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## I AmChamPion Awards 2024 Projects

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## 1. U.S. Investment

## 3M Türkiye

**Investment Area:** Production / Manufacturing

**Goal of the Investment:**

Ramp-up production capacity in Türkiye by transferring baby diaper closure system hook material making and slitting operations.

**Description of the Investment:**

Plastic hook extrusion line and slitting machines transferred from UK to Türkiye, production area modified for hygienic production, another investment part was upgrading safety of the existing machines.

**Positive Effect of the Investment:**

16 jobs created, 3M Hook making technology, equipment and knowledge transferred to Türkiye, previously exported material started to be produced in Türkiye from plastic raw material, packaging materials localized, safety upgrades and machine guarding improvements implemented, CO2 emissions reduced since UK to Türkiye semifinished goods transportation eliminated.

# Johnson Controls

**Investment Area:** Production / Manufacturing

**Goal of the Investment:**

Johnson Controls (NYSE: JCI), the global leader in smart, healthy and sustainable buildings expands of production capacity at its plant in Izmir, Türkiye. This three-million-dollar investment enables Johnson Controls to address increased European market demand for commercial heat pumps by improving production efficiencies and offering shorter delivery times for HVAC solutions for commercial customers throughout Europe.

**Description of the Investment:**

Johnson Controls Expansion of Izmir plant shortens delivery times, triples production capacity for commercial heat pumps - Among others, the YORK® YMAE and YORK® YCPB commercial heat pumps will now be produced in Izmir. In particular, the YMAE is in stock at the facility and can be quickly tailormade for customers. The YMAE and YCPB are air-sourced heat pumps for heating and cooling designed for commercial applications such as shopping centers, hospitals, hotels, office buildings and schools.

**Positive Effect of the Investment:**

The new production lines come with a strong infrastructure upgrade (pressure tests, charging station and leak test), effectively tripling Izmir`s capacity. With these upgrades, heat pumps and chillers can be delivered to customers within weeks. This investment reflects our commitment to meeting growing demand and serving our customers more efficiently.

# Amazon Türkiye

**Investment Area:** Services

## **Goal of the Investment:**

Amazon Türkiye's first fulfillment centre (IST2) opened on 05.09.2023 in Tuzla. IST2 delivers products sold on Amazon to our customers across Türkiye. Spanning 61k square meters, it allows us to meet the growing customer demands with fast and reliable delivery options, integrated into our global logistics network. With more than 100 M USD investment, it demonstrates our commitment to Türkiye and selling partners. It enhances our ability to support more than 50k small businesses selling on Amazon.

## **Description of the Investment:**

Amazon makes long-term investments across the world, prioritizing local growth and employment opportunities. Amazon Türkiye launched in September 2018 as 15th global and 6th European local store expansion. Since 2018, we invested over 10 billion TRY, with more than 5 billion TRY of investment made in 2023, with a major portion going to our Tuzla fulfillment center. Committed to be net-zero carbon by 2040, our fulfillment center is powered 100% by electricity, including its heating and water heating systems, avoiding the use of fossil fuel combustibles and prioritizing energy efficiency. We support Turkish SMEs with tools, services, and training through our fulfillment center. We offer easy access to new customers via Amazon's global marketplaces, fast delivery through Fulfillment by Amazon (FBA), and sales support teams to help them grow with e-exports.

## **Positive Effect of the Investment:**

Our fulfillment center (FC) created more than 800 direct and indirect jobs across. The center is equipped with Amazon Fulfillment Technologies (AFT), which supports our employees and provides fast and quality service to our customers. SMEs selling on Amazon reached over 1.5 billion TRY in export to the EU27 in 2023. During the 2023 earthquakes, we helped expedite essential relief items and a volunteer team helped manage a "relief warehouse".

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## 2. Regional Hub

# Mondelez International

**Regional Hub Type:** Management Hub

**Number of Countries Managed from Türkiye:** 10

**Regions Managed from Türkiye:** Asia

## **Positive Impact of the Regional Hub to Türkiye:**

Managing a regional hub contributes to Türkiye in different dimensions but mainly through creating an environment for enhanced economic opportunities, trade investment and more visibility vis-a-vis other regions. These economic gains contribute to Türkiye by making it an attractive destination for other multinational companies seeking to find a regional headquarters in the region. There is also a cultural gain which empowers Turkish Talent to reach out to different geographies expanding the economic gain into a cultural one as well.



## UPS

**Regional Hub Type:** Other- Regional Recovery and Development Center

**Number of Countries Managed from Türkiye:** 2

**Regions Managed from Türkiye:** Middle East and Africa

**Positive Impact of the Regional Hub to Türkiye:**

With the Sağlam KOBİ Project, workshops are organized in partnership with the UPS Foundation to support SMEs in Türkiye in their disaster preparedness processes and their rapid return to business life after possible disasters. Disaster Resilience Workshop for SMEs was organized under the coordination of RRDC.

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### 3. Sustainability

## P&G Türkiye

**Action Name:** Fairy Don't Waste 5th Year

### **Project Goal:**

Launched in 2020 in partnership with Fairy and the Food Rescue Association, the "Don't Waste" project aims to raise national awareness and inspire community behavior change to prevent food waste. This initiative is vital for minimizing losses in the food value chain while supporting sustainable food systems. Fairy encourages households to take ownership of their kitchens, focusing on waste reduction and transforming them into zero-waste environments to promote sustainability and conservation.

### **Detailed Action Description:**

Preventing food waste is crucial in addressing global hunger and ensuring sustainable food systems. The "Don't Waste" Project not only tackles food waste effectively but has also evolved into a community solidarity initiative in response to global and national crises, such as fires and floods, since its inception. By redirecting usable food to those in need, the project reduces energy and water losses associated with food waste and lowers the carbon footprint. It directly aligns with the UN Sustainable Development Goals: Goal 2, "Zero Hunger"; Goal 12, "Responsible Consumption and Production"; and Goal 13, "Climate Action." By preventing food waste and facilitating food distribution to those in need, the project actively contributes to the fight against hunger and promotes a more sustainable future.

### **Concrete Outcomes of the Project:**

Over five years, the "Don't Waste" Project has prevented 55 million meals from being wasted and reduced carbon emissions by 51,450 tons. With support from Fairy, investments in tools and equipment boosted monthly assistance capacity from 330,000 to 1.2 million people. By enhancing sustainable food banking, the project has improved donation operations for organizations. Overall, it has positively impacted the lives of 15 million individuals, fostering awareness and conservation efforts.

## Turner International

**Action Name:** Building Today to Transform Tomorrow

### **Project Goal:**

Throughout Turner's history, we've set ambitious goals to enhance safety, foster respect, eliminate bias, increase community impact, and continuously improve. Now, we are uniting these efforts into an Environmental, Social, and Governance (ESG) strategy to strengthen both our company and the industry. Rooted in our culture, it reflects how we care for people, sustain the planet, and operate with transparency. At Turner, we are Building Today to Transform Tomorrow.

### **Detailed Action Description:**

Our ESG strategy is built on a broadened definition of sustainability and will continue to evolve as we lead the industry in supporting future generations. Our commitments align with the UN SDGs through the following actions. Goal 1: Collaboration with NGOs 2: Celebrating Earth Month 3: Health insurance and HPV vaccination for employees and families 4: Master's degree financial support for employees 5: Women Employee Resource Group 6: Water management initiatives in projects 7: Solar power installations in projects 8: Youth and disability employment programs 9: Architectural and engineering services for resilient infrastructure 10: Ending inequality with our Employee Handbook 11: Sustainable design and engineering services 12: Regular awareness workshops 13: Support and projects for disaster victims 14: Pollution prevention in projects 15: Collaboration with TEMA 16: Employee Handbook and workshops 17: Collaboration with NGOs

### **Concrete Outcomes of the Project:**

Turner's ESG strategy has led to measurable outcomes such as enhanced sustainability with renewable energy installations and water management in our projects, greater diversity with our Employee Resource Groups, improved employee wellbeing through health insurance, and enhanced employee education. We have also increased community engagement through partnerships with NGOs and support for disaster relief efforts.

