



KARSAN

ONE STEP AHEAD
IN THE FUTURE OF MOBILITY

Karsan, ILO, and Borçelik Join Forces in a Major Partnership to Empower Female Students in Technical Education!

Karsan Makes a Major Move to Prepare Female Vocational High School Students for the Workplace!

Karsan, ILO, and Borçelik Partner to Cultivate New Female Role Models!

Karsan, a world-leading brand in new-generation public transportation, continues to implement powerful projects in the field of social responsibility. In this context, Karsan has signed a new partnership with ILO and Borçelik Technical Academy to aims to develop the technical skills of female students at the Şehit Ömer Halisdemir Vocational and Technical Anatolian High School Electric Vehicles Laboratory, increase their self-confidence and leadership capacity, raise awareness about their rights in the workplace, and strengthen their employability in the industrial sector. Karsan CEO Okan Baş said that this strong partnership will contribute to preparing female students for the future as more visible, equipped, and courageous individuals in technical fields, adding, "Karsan has become one of the brands exemplifying an egalitarian and inclusive production culture in the sector. With our new project, we aim to make our work in the field of gender equality sustainable while also supporting female students in preparing for the workforce and fostering female role models."

With its vision of "Staying One Step Ahead in the Future of Mobility," Karsan plays a pioneering role in the transformation of public transportation worldwide, while also continuing to support social life and education. In this context, Karsan has signed a

new cooperation agreement with the International Labor Organization (ILO) and Borçelik Technical Academy. The signing ceremony was attended by representatives of trade unions, the Bursa Provincial Directorate of National Education, and the Şehit Ömer Halisdemir Vocational and Technical Anatolian High School. The project, which includes a comprehensive training and development program starting in February 2026 and ending in June 2026, aims to develop the technical skills of female students at the Şehit Ömer Halisdemir Vocational and Technical Anatolian High School Electric Vehicles Laboratory, increase their self-confidence and leadership capacity, raise awareness about their rights in the workplace, and strengthen their employability in the industrial sector.

We will prepare female students for working life in a powerful way!

Karsan CEO Okan Baş, who describes this project as a socially beneficial corporate social responsibility initiative, said, "This powerful collaboration contributes to preparing female students for the future as more visible, equipped, and courageous individuals in technical fields, while also reflecting Karsan's determination to strengthen equal opportunities through its corporate social responsibility approach. Thanks to our corporate transformation journey that began with the ILO in 2019, we have become one of the industry's benchmark brands in terms of an egalitarian and inclusive production culture. We are now extending this approach to the student level; we aim to support the professional development of female students so that they can start their careers more strongly. As Karsan, we will continue to fully support vocational education."

Karsan Human Resources Director Mücahit Korkut said, "This protocol reflects the equality-focused transformation we have been pursuing at Karsan for years. With this project, we aim to support the development journey of female students, helping them prepare for the future of work and nurturing female role models."

Supporting an equitable workplace!

ILO Türkiye Director Yasser Ahmed Hassan commented on the matter:

"This collaboration is a powerful example of how businesses can create tangible and positive change in people's lives. It also reflects the ILO's mission to ensure that all women and men enjoy equal rights in the workplace, free from discrimination. Discrimination does not arise by chance; it is fueled by unequal power relations in

society and deep-rooted gender stereotypes. This situation particularly limits women's access to opportunities in technical fields. By joining forces with Karsan and Borçelik, we support young women in gaining the skills and confidence they need. We also help companies remove structural barriers that hinder talent.

This reflects a rights-based approach and creates strong value for the business world. Companies that advance gender equality achieve higher productivity, stronger innovation capacity, and greater competitiveness in global markets. I am also very pleased that Türk Metal and MESS are active social partners in this process.

We believe this initiative will encourage more businesses to invest in equal opportunities and create work environments where young women can realize their potential.

Borçelik, one of the project's key partners, brings significant experience to this collaboration through its practices that strengthen the presence of women in the steel and heavy industry sectors.

Borçelik Human Resources and Corporate Communications Director Derya Demirer said, "At Borçelik, we implement our sustainability strategy in line with Borusan Holding's focus on 'Climate, People, and Innovation'; we consider gender equality to be a fundamental part of this approach. We see it as our social responsibility to ensure that women are more visible, stronger, and more equal in industry. This collaboration represents a direct investment in the female engineers, technicians, and leaders of the future. We are delighted to be able to provide young women with real production experience through the expertise of the Borçelik Technical Academy, boosting their self-confidence and professional competence."

