



ONE STEP AHEAD  
IN THE FUTURE OF MOBILITY

## **Karsan Selected as a Great Place to Work for the Second Consecutive Year!**

### **People-Focused Success: Karsan's Corporate Culture Recognized Once Again**

### **Karsan Re-Earns Its Place on the Great Place to Work® List with its Culture of Trust and Team Spirit,!**

**With its vision of being “One Step Ahead in the Future of Mobility,” Karsan, a pioneer in the global transition of public transportation to electric and autonomous vehicles, has once again crowned employee satisfaction with the Great Place to Work® Certification. Karsan CEO Okan Baş, stating that this achievement belongs to all employees of the organization, said, "Receiving the Great Place to Work® certification, a prestigious title worldwide, for two consecutive years shows that we are on the right track. This year, Karsan, one of the companies implementing best practices in Social Responsibility and Volunteering in May 2025, was also named among the Best Employers in the Manufacturing and Production Sector in August. All these awards reflect our strong corporate culture, shaped by the contributions of our employees."**

Karsan, a pioneer in the global transition of public transportation to electric and autonomous vehicles, continues to attract attention with its high-tech products developed through its flawless production and service philosophy. Positioned at the forefront of the industry with its innovative service approach as well as its products, thanks to its expert team, Karsan has once again earned the Great Place to Work® certification, which highlights employee satisfaction, reaffirming its success in employee satisfaction and corporate culture. As in the previous year, Karsan has earned the Great Place to Work® certification, one of the world's most prestigious corporate culture assessments, drawing attention with its people-oriented approach and strong workplace culture.



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The Great Place to Work® certification is awarded based on a comprehensive analysis of five key criteria: trust, respect, fairness, pride, and team spirit. This certification is considered one of the most concrete indicators not only of being a good workplace but also of having an organizational culture where employees feel valued, motivated, and happy. The company received the Great Place to Work certificate at a ceremony held in Bursa. Speaking at the ceremony, Karsan CEO Okan Baş accepted the certificate from the Great Place to Work representative and shared this important achievement with all Karsan employees. At the event, Karsan's sustainable corporate culture vision and new goals for increasing employee engagement were also announced.

### “Employee Satisfaction Is Our Top Priority”

Karsan is implementing significant improvements in communication, ergonomics, social activities and rewards, teamwork and development, and compensation and benefits through six different working groups established in 2022 with the aim of continuously improving the employee experience. Sponsored by senior management, these groups contribute to the development of a participatory and inclusive culture within the organization.

**Karsan CEO Okan Baş** emphasized that this success belongs to all employees of the organization, stating: "Receiving the Great Place to Work® certification, a prestigious title worldwide, for two consecutive years shows that we are on the right track. This year, Karsan, one of the companies implementing best practices in Social Responsibility and Volunteering in May 2025, was also named one of the Best Employers in the Manufacturing and Production Sector in August. All these awards are the result of our strong corporate culture, shaped by the efforts of our employees. Behind this significant achievement are the dedicated efforts of our colleagues, our strong team spirit, our deep-rooted corporate culture, and the respect and love we have for each other. We will continue to strive for even greater success by taking into account the needs and requests of our colleagues to ensure their happiness. At Karsan, we believe that whatever we have achieved, we have achieved together; whatever we will achieve, we will achieve together.



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#### **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.