## Bunge

**Action Name:** Keep Alive for Generations

### **Project Goal:**

Bunge Turkey, a leading agricultural company in sustainable agriculture and resilient food system, carries out all of its sustainability projects initiated with the aim of creating a sustainable value chain in social, economic and ecological life, in line with the UN's 17 SDGs, with the strategic approach of "Keep Alive for Generations". Together with stakeholders, employees, business partners and producers in this value chain, it aims to create a positive impact on nature, climate and people.

### **Detailed Action Description:**

Our sustainability projects are as follows: The "Monument Tree" project, which has been ongoing since 2018, in which we identified and registered 310 monumental olive trees aged 400 years and over as a result of scanning 25 million olive trees. Our second Project Komili Olive and Olive Oil Institute, which focuses on the female workforce and provides training on efficient, modern, sustainable and climate-sensitive agricultural practices to empower women economically. Our third project is the education project, which started in cooperation with the MEB and aims to reach 18 million students by the end of this year. Our fourth project is the project in which we examine the last 12 thousand years of Anatolia, where the first agriculture was practiced in the world. In this context, we collaborated with UNESCO on the project titled "The Book of Olives: One species, one place, one thousand cultures". All these projects are correlated with UN's SDG 1,SDG 2,SDG 3,SDG 5,SDG 12,SDG 13,SDG 15 goals.

### **Concrete Outcomes of the Project:**

\* At least 600 women farmers to complete their training at Komili Olive and Olive Oil Institute in five years, \* Komili; reaching 18 million students and 1,2 million teachers by the end of this year in cooperation with the Republic of Turkey Ministry of National Education, \* Providing trainings to the whole community at Ayvalık Village Life Center. \* Preparing a 2-volume book with UNESCO. \* Completion of the map of Turkey's monumental olive trees by the end of 2026.

## 3M

**Action Name:** Natural Gas Consumption Reduction

**Project Goal:**

Reduction of natural gas usage by managing hot water circulation and HVAC set temperatures and programmed closures.

**Detailed Action Description:**

Natural gas consumption reduced more than %30 after July 2023 (SDG goal 7.3) main project is nearly "0" cost by managing hot water circulation better on winter and summer times and HVAC set temperatures and programmed closures implementations.

**Concrete Outcomes of the Project:**

Average monthly natural gas consumption in 2022 was 225K KWh now it is 155K KWh even though the production area usage and production times increased since 2022

## PepsiCo

**Action Name:** Electric Train Project

**Project Goal:**

With the project developed by PepsiCo Türkiye's transportation and logistics equipment, PepsiCo Türkiye has achieved another first-ever by shipping food by electric train from its factory in Mersin's Akdeniz district to its Suadiye factory in Kocaeli's Kartepe district. Thus, PepsiCo Türkiye became the first company in FMCG sector in Turkey to transport food using an electric train. This transportation by electric train reduces carbon emissions by 83 percent compared to transportation by road.

**Detailed Action Description:**

PepsiCo continues to expand the steps it takes to contribute to the construction of a more sustainable world by focusing on nature and the environment within the framework of its end-to-end strategic transformation pep+ strategy. Within the scope of "Positive Value Chain", which is one of the three main pillars of this strategy, PepsiCo carries out many studies to reduce carbon emissions to combat climate change. PepsiCo, which has committed to reducing emissions from its own operations by 75% by 2030, is making many investments, especially in the use of renewable energy and electric vehicles. With the Electric Train project; For every 1 cubic meter of transportation, CO2 emissions were reduced by 10.3 kg. Approximately 2 trees were returned to nature for each mutual container shipment. The total number of trips for inter-factory shipments for the same volume was reduced by 74%.

**Concrete Outcomes of the Project:**

Within the scope of the project, a press release titled "PepsiCo became the first company in Turkey to transport food in the fast moving consumer sector by electric train" was published. The press release achieved 13,437,420 impression through 20 print and 265 online coverage in local and national media.

## Cargill

**Action Name:** 1000 Farmers Endless Prosperity Program (1000Farmers)

### **Project Goal:**

Cargill aims to create the world's most sustainable food supply chains to enhance food system resilience. Türkiye, with its vast agricultural land, ranks among the top ten agricultural economies, yet productivity has declined due to poor practices. 1000Farmers is initiated to increase productivity and farmer welfare while ensuring safer, more sustainable food. The practices regenerate lands, prevent food shortages by monitoring fields, conserving water, improving soil nutrition

### **Detailed Action Description:**

1000Farmers contribute to 11 of the SDGs by promoting sustainable agriculture, enhancing water resource management, and fostering soil regeneration. It engages farmers focusing on improving crop yields and empowering them with digital technologies for field health monitoring and resource conservation. Along with the actions towards providing crop diversity, 1000Farmers has included 100 women farmers to foster gender equality; will triple this numbers each year. By addressing climate action and responsible consumption, 1000Farmers plays a vital role in creating a resilient food ecosystem. Its commitment to reducing carbon emissions and recycling plastic waste supports sustainability related SDGs. Through comprehensive training and support, it enhances farmers' skills and fosters a culture of sustainability. 1000Farmers equips farmers with the knowledge and agricultural tools necessary for regenerative practices, ensuring food security and environmental preservation.

### **Concrete Outcomes of the Project:**

Growing each year, 1000FEP has engaged up to 7,000 farmers in 27 provinces covering more than 91,000 hectares, while enhancing productivity by up to 20% since 2019 and promoting regenerative practices. It has reduced carbon emissions by 36% contributing to environmental sustainability. The impacts of the services and training calculated as 3,72TL in 2023 for every 1TL spent. 1000Farmers has strengthened the resilience of local food systems and empowered farmers with essential knowledge and tools.



## Coca-Cola

**Action Name:** Agriculture of The Future: Bursa and Corlu

### **Project Goal:**

The Coca-Cola Company commits to drive water security, focusing on regions vulnerable to the effects of agricultural production. Funded by The Coca-Cola Foundation and CCI, in partnership with Doktor Tech, Bursa and Çorlu Water Replenishment Projects were initiated in 2023 to educate farmers about water management, soil health and the use of digital technology in agriculture. The project has returned the water used in the company's operations back to the nature and has helped increase the yields

### **Detailed Action Description:**

Coca-Cola promotes the long-term sustainability of water resources by implementing advanced water management practices in agriculture. The Bursa and Çorlu Water Replenishment were initiated to educate local farmers—who cultivate fruits that the company sources for its products—about technological agricultural practices, soil health, and water management. Farmers save water using drip irrigation systems and agricultural sensor stations installed. Soil analyses are conducted, soil moisture content and water flow are monitored through satellite. The data is combined to provide personalized irrigation programs and signals for farmers through a mobile application. Smart farming techniques enable water efficiency and conservation, which also attract young people to the sector. These implementations contributed to reducing costs and increasing profitability. It contributes directly/indirectly to 8 SGDs: 1,2,6,8,12,13,15,17.

