Issuer
0000-0225-0840-5272.355369	0000-0225-0841-3917.435368	8 645.080000	Incl	2025-06-01 - 2025-12-31	Foton

Auditor Notes

This statement is proof of the secure and unique redemption of the I-RECs stated above for the named beneficiary to be reported against consumption in the country during the reporting year stated. I-RECs are assigned to a beneficiary at redemption and cannot be further assigned to a third party. No other use of these I-RECs is valid under the I-REC Standard.

Where offset attributes are 'incl' the device registrant, who exclusively holds the environmental attribute rights, has undertaken never to release carbon offsets in association with these MWh; 'excl' means carbon offsets relating to these MWh may be traded independently at some point in the future.

Thermal plants emit carbon as part of the combustion process. While this is not zero carbon, it is generally recognised as carbon neutral where the source is recent biomass.

ISO 14064-1 VERIFICATION STATEMENT



CERTIFICATION & INSPECTION

Greenhouse Gas Verification Statement

Sera Gazısı Doğrulama Beyanı

KLİMASAN KLİMA SAN. VE TİC. A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Manisa Organize Sanayi Bölgesi 1. Kısım Keçilikköysoy Mah. Cumhuriyet Cad. No: 1, 45030 Yunusmre/Manisa

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

ISO 14064-1:2018

Category 1- Direct emissions / Doğrudan emisyonlar	1.075,16	t CO ₂ eq	
Category 2- Purchased energy emissions (Location based) / Satın alınan enerji emisyonları (Lokasyon bazlı)	3.751,96	t CO ₂ eq	
Category 3- Emissions from transportation / Ulaştırım kaynaklı emisyonlar	3.469,54	t CO ₂ eq	
Category 4- Emissions from products, service used / Kullanılan ürün - hizmet kaynaklı emisyonlar	40.906,36	t CO ₂ eq	
Category 5- Emissions from associated with the use of the product / Ürün kullanımı kaynaklı em.	728.918,65	t CO ₂ eq	
Category 6- Other Emissions / Diğer emisyonlar	-	t CO ₂ eq	
Total Location Based Emissions / Toplam Lokasyon Bazlı Emisyonlar	778.121,68	t CO₂ eq	
Total Market Based Emissions / Toplam Pazar Bazlı Emisyonlar	-	t CO₂ eq	
Biogenic Emissions / Biyogenik Emisyonlar	-	t CO ₂ eq	
Purchased renewable energy emission allowance / Satın alınan yenilenebilir enerji emisyon karşılığı	-	t CO ₂ eq	
Category 2- Purchased energy emissions (Market based) / Satın alınan enerji emisyonları (Pazar bazlı)	-	t CO ₂ eq	
Renewable energy references / Yenilenebilir enerji referansları:			
Credits from GHG Scheme / Satın alınan krediler	-	t CO ₂ eq	
Credits references / Kredi referansları			
Level of Assurance / Güven Seviyesi	: Reasonable / Makul	Verification Report Date / Doğrulama Rapor Tarihi	: 03.06.2026
Reporting Period / Raporlama Periyodu	: 01.01. 2025 – 31.12. 2025	Statement No / Beyan Numarası	: SG-GNL-107 / 2025

Approved by / Onaylayan
Okay Kayhanlı – Genel Müdür



QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
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SBTi APPROVAL OF EMISSIONS REDUCTION TARGETS



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

APPROVED NEAR-TERM SCIENCE-BASED TARGETS



The Science Based Targets initiative has validated that the science-based greenhouse gas emissions reductions target(s) submitted by Klimasan A.Ş. conform with the SBTi Criteria and Recommendations (Criteria version 5.0).

SBTi has classified your company's scope 1 and 2 target ambition as in line with a 1.5°C trajectory.

The official near-term science-based target language:

Klimasan A.Ş. commits to reduce absolute scope 1 and 2 GHG emissions 44.1% by 2030 from a 2020 base year. Klimasan A.Ş. also commits to reduce scope 3 GHG emissions from the use of sold products 51.6% per product sold by 2030 from a 2021 base year.

DATE OF APPROVAL
25 January 2024

Partner Organizations



United Nations
Global Compact



WORLD
RESOURCES
INSTITUTE



In collaboration with

WE MEAN
BUSINESS
COALITION



SBTi APPROVAL OF EMISSIONS REDUCTION TARGETS

Science Based Targets initiative COMMITMENT LETTER

Our organization wishes to join the growing group of leading corporations that are setting emissions reduction targets in line with what climate science says is necessary. By doing so, we recognize the crucial role the business community can play in minimizing the risk climate change poses to the future of our planet.