The training will be conducted under 4 different headings!

The new project for 12th grade female students at the Karsan Electric Vehicles Laboratory at Şehit Ömer Halisdemir Vocational and Technical Anatolian High School is planned to take place in four modules between November 2025 and June 2026:

- **Introduction and Awareness:** Introduction to the ILO - International Labor Organization, Introduction to Karsan & Borçelik, Introduction to the Future Workshop Program, Preventing Discrimination in the Workplace and Ensuring Gender Equality
- **Preparation for Working Life:** Training on Occupational Health and Safety, Environmental Management System, Quality Management System and Energy Management, Sustainability, CV creation, Basic interview skills
- **Personal Skills:** Effective communication skills, team roles and solidarity

- **Mentoring:** Panel: Inspiring female engineers, Female Engineers and Mentoring Program

Students, teachers, and parents will be included in the “Introduction and Awareness” part of the program, 25 students will be included in the “Preparation for Working Life” part, 25 students will be included in the “Personal Skills” part, and 10 students will be included in the ‘Mentoring’ part within “Personal Skills.”

About Karsan:

Leaving 59 years behind in the Turkish automotive industry, Karsan has been producing for the world's leading brands in the commercial vehicle segment, including its own brand, in its modern facilities since the day it was founded. Producing commercial vehicles since 1981, Karsan's factory in Hasanağa, Bursa, has the capacity to produce ~20 thousand vehicles in a single shift per year. Designed with the flexibility to produce all kinds of vehicles from passenger cars to heavy trucks, from minivans to buses, Hasanağa Factory is 30 km away from Bursa city center and is located on a total area of 203 thousand square meters, 99 thousand square meters of which is closed.

As the only independent multi-brand vehicle manufacturer in the Turkish automotive industry, Karsan aims to take part in all segments of passenger transportation by developing derivatives of new and existing products together with its business partners and licensors in line with its vision of being one step ahead in the future of mobility. Continuing its activities to develop and market "innovative products and services" in the public transportation sector "from idea to market", Karsan aims to strengthen its Main Manufacturer/OEM business line in particular.

Continuing its activities of developing and launching "innovative products and services" in the public transportation sector, from "intellectual development to market", Karsan aims to strengthen its main manufacturer/OEM business line in particular. Karsan manages the entire automotive value chain, from R&D to production, from marketing to sales and after-sales activities. Karsan manufactures Jest and Atak models under its own brand. Developed in collaboration with Karsan e-JEST in 2018, Karsan e-ATAK in 2019, and the domestic technology company ADASTEC in 2021, the Level 4 driverless bus Autonomous e-ATAK, which is a first in the world, launched the 10m, 12m, 18m models of the born electric e-ATA family in the same year and e-ATA HYDROGEN models in 2022, becoming the first and only company in Europe to offer an all-electric product range from 6 meters to 18 meters. As of 2022, Karsan also produces Megane Sedan cars for the Renault brand, and at the end of 2023, it became the first European bus manufacturer to enter the Japanese market with the right-hand drive e-JEST model.

About Borçelik Technical Academy

Established in 2014 under the Borçelik umbrella, BTA operates with the aim of training qualified personnel to meet the needs of employees and the industry. Accredited by TÜRKAK and the Vocational Qualifications Authority, the institution provides certification in 38 different professions. Offering safe and effective learning experiences through simulation-based training, virtual reality applications, and innovative programs, the academy contributes to society through projects targeting Borçelik employees, companies from different sectors, young people, and women.

About ILO

Established in 1919 and headquartered in Geneva, the ILO is the first and oldest specialized agency of the United Nations. It works globally to protect fundamental rights in the world of work, empower young people, achieve gender equality, and increase quality job opportunities. The ILO, which has long been active in Turkey in the areas of women's employment, vocational training, youth participation in the workforce, and support for equitable



KARSAN

ONE STEP AHEAD
IN THE FUTURE OF MOBILITY

working environments, contributes to the new protocol with its international experience and strong documentation infrastructure.