### **Concrete Outcomes of the Project:**

Coca-Cola Türkiye has championed sustainable agriculture by encouraging informed, data-driven irrigation decisions that directly improve water efficiency. Increase in crop yields by 20% and instilling a sustainable mindset among farmers was achieved. Bursa:125 farmers trained on digital tech,165 received soil analysis,44 sensors,500ha,645M liters of water replenished. Corlu:87 farmers trained on digital tech,85 farmers received soil analysis,21 sensors,530ha,672M liters of water replenished.

## Johnson Controls

**Action Name:** Expansion of Izmir Plant

**Project Goal:**

Johnson Controls expansion of Izmir plant shortens delivery times, triples production capacity for commercial heat pumps.

**Detailed Action Description:**

The new production lines come with a strong infrastructure upgrade (pressure tests, charging station and leak test), effectively tripling Izmir`s capacity. With these upgrades, heat pumps and chillers can be delivered to customers within weeks. Among others, the YORK® YMAE and YORK® YCPB commercial heat pumps will now be produced in Izmir. In particular, the YMAE is in stock at the facility and can be quickly tailormade for customers. The YMAE and YCPB are air-sourced heat pumps for heating and cooling designed for commercial applications such as shopping centers, hospitals, hotels, office buildings and schools. Both products use R-454B, a low-GWP refrigerant that cuts climate impact by nearly 80 percent compared with R-410A refrigerant, and which has already proven its efficiency within Johnson Controls` YORK product ranges. This sustainable choice anticipates the latest European regulations on F-gases in some heat pumps and air conditioners from as early as 2027.

**Concrete Outcomes of the Project:**

Both products use R-454B, a low-GWP refrigerant that cuts climate impact by nearly 80 percent compared with R-410A refrigerant, and which has already proven its efficiency within Johnson Controls` YORK product ranges. This sustainable choice anticipates the latest European regulations on F-gases in some heat pumps and air conditioners from as early as 2027.

## Ball Beverage

**Action Name:** Packaging Materials Scrap Rate Reduction and Stock Optimization Project

**Project Goal:**

Keeping our packaging material stocks safe Standardization of material use and storage conditions Conservation of sustainable resources. Contributing to waste reduction by cooperating with our customers.

**Detailed Action Description:**

We had very high layer pad scrap rates and risk of downtime due to global supply shortages. We couldn't serve our sustainability principle with high scrap rates. By this project; we measured and analyzed our scrap rates according to failure mode. We contacted the customers and contractors about returning scrap layer pads and create tracking file system for the periodically analyzing.

**Concrete Outcomes of the Project:**

Our scrap rate decreased from 14% to 5% (Best Scrap Rate in Europe). We saved a total of 231.912 pcs layer pad and 221.564 \$. We also reached 8,57 tons less Co2 emissions than planned.

## Ball Beverage

**Action Name:** L2 Lacquer Consumption Reduction Project (Lean 6 Sigma Black Belt Project)

**Project Goal:**

Standardization of spray timer settings and reduction of lacquer consumption with the establishment of ITRAX Spray monitoring system

**Detailed Action Description:**

Before the project, when Waco problem was encountered in Line 2 beer products, timers and pressures were increased in spray machines. For this reason, the lacquer thickness increased and the Waco problem was suppressed. This led to an increase in lacquer consumption. Due to the high pressures, contamination was rapidly forming on the machines, and the period of cleaning actions was very short. Average Lacquer Weight of 50cl Beer before the project: 130mg ITRAX spray monitoring system was installed. With the installation of the spray monitoring system, standardization was achieved in spray timer settings. The system stops the machine when it detects a high difference between the gun inlet and outlet pressures. Since there are ready-made pressure and timer prescriptions for product types, it is not possible to operate in non-standard situations. Average Lacquer Weight of 50cl Beer after the project: 125mg (SDG 12)

**Concrete Outcomes of the Project:**

Before project lacquer consumption: 374 ton/year, After project lacquer consumption: 360 ton/year, 2023 total saving: €21.314, 2024 total estimated saving: €27.494

## Ball Beverage

**Action Name:** Closed Loop Cooling Tower Project (Water Improvement Project)

**Project Goal:**

To reduce water consumption

**Detailed Action Description:**

Closed loop cooling tower helped us to minimize water consumption by circulating water within a closed system. It helps conserve water compared to open cooling systems, making it more environmentally friendly and cost-effective. (SDG 12)

**Concrete Outcomes of the Project:**

2022 Water Consumption >> 0,0827 m3/000cans. 2023 Water Consumption >> 0,0761 m3/000cans. 2024 (YTD) Water Consumption >> 0,0700 m3/000cans. (15,4% Improvement)

## **Ball Beverage**

**Action Name:** Boiler Brulor Change (Natural Gas Project)

**Project Goal:**

Gas consumption improvement

**Detailed Action Description:**

Changing the Boiler Brulor type in accordance with the capacity improved the Gas Consumption by maintaining the thermal balance. (SDG 12)

**Concrete Outcomes of the Project:**

Changing the Boiler Brulor type in accordance with the capacity improved the Gas Consumption by maintaining the thermal balance. (SDG 12)

**Action Name:** Social Trade Finance

**Project Goal:**

Flow of products in the Turkish market thus stabilizing supply and pricing, making the product available and affordable. Funding is towards earthquake relief through supporting a key player in the sunflower oil production based in the earthquake impacted area. 70% of sales of the underlying Company are domestic with 50% to residents in the earthquake region. Allowing underlying company to create more female workforce within the Earthquake region mainly helping diversity and inclusion.

**Detailed Action Description:**

Citi's landmark transaction supporting food security and earthquake relief in Turkiye has been executed. Citi is the lender of a \$20MM Social Finance trade loan to one of the biggest financial institutions in Turkiye to support the importation of crude sunflower oil from Ukraine to a Turkish production facility located in the Gaziantep province, an earthquake impacted region. The facility is expected to contribute towards Citi's commitments – Sustainable Finance \$1 trillion Sustainable Finance Goal (Social Criteria Food Security & Economic Inclusion).

**Concrete Outcomes of the Project:**

This was a milestone transaction supporting food security and earthquake relief in Turkiye, demonstrating Citi's commitment to promote inclusive economic growth and to help our clients reach their sustainability and social goals. Sunflower oil is a recommended replacement for saturated fats. Therefore, supporting the underlying trade flow supports mass access to safe and nutritious food.

## GE Aerospace

**Action Name:** Sustainable Propulsion

**Project Goal:**

Develop more efficient propulsion technologies for aviation

**Detailed Action Description:**

GE Aerospace is developing technologies for a more efficient future of flight, supporting the aviation industry's ambition of net zero carbon emissions by 2050. Our engineering teams in Türkiye are a key part of this global effort, with around 140 engineers designing ultra-efficient propulsion systems, advancing direct combustion of hydrogen in aero-engines, and developing megawatt level hybrid-electric propulsion systems. These innovative and revolutionary technologies help advance the development of more efficient jet engines compatible with alternative fuels to reduce CO2 emissions. To drive innovation, GE Aerospace in Türkiye collaborates with various research institutes and other similar teams across the industry and around the globe, participating in numerous research and development programs. We are moving innovation forward for a safer, more sustainable aviation industry. This year, we published our first Sustainability Report as a standalone company.