Thereby, I am pleased to confirm that KLIMASAN KLIMA SAN. ve TİC. AŞ. is committing to set science-based emissions reduction targets (near-term targets), in line with the SBTi Criteria and Recommendations, submit them to the SBTi for validation and publish our approved targets, all within a maximum of 24 months.

We acknowledge that our commitment will be recognized on sciencebasedtargets.org as well as on our partner websites at We Mean Business and UN Global Compact.

In addition, to align with the most ambitious aim of the Paris Agreement and to what science dictates is necessary to reduce the destructive impacts of climate change on human society and nature - to reach net-zero global emissions by 2050 at the latest in order to limit global warming to 1.5°C - my company is committing to:

☐ **Set net-zero targets, including a long-term science-based target:** My company commits to set a long-term science-based target to reach net-zero value chain GHGs emissions by no later than 2050 in line with the [SBTi Net-Zero Standard](https://sciencebasedtargets.org), submit it for SBTi validation and publish it, all within a maximum of 24 months. By committing to set a net-zero target, I also acknowledge that my company will be part of the Business Ambition for 1.5°C campaign. My company will also join the Race to Zero campaign.^{3,4,5}

Science-based targets (SBTs) are near-term targets that meet the criteria and recommendations of the SBTi.

Science-based net-zero targets are longer-term targets - by 2050 at the latest. The SBTi defines the state of net-zero emissions for companies as reaching a state of no impact on the climate resulting from the organization's GHG emissions.

Reaching a status of science-based net-zero emissions implies the following two conditions:

- Achieving a scale of value chain emissions reductions consistent with the depth of abatement at the point of reaching global net-zero in pathways that limit warming to 1.5°C with no or low overshoot.

³ All companies except oil and gas companies, airports and companies with >50% coal or at risk of non-parent approach will be able to join Race to Zero at this point in time. If companies have questions, please reach out to Race to Zero at racezero@unfccc.int or refer to the [Business Ambition for 1.5°C Guidance and FAQs document](https://sciencebasedtargets.org).

⁴ Companies must have valid near-term science-based targets (SBTs) that meet SBTi Criteria to be eligible for a net-zero target, unless the long-term SBT target year is 10 years or fewer from the date of submission.

⁵ Companies that are already part of the initiative can raise their ambition by also committing to set a net-zero target.



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commitments@sciencebasedtargets.org

<https://sciencebasedtargets.org/ambition>

- Neutralizing the impact of any source of any residual emissions by permanently removing an equivalent volume of atmospheric CO₂.⁶

Visit the [SBTi Net-Zero webpage](https://sciencebasedtargets.org) for more information, including the Net-Zero Criteria and Recommendations. For financial institutions, the approach to net-zero emissions targets across the value chain will be further developed.

Sign the commitment

Please sign this document and return a signed copy to the SBTi Operations Team at: commitments@sciencebasedtargets.org. The SBTi reserves the right to carry out due diligence reviews before accepting and publishing commitments.

This SBTi commitment letter can be signed by any organization representative, but the contact details of a managerial level point of contact in the organization is required in the information table below.

Once this commitment letter is processed and you have received formal confirmation over email, your organization will be recognized as "Committed" on the SBTi website and the partner websites of UN Global Compact and We Mean Business. Organizations committing to set a net-zero target will also be added to the UNFCCC Race to Zero website provided the organizations are eligible to join at this time.

Company name: KLIMASAN KLIMA SAN. VE TİC. AŞ.

General Manager
Alper EROL
Signature: [Signature] Place: Menteşe, Türkiye Date: 27.12.2021
Signature: [Signature] Place: _____ Date: _____
KLIMASAN
KLIMA SAN. ve TİC. A.Ş.
Menteşe OSB 1. Kısım Kaplıca OSB Mah.
Cumhuriyet Cad. No:1 48230
Tel: 0236 236 2223 Yuruskennel/MANİSA
Mers: Y.İ. 084 000 7051

⁶ Residual emissions are emissions sources that remain unabated by the time net-zero is reached at the global or sector level in 1.5°C mitigation pathways with low or no overshoot (Foundations for Science-based Net-Zero Target Setting, pp. 7, 32-34). For most companies this requires emission reductions of at least 90%, which implies neutralisation of no more than 10% of base year emissions when reaching net-zero.



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