**Concrete Outcomes of the Project:**

Technology prototypes that demonstrate different, more efficient propulsion systems. (UN Sustainable Development Goals 12 and 13)



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#### 4. Diversity & Inclusion

## **Borusan Cat**

**Project Name:** Harmony Reverse Mentoring

**Project Goal:**

Harmony Reverse Mentoring is a global initiative fostering cross-generational collaboration. It connected leaders with young mentors from diverse backgrounds, enhancing knowledge sharing. Unlike traditional programs, young mentors guide leaders by sharing insights on modern trends and practices. Key goals include bridging the generational gap, promoting diversity, and enhancing leadership insights. It cultivates mutual respect driving sustainable growth and adaptation in an evolving environment

**Project Description:**

It began with careful planning to align with organizational goals and engage stakeholders effectively. The initiative attracted over 90 young volunteers, highlighting their commitment to mentorship. Program included a kick-off meeting to establish expectations and diverse mentor-mentee pairings, ensuring varied perspectives. Structured sessions followed, addressing key topics like leadership insights and generational expectations, with resources provided to support continuous learning. Regular follow-ups evaluated progress, and perception surveys gathered feedback to track shifts in understanding and effectiveness. It concluded with a reflective session, celebrating achievements and lessons learned. Ultimately, it fostered a culture of diversity and collaboration, driving leadership development and cultural transformation within the organization

**Quantitative Results Achieved through the Project:**

Completed by mentors and mentees at the start and end, significant shifts in empathy revealed. Empathy for mentors rose by 10%, and appreciation for leaders' guidance improved by 12.5%. These shifts enhanced relationships and understanding of diverse backgrounds

## **Medtronic**

**Project Name:** Early Career Talent: An Organizational Priority

**Project Goal:**

1. Mindset Shift: Our strategy broadens hiring to include early-career professionals, not just experienced candidates, focusing on tech adaptation. This creates more internship and entry-level opportunities, fostering a learning culture. 2. Build Future Leaders: We aim to hire high-potential talent, ensuring a steady flow of fresh ideas for long-term success. 3. Support Gender Diversity: Prioritizing female hires enhances diversity and inclusion, building a more balanced and inclusive workforce.

**Project Description:**

We launched internships to provide early-career talents as a platform to grow & contribute meaningfully. Our focus is converting interns into full-time roles, dedicating a portion of early-career positions to them. Interns receive orientation and are paired with peer advisors through our Ment4All program. These advisors dedicate time to support interns, who are also welcomed with a creative Welcome Kit to inspire their journey. We hold Welcome & Enablement sessions to align projects and foster a sense of community. Interns work on high-impact, real-world challenges that influence full-time offers, and many go on to mentor future cohorts, ensuring continuous development and growth. The “Türkiye Diversity & Inclusion Project” focuses on recruiting talents with disabilities, integrating them into Organizational Engagement Working Groups where they develop important skills and contribute to strategic initiatives, further strengthening Medtronic’s commitment to D, I&E and innovation.

**Quantitative Results Achieved through the Project:**

Shifted focus from “disability” to “diversity,” valuing talents with disabilities as key contributors. FY24: 67.57% of 37 interns were female, with a 59.4% conversion rate. Hired 4 talents with disabilities, converting 2 to permanent roles. Recognized as Best Practice in EMEA.

## Medtronic

**Project Name:** Organizational Engagement Working Groups (Oewg) & Taskforces - Agile, Diverse and Engaged One Team

### **Project Goal:**

Activating taskforces and swift actions after the FY23 Q2 OHS have been vital for improvement. Our goals focus on fostering an empowering and innovative culture that values unique contributions while promoting continuous learning and agility. Creating empowerment through ERGs. Boosting employee engagement. Fostering high performance with engaged diverse talent. Developing competencies in managers to enhance performance. Cultivating belonging for inclusion. Driving continuous improvement.

### **Project Description:**

The OEWSG, formed by volunteers and employee resource groups (ERGs) across various departments and locations, are crucial to our engagement strategy. As business needs evolve, the focus of these groups has shifted:

- Recognition evolved into Value. Prioritizing fair compensation and timely recognition.
- Career Development & Speak Up merged into Fair Leadership. Fostering trust and open feedback.
- Enterprise-Excellence rebranded to Simplicity. Streamlining processes to enhance efficiency.
- Wellbeing remains a dedicated initiative. Promoting work-life balance and resilience.

In FY23, we engaged 1,026 participants in 22 Taskforce Meetings, discussing 93 focus elements. Launched skill development sessions for people managers. Held five country-specific sessions to share progress and gather feedback. Our commitment to D&I includes recruiting and integrating talents with disabilities, who play key roles in driving change and fostering innovation within our organization.

### **Quantitative Results Achieved through the Project:**

World-class OHS results, above 80%. Recognized by GPTW Türkiye for two consecutive years, GPTW for women in Türkiye in 2024 and ranked 4th on LinkedIn's Top Employers in Türkiye in 2024. Strengthened relationships and enhanced organizational change management skills, fostering continuous learning.

## MSD

**Project Name:** MSD for Mothers

**Project Goal:**

The goal of MSD for Mothers Program is to advance maternal health equity and create a world where no woman has to die while giving life. The program aims to improve maternal health outcomes by increasing access to safe, high-quality, and respectful care around pregnancy and childbirth, strengthening health systems, supporting local health providers, and incorporating community-led solutions.

**Project Description:**

To improve maternal health outcomes, investments to strengthen the community health workforce to facilitate access to quality healthcare for underserved populations in communities. A focus was placed on the needs of women in Hatay, affected by the earthquake that occurred on Feb. 6, 2023, through collaboration with TAPV. It's been empowering women and girls by providing direct support (counseling, information, kits, etc.), building the capacity of healthcare workers, and sharing experiences to guide them. Accessing to 7000 women and girls by household visits and psychosocial support activities in cooperation with the Hatay Provincial Health Directorate. Preventive health perspective will be provided to women to protect them against unintended pregnancies and STIs. The teams will monitor pregnant, postpartum and lactating mothers and empower them with basic safe motherhood messages.

**Quantitative Results Achieved through the Project:**

In the past 6 months, project supported 6,253 women, including 516 pregnant, postpartum, and lactating women. We empowered 661 adolescents with knowledge on body awareness, boundaries, puberty, hygiene, and gender equality. We established support groups for pregnant, postpartum, and breastfeeding women.

## Ford Otosan

**Project Name:** My Future Dream Centers

**Project Goal:**

The project aims to create a support system for youth and children affected by the February 6 earthquakes, focusing on rebuilding lives by: Helping youth recover from trauma and stress through psychological and social assistance. Providing education & career guidance to foster personal growth & future career opportunities. Enhancing social integration and resilience through activities that strengthen both individual well-being and community bonds.

**Project Description:**

The My Future Dream Centers Project was established in response to the February 6th earthquake to support children, youth, and women affected by the disaster. These centers provide comprehensive services, including psychosocial support, education, and career development, to help participants rebuild their lives. Key activities include play-based learning for children aged 4-6, social improvement programs for children aged 7-12, STEAM workshops, and psychosocial support sessions. For women, the centers offer social improvement and support activities. The project also includes youth workshops, career planning sessions, and group psychosocial support programs. Collaborating with local NGOs and supported by Ford Otosan volunteers, the project aligns with the UN Sustainable Development Goals, aiming to foster long-term social and economic resilience in the affected communities.

**Quantitative Results Achieved through the Project:**

Social, Cultural & Sports 365 events/5091 participants  
Education 53 events/931 participants  
Psychosocial Support 739 hours/165 sessions/1606 participants  
Youth & STEAM Workshops 126 workshops/941 participants  
Preschool 72 activities/672 participants  
Social Improvement 93 hours/825 participants.

## **Esin Attorney Partnership**

**Project Name:** Inclusion, Diversity & Equity Initiative

**Project Goal:**

Our goal is to foster an inclusive workplace culture that not only celebrates equality across many dimensions of diversity, but also values differences between people and harnesses the full capabilities of individuals. Accordingly, our ID&E Initiative is focused on gender, ethnicity & culture, disability and supported communities. We focus on wellbeing, better recruitment practices, networking, communication, coaching/mentoring and progress evaluations.

**Project Description:**

Employment Policy on Work-Life Balance and Maternity & Paternity includes fringe benefits such as flexibility of workload and allocation; full salary during paid maternity leave; full salary for mothers who choose to work part-time for an additional six months. All benefits applicable to adoption. Leaders Investing for Tomorrow (LIFT) is a personalized initiative for women leaders designed to accelerate opportunities for career advancement. We reconstructed our building for wheelchair accessibility, installed braille within office space and digitalized our library to ensure accessibility. We organize regular sign language workshops for all colleagues. We celebrate important dates of all religions and ethnicities through events and celebrations. We also serve civil society through pro bono work. We are the first law firm that has ID&E initiative and one of the first private sector players in this regard. We help other companies establish their own initiatives.

**Quantitative Results Achieved through the Project:**

More than 10 females benefit from Internal Employment Policy. More than 10 females participated in LIFT. Our 170 staff attend regularly to diversity themed events and celebrations. At least 15 lawyers from our office work in pro bono matters voluntarily.

## Turner International

**Project Name:** Turner's Equity, Diversity & Inclusion Strategy

**Project Goal:**

To foster a diverse and inclusive workforce by broadening access to opportunities for underrepresented groups, promoting equity, and building a culture of inclusion across all levels of the organization in Türkiye. The initiative aims to diversify the talent pipeline and create sustainable, measurable impacts on workforce diversity, equity, and inclusion.

**Project Description:**

Turner International Türkiye has implemented Turner's Diversity, Equity, and Inclusion (DE&I) Strategy that focuses on increasing accessibility and fostering a more inclusive work environment. This includes targeted recruitment efforts to diversify the talent pipeline, partnerships with community organizations to support underrepresented groups, and internal policies aimed at improving accessibility and intergenerational collaboration. The project also emphasizes continued professional development and mentorship programs to ensure career growth for all employees, with particular attention to underrepresented communities such as youth, women, and people living with disabilities in Türkiye. This multifaceted approach is designed to create lasting change in the workforce, promoting a more equitable and diverse workplace culture.

**Quantitative Results Achieved through the Project:**

Turner achieved a significant increase in the hiring of underrepresented groups such as youth, women, and people living with disabilities, resulting in a measurable improvement in employee engagement and inclusivity metrics across the organization.



**Project Name:** P&G Turkiye- Paris 2024 Paralympic Games

**Project Goal:**

Believing that sports are important for raising healthy generations, P&G Turkey contributes to the development of sports culture and the increasing interest in Paralympic and Olympic disciplines. P&G Turkey has transformed its Olympic Mothers program into the "Star Moms" program in its 10th year and has initiated a collaboration with the Turkish National Paralympic Committee to support our Paralympic athletes and their mothers on the road to the Paris 2024 Paralympic Games.

**Project Description:**

P&G Turkey launched the Olympic Mothers project in 2014, placing mothers at the center of this program. Embracing the "We See Equals" approach, P&G Turkey believes that athletes with physical disabilities should also be supported. With this belief, P&G Turkey expanded the scope of the project in its 10th year by collaborating with the Turkish National Paralympic Committee and began providing support to athletes preparing for the Paralympic Games. In selecting the stars, P&G Turkey considers the diversity of sports and the balance between genders, aiming to contribute to equality. On the road to Paris 2024 they supported Paralympic athletes in goalball, judo, table tennis, archery, taekwondo, and swimming also support paralympic athletes with our brands. For this purpose, they stood by para-triathlon athlete Uğurcan Özer on way to Paris 2024 with Oral-B brand which improves everyone's oral health with its all-inclusive superior product innovations and services.

**Quantitative Results Achieved through the Project:**

When the agreement was signed with TMPK, 10 athletes were supported, and this increased to 14 before the games.10 athletes experienced the joy of standing on podium and inspired with their determination.4 different athletes and Our Goalball Team, of which we supported 6 players, received 5 medals.

## **Ball Beverage**

**Project Name:** D&I Awareness Increasing Project

**Project Goal:**

Our goal is to create a more inclusive environment with comprehensive D&I training and to create a more comfortable working environment for our female disabled colleagues by coming together. Our volunteer group is D&I committee, and they are very active in this sense. Everyone is willing to contribute wholeheartedly. We will continue our activities and training, raising awareness and awareness on continuous improvement.

**Project Description:**

Created D&I Committee Disability Integration Pride Month Celebrations with Panel Discussion & Employee Engagement Activities

**Quantitative Results Achieved through the Project:**

Created more inclusive environment with wide range of D&I training and launch Manisa Women Unity with female colleagues in shopfloor and office.

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## 5. Innovation

# Turner International

**Innovation Practice/Project Area:** Management

**Innovation Practice/Project Name:** Turner AI Strategy Implementation in Türkiye

**Description of the Innovation:**

Turner Construction's AI strategy focuses on integrating AI to enhance safety, streamline operations, and drive innovation across the company. At the 2023 Innovation Summit, 175 ideas were generated on leveraging AI for business improvements. Turner Türkiye, as part of the global organization, actively participates in these efforts. Building on the summit's success, the 2024 Turner AI Innovation Challenge is focused on developing AI-powered solutions to eliminate tedious tasks and improve decision-making. The upcoming 2024 Innovation Summit will bring together AI experts, including key speakers from well-known experts and ChatGPT key people, to advance this initiative. Turner Türkiye is also part of the Corporate ChatGPT Pilot Program, where select team members, including Türkiye representatives, are exploring how AI can enhance business processes, focusing on tasks like RFP responses and contract reviews.

**Positive Impact of Innovation:**

Turner's AI strategy has the potential to impact thousands of employees globally, including those in Turner Türkiye, by increasing productivity and operational efficiency. Early results from the Corporate ChatGPT Pilot Program show improved decision-making, faster RFP responses, and enhanced contract reviews. As a pioneer, Turner Türkiye is introducing AI tools to the Turkish construction market for the first time, setting an example for the industry with its early adoption of AI.

**Innovation Practice/Project Area:** Operation

**Innovation Practice/Project Name:** Import Chatbot Project

**Description of the Innovation:**

The Import Chatbot, developed by UPS Türkiye, addresses common challenges in the import process, such as miscommunication, paperwork waste, and time inefficiencies. This smart, automated assistant offers 24/7 real-time support, providing clear guidance on import regulations, documentation, and customs procedures, thereby reducing misunderstandings. Customers can easily download the required paperwork or arrange for their broker to collect it, eliminating paper waste. With enhanced visibility into each step of the import process and access to additional insights, the Import Chatbot ensures a faster, more efficient, and transparent experience.

**Positive Impact of Innovation:**

The Import Chatbot by UPS Türkiye will boost productivity for thousands by providing 24/7 support, reducing response times, and minimizing customs clearance issues. It enhances efficiency, cuts costs from delays and paperwork, and speeds up deliveries, improving customer satisfaction and driving business sales.

## Papa John's

**Innovation Practice/Project Area:** Other- Security seal to seal pizza boxes during delivery to ensure product quality and hygiene standards

**Innovation Practice/Project Name:** Papa John's Turkiye Security Seal

**Description of the Innovation:**

Security seal created to seal pizza boxes during delivery to ensure product quality and hygiene standards. Until Papa John's Turkiye implemented this seal there was no implementation in the entire industry. If the seal is broken once the box reaches the end user our brand promises it to renew the pizza order unconditionally.

**Positive Impact of Innovation:**

This innovation tripled the sales for our delivery business and this success was recognized internationally.

## Social Enterprises LLC

**Innovation Practice/Project Area:** Operation

**Innovation Practice/Project Name:** amerikadasirket.com

**Description of the Innovation:**

At Amerikadasirket.com, we make it easy for non-residents, particularly those living in Turkey or abroad, to navigate the complexities of starting a business in the U.S. From company formation and obtaining EIN and ITIN numbers to tax filings and accounting, we streamline every step. Our goal is to remove the guesswork and help you stay compliant with U.S. regulations, allowing you to focus on what matters most growing your business. By working with a team that understands the unique challenges international entrepreneurs face, you can confidently build your presence in the U.S. Setting up your U.S. company has never been more accessible.

**Positive Impact of Innovation:**

Our innovation simplifies the process of establishing and managing U.S.-based businesses for non-residents. By streamlining company formation, tax filings, and regulatory compliance, we empower entrepreneurs to focus on growth rather than paperwork. This efficiency not only saves time and resources but also enables global business expansion with ease, fostering cross-border opportunities and encouraging innovation in diverse markets.

## Ford Otosan

**Innovation Practice/Project Area:** Other - Production, Sales, Operation multiple areas

**Innovation Practice/Project Name:** Bluepath Robotics: AMR/AGV Business

### **Description of the Innovation:**

To transform the material mobility in Ford Otosan factories into autonomous, offers its customers an end-to-end autonomous intralogistics solution. Within the scope of the project, in addition to autonomous robots, products such as fleet management system and tracking, reporting software that can work integrated with production lines have been developed 100% by Ford Otosan engineers and made ready for use by both internal and external customers. 200 AMR produced and 150 AMR under production for Ford Otosan factories. 2 AMRs and fleet management system software are working in the production technologies development department known as Advanced Manufacturing Centre in Ford America. The work carried out here has been selected as one of the 3 most important mobile robot partners by Ford US. Bluepath Robotics reached out lots of local & international customers, plan to expand business in USA market and keep going to find out new customers in Turkey, USA, Europe and emerging markets.

### **Positive Impact of Innovation:**

Bluepath has reached € 6.2M Euro revenue and has so far provided €12M Euro in savings to Ford Otosan. Bluepath has pending projects with 14 customers (value 10M Euro Revenue) and active follow up projects with 24 Customers (value 8M Euro) and being part of tenders with global companies. Bluepath provides efficiency, safety and flexibility in logistics and manufacturing, addressing labor shortages and optimizing supply chains.



## Citibank

**Innovation Practice/Project Area:** Other- digitalization

**Innovation Practice/Project Name:** Citibank A.S. – Octet Türkiye Partnership

**Description of the Innovation:**

Octet Türkiye (“Octet”) is among the winners of Citi MENA Fintech Challenge, holding the award in the «assured payment solutions» category. Citi Türkiye and Octet (Fintech/PI) have been partnering for the following collections and payments solutions: Multibank Direct Debiting System, Credit card collections (B2B and selected C2B via pay link), Request-to-Pay (RTP), Master Merchant (Payment Facilitator). Through this partnership, Citi provides digital solutions and adds value to its clients to improve their working capital. While this successful partnership promotes digital solutions usage in banking, also represents Türkiye’s powerful Fintech environment in Citi’s global network. This creates potential for expansion in other markets with similar Banking - Fintech arrangements.

**Positive Impact of Innovation:**

Early collection and spread of payments over the maturity period are essential for working capital management and sustainable financing source management. Companies can achieve Securing receivables, Account rationalization, Reconciliation for ERP systems, decreasing operational costs. Global Companies from diverse sectors such as chemical, industrial technology, education, agriculture, consumer and healthcare optimized their processes by processing 70 thousand transactions in the past one-year.

## Borusan Cat

**Innovation Practice/Project Area:** Operation

**Innovation Practice/Project Name:** Sound Diagnosis for failure detection of construction equipment

**Description of the Innovation:**

It is an artificial intelligence model that can detect possible malfunctions from the sounds of construction machines previously. Via the mobile application, in case of a possible malfunction, service support is provided to the customer when necessary. The project steps; 1. the technical support team collecting audio from the field through the application. 2. continues with the separation of machine sound from other sounds, noise filtering, classification as healthy machine and unhealthy machine, 3. data transformation, 4. application of the artificial intelligence algorithm 5. finalization of the artificial intelligence model at an operable level within seconds. This project has a patent because it is a pioneer in the sector. It can integrate a sufficient number of sounds into any structure that can be collected. To support customer cooperation intervention before the machine breaks down; It also helps to reduce toxic exhaust gases preventing the workflow process from slowing down.

**Positive Impact of Innovation:**

Fault prediction results take an average of 3.5 seconds. Service and spare parts opportunity potential of 1.5 million Euros was obtained. In this way, 150 customers were allowed to keep their machines under control before coming to us. The quality of the customers' experience with the company has been increased. Since it is a pioneering application in its sector; We make a difference in customer experience.

## Manay CPA

**Innovation Practice/Project Area:** Operation

**Innovation Practice/Project Name:** Women Empowered Paperless CPA Firm

**Description of the Innovation:**

As a full-service CPA firm in the U.S., we have recognized that the biggest challenge for international investors is effective communication with their CPAs and the ability to take swift action. For many investors, the U.S. with 50 states each governed by unique laws and regulations, factors like location selection and other details can become complex. As a woman, Turkish, and immigrant entrepreneur, I have transformed this business challenge into a solution over the past 20+ years by integrating AI-powered, cloud-based technologies with highly qualified expert staff. We provide services to investors looking to enter the U.S. market in strategic areas such as company formation, tax, accounting, and human resources. Our goal is paperless, online, fast, and reliable, fully leveraging the authority granted by our CPA license. By integrating technologies like CRM, ERP, and Secure Portal, we've placed the client at the center of our operations, aiming to provide a seamless experience.

**Positive Impact of Innovation:**

Recognized as one of the Top 100 Small Businesses by the U.S. Chamber of Commerce \*Burcu Manay named among the Top 50 Most Influential Women in Accounting in the United States \*Customer Retention Rate: 98.9% \*Annual Client Growth Rate: 57%

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## 6. Contribution to Education

## Cisco Systems

**Program/Project Name:** Cisco Networking Academy

### **Description of the Contribution:**

Cisco Networking Academy Türkiye is part of Cisco's CSR program equipped with a mission of providing high-quality, industry-relevant education in several IT related fields including but not limited to networking, cybersecurity, programming, data science and AI. We strive to equip students with the knowledge and skills needed to succeed in today's competitive job market. Through partnerships with educational and public institutions, we aim to expand access to technology training and foster a culture of continuous learning. Our social contribution is centered on bridging the digital divide and fostering inclusivity. We are dedicated to offering opportunities to underserved communities, ensuring that everyone, regardless of background, has the chance to thrive in the digital economy. By promoting digital literacy and providing resources for skill development, we contribute to the overall socio-economic development of Türkiye, creating a more equitable and prosperous society for all.

### **Positive Impact of the Contribution with Verifiable Figures:**

In the last 12 months, a total of 34,392 learners actively participated in courses offered from our own lms platform netacad.com. We have an average participation rate of 2 courses per student and 34% course completion rate. 139 institutions benefited from our courses including ministries, local governments, Turkish armed forces, and 50+ universities. We trained 3494 teachers, 416 officers and 1000 ministry personnel through our collaboration with MoNE, armed forces and MoYS.

## **Fikret Yüksel Foundation**

**Program/Project Name:** FIRST Tech Challenge Tournaments For Middle School Students

### **Description of the Contribution:**

The FIRST Tech Challenge (FTC) in Türkiye empowers middle school students to design, build, and program robots for alliance-based competitions, bridging the gap between the FIRST Lego League (FLL) and the FIRST Robotics Competition (FRC). FTC fosters an engaging learning environment that cultivates STEM skills, innovation, teamwork, and problem-solving abilities. Alumni engagement is crucial; we actively support alumni-led companies that provide essential resources like mechanical frames and field elements, reinforcing a mentorship cycle that enriches participants' experiences. After two successful offseason events, the 2024/2025 season officially launched, uniting teams from Türkiye and beyond. This milestone expands hands-on STEM education, strengthens the talent pipeline for future innovators, and creates a collaborative community where students, volunteers, and mentors work together, ensuring a lasting educational impact.

### **Positive Impact of the Contribution with Verifiable Figures:**

The Fikret Yüksel Foundation launched FIRST Tech Challenge Türkiye with 55 teams and over 850 students from 14 provinces, supported by a budget of 200,000 USD. In early 2024, two successful offseason events engaged over 150 mentors and 200 volunteers. Supporters of FTC teams impacted over 4,000 individuals in a year. These efforts enhanced STEM education, empowering young innovators. FTC Türkiye serves as a vital platform for developing future leaders in engineering and teamwork.

## **Boston Scientific**

**Program/Project Name:** Book Reading Marathon

**Description of the Contribution:**

We identified Mustafa Öncel Primary and Middle School in need through collaboration with the Authority of National Education. In meeting, they informed us that while school have library, it lacks books. This inspired us to organize book donation campaign. From November 23 to April 24, we collected 500 books through contributions from employees company, we did donation to school in April. After we launched one-month Book Reading Marathon for kids, leading by all 12 Turkish teachers at the school. 44 kids advanced to the quarter-finals, with 9 making it to the finals. Final day, we listened as a jury finalists book summary's. A visit to the Rahmi Koç Museum was given to quarterfinalists as a reward, giving many kids an unforgettable experience and this was their first opportunity to see the Bosphorus sea, despite living in Istanbul, and it was their first museum visit. BSC staff volunteered to guide the kids through the museum, ensuring that everyone had enjoy.

**Positive Impact of the Contribution with Verifiable Figures:**

Our books will reach more than 3,000 students per year. The school library has transformed into a hub for Turkish language lessons, educating both primary and secondary schools in. We meticulously adhered to the book list curated by teachers, ensuring that children have access to engaging literature that will broaden their horizons. The nine children showed impressive preparation & insight on the final day, engaging deeply with literature and sharing their real experiences through their stories.

## **Boston Scientific**

**Program/Project Name:** Painting Atelier

### **Description of the Contribution:**

In September 2024, Painting Atelier was opened in public school in Avclar, Istanbul, fully funded by Boston Scientific. We learned that this school was on the list of schools in need after meetings with National Education Authority. Students are mostly children of immigrant and refugee families. Due to socio-economic reasons, students start working at an earlier age and cannot continue their education due to financial difficulties. BSC aims to help students discover their talents in fine arts and perhaps develop their painting education and prepare students in less privileged areas for their future. BSC Team hopes that it will increase students' interest in art and motivate them to continue their studies in these rewarding fields. When we went to the school to talk about our project, art teacher already had dream atelier idea of her own. Together, we managed to turn this dream from a draft sketch into real life, by incorporating our brand identity into the spirit of the atelier.

### **Positive Impact of the Contribution with Verifiable Figures:**

It is the only painting atelier in the Avclar region. It will provide education to more than 1200 students and 50 teachers per year. It will touch hundreds of children for years and will create awareness about fine arts for talented artists of the future with art education. We not only contributed to the education of students but also provided support to state schools. We establish strong relationships with society and carry our company's sharing and volunteering culture to the community.



## Ford Otosan

**Program/Project Name:** Vocational Training Academy & Scholarship Programs

**Description of the Contribution:**

Ford Otosan aims to reduce educational inequality and enhance the quality of education by supporting formal education and vocational training. This includes providing internships, skill development programs, educational resources, and scholarships to students and educators, ensuring a well-trained workforce and fostering long-term community development.

**Positive Impact of the Contribution with Verifiable Figures:**

Annually, approximately 500 students from 36 vocational high schools & 4 vocational colleges participate in internships. Each year the Koç University Anatolian Scholarship Program supports 20 scholars & The TEV – Ford Otosan Girls Scholarship supports 100 university students. In 2024, 200 vocational high school students received scholarships & 40 trainers were trained through the Laboratories and Train the Trainer program. The Craftmanship Compensation Program involved 2,367 employees in 2023.

## Kellanova

**Program/Project Name:** Healthful Living and Firefly Project Cooperations with TEGV

### **Description of the Contribution:**

Our partnership with TEGV, began in 2021, has grown stronger over the years with a turning point in 2023. Healthful Living Project is started in alignment with the UN Sustainable Development Goals and aims to teach healthy and balanced nutrition to children through interactive games and videos disseminated through 35 learning centers located in 23 provinces spread across Turkey. With the earthquake on 6 Feb 2023, we scaled our support by sending Kellogg's firefly to the 10 affected cities. Later, our support continued through building shelters, including heating, and basic food provisions, advancing hygiene and delivering educational support for citizens and their children. Thanks to 37 volunteers, 1.159 children benefited from the program. Along with this support, Kellanova employees supported the education of 7 children during the 45th Istanbul Marathon. As of Jan 2024, we launched an ongoing project "Healthful Living" that targets a total of 8.928 children in 65 TEGV activity centers

### **Positive Impact of the Contribution with Verifiable Figures:**

With our first project "Healthful Living Project" in 2023, 10.464 children participated in activities with the support of 519 volunteers. This program was implemented at 35 TEGV activity centers in 23 provinces. In 2024, we aim to reach 8.928 children (2nd to 5th grade) at 65 TEGV activity centers and public schools in 27 cities of Türkiye by providing face-to-face modules and e-learning materials.

## Bunge

**Program/Project Name:** Transmitting the Knowledge of Our Roots to the Future

**Description of the Contribution:**

For raising healthy generations and increasing the value of olive oil, we have introduced an education project for children, in partnership with the Ministry of Education, that allows them from a young age to learn about olives and olive oil, an integral feature of Anatolian culture. Our Project, that explains the value of the olive tree and its fruit, raises awareness about the protection of natural resources, and brings cultural heritage together with children, has multifaceted application areas such as educational materials, student clubs and activities, printed and digital publications. In this context, by reaching out to students studying at all grades and levels across the country: we ensure that the culture of olives and olive oil, our natural heritage, is passed on to our children. We aim to introduce our children to olive and olive oil culture from the first step of their education and adopt a lifestyle in harmony with nature in order to ensure sustainability by raising awareness of nature.

**Positive Impact of the Contribution with Verifiable Figures:**

For raising healthy generations and increasing the value of olive oil, we have introduced an education project for children, in partnership with the Ministry of Education, that allows them from a young age to learn about olives and olive oil, an integral feature of Anatolian culture. Our Project, that explains the value of the olive tree and its fruit, raises awareness about the protection of natural resources, and brings cultural heritage together with children, has multifaceted application areas such as educational materials, student clubs and activities, printed and digital publications. In this context, by reaching out to students studying at all grades and levels across the country: we ensure that the culture of olives and olive oil, our natural heritage, is passed on to our children. We aim to introduce our children to olive and olive oil culture from the first step of their education and adopt a lifestyle in harmony with nature in order to ensure sustainability by raising awareness of nature

## Ata Group

**Program/Project Name:** Tradesoft Academy

### **Description of the Contribution:**

Tradesoft Academy, the first of its kind in the sector, has quickly gained recognition in our niche market. Designed to help employees from client firms use our software more effectively, the Academy focuses on enhancing the expertise of capital market professionals. Developed entirely by internal teams in collaboration with clients, the three-day program was tailored to meet real-world demands. Participants who maintained at least 80% attendance received certificates. Key topics included equity market order flow, organization management, DevOps, and more. Interactive sessions with real-world case studies reinforced learning. Through these tailored trainings, we improved clients' technological and operational competencies, aiming to reduce incident requests. Due to positive feedback, Tradesoft Academy will now be held quarterly.

### **Positive Impact of the Contribution with Verifiable Figures:**

Tradesoft Academy positively impacted both internal and external stakeholders. We provided comprehensive training to select employees, certifying them as instructors and offering a unique development opportunity. By understanding client needs through detailed analysis, we enhanced satisfaction. The Academy improved clients' technological and operational processes, fostered networking, and increased our company ATP's recognition in the sector.

**Program/Project Name:** HP Turkiye Maker Bus

**Description of the Contribution:**

HP's Sustainability Strategy is based on Climate Action, Human Rights, and Digital Equality. HP is committed to continue to use and develop our technology to provide better educational opportunities to 150 million people globally by 2030, thereby helping to reduce the digital divide. The Maker Bus Project, which we have been implementing in collaboration with the Ermetal Technological Education Foundation (ERTEV) since 2019, is an initiative we support in line with our Digital Equality objective. Through the HP Maker Bus, which is equipped with HP products, we continue to provide education in science, technology, engineering, and mathematics (STEM) to village schools in Bursa with limited resources.

**Positive Impact of the Contribution with Verifiable Figures:**

Together with our partner ERTEV, we have provided training in Production Skills, 3D Modeling, and Robotic Coding (STEM) to over 8,000 children in more than 245 villages and district primary and secondary schools, particularly in disadvantaged areas around Bursa. More than 1,000 hours of education have been delivered.

## Dow

**Program/Project Name:** Sustainable Global Citizenship Curriculum - Teacher Training Program

### **Description of the Contribution:**

Developed in collaboration with Dow Türkiye and the Teachers Academy Foundation (ÖRAV), Sustainable Global Citizenship Curriculum is a transformative teacher training program designed to address the growing need for sustainability education and stewardship in primary schools. The program aims to equip primary school teachers with the knowledge and skills to become sustainable world citizens, fostering a profound sense of responsibility for humanity and a commitment to addressing global challenges. This approach is then promoted within their classrooms, inspiring students to adopt similar values at a young age. The training program emphasizes practical, real-life applications, moving beyond theoretical knowledge to actionable practices in key areas of environmental and social sustainability. These areas include climate change, the circular economy, advocacy for democracy and human rights, with a particular focus on the right to life for all living beings.

### **Positive Impact of the Contribution with Verifiable Figures:**

In 2023-24 academic year, the initiative trained 904 primary school teachers in 10 provinces affected by February 2023 earthquakes, reaching 22,600 students through their teachers. Post-training evaluation surveys revealed an impressive satisfaction rate of 9.33 out of 10. In addition, impact assessment scales demonstrated that the training significantly fostered a strong commitment to sustainability among teachers. The program contributed to 5 of the United Nations SDGs: 3, 4, 11, 12, 17.

## Takeda

**Program/Project Name:** Every Class is a Seed for Children with Autism

**Description of the Contribution:**

In alignment with Takeda's sustainability initiatives, we supported Tohum Autism Foundation's "Every Class is a Seed" project. Aim: To provide quality education to more children with autism and support equal opportunity in education and enhance diversity & inclusion. Partner: The class was selected upon the request of the Ministry of Education of Türkiye. As part of the partnership, the special education classroom at Sarıyer Uğur Erkey Primary School was equipped and a training program was developed for teachers, families and peers. Considering sustainability, every individual with autism who comes to the classroom for education will be able to receive education in this class. Training Program: "Teaching Language and Communication Skills" to special education teachers "Working with Students with Autism" to general education classroom teachers, school staff; "Peer Awareness" to students. "Special Education of Children with Autism" to district residents, teachers, parents.

**Positive Impact of the Contribution with Verifiable Figures:**

The project has positive impacts for children and their families. Education is only solution for these special children to be part of the society. We started the project by saying we would be happy if you touched a child's life To equip the special education classroom for the children with autism: 140 special needs were provided; from computer to games to improve cognitive skills. The trainings will reach 1000 students, all teachers at school, families& local residents at Sarıyer.

## Royal Canin

**Program/Project Name:** Masters of Tomorrow

### **Description of the Contribution:**

Masters of Tomorrow, is a pioneering project in the veterinary sector, now in its 3rd year. This program aims to complement the areas where veterinary medicine students are lacking and to bring them together with experienced, well-equipped mentor veterinarians of the sector. The program runs in annual cycles and features collaboration with a wide array of KOLs, keynote speakers and experts. This project, which focuses on networking and personal development, is a journey that continues throughout the year, while increasing the technical knowledge level of the students, it also offers comprehensive training on personal development and business management. We concluded the 2024 cycle with 1000 application and resulted in the selection of 27 vet students. In the end, winners are awarded with various internship opportunities. The goal of MOT is to prepare the veterinarians which are “Masters of Tomorrow” in line with their common goal of ‘A better world for pets’ with Royal Canin.

### **Positive Impact of the Contribution with Verifiable Figures:**

Masters of Tomorrow (MOT) has received over 2200 applications and reached talented veterinary students who will make a difference in the sector. 10 Mentor Veterinarians guided students as KOLs. 80 students attended The Intern and Camp Royal, gaining training in nutrition, personal development, and business management. 15 students were offered internships. MOT builds a vital bridge to future leaders in veterinary medicine, enhancing their skills and career opportunities.



## Medtronic

**Program/Project Name:** Medtronic Innovation Center Istanbul Expansion Project

**Description of the Contribution:**

Established in Istanbul in 2014 and reaching a total investment value of \$65 million, the center offers cutting-edge training opportunities to doctors and healthcare professionals from Turkey and other countries in the region. The Medtronic Innovation Center has the capacity to host 300 healthcare professionals daily and 10,000 annually. The center is equipped with 12 operating rooms, an intensive care laboratory, a catheter laboratory, simulation laboratories, a 125-person auditorium, an R&D laboratory, and meeting rooms. Spanning over an area of more than 5,000 square meters, the center supports the development of healthcare professionals across 50 countries, including Turkey, Central and Eastern Europe, Africa, the Middle East, and Russia.

**Positive Impact of the Contribution with Verifiable Figures:**

With this expansion, our enhanced capabilities—spanning Robotic Surgery, Neuroscience, ENT, and Virtual Reality—combined with a strengthened focus on Cardiac and Surgical disciplines, position us to achieve ambitious goals: 100% increase in the number of healthcare professionals trained, 100% increase in the number of training sessions delivered. The Training Facility now offers comprehensive, multi-disciplinary training in a secure, simulated environment.

## Pfizer

**Program/Project Name:** Vefa Primary and Secondary School Building Project: Aiming to Provide Equal Opportunities in Education and a Better Future for Young Generations

### **Description of the Contribution:**

Pfizer Turkey contributed to Ahbap Association's (Anatolian People and Peace Platform) 12 classroom prefabricated school building project, Vefa Primary and Secondary School, as part of its efforts to meet the needs of the people in the earthquake struck region following the 6 February 2023 earthquakes, and to ensure that children continue their education uninterrupted. This school is located in Adiyaman Central AFAD K12 Yaşam Kent and started education and training in the second half of 2023. Middle school students attend classes in the morning, elementary school students in the afternoon, and three kindergarten classes continue their education throughout the day. Pfizer Turkey continues to supply necessary equipment (i.e sports equipment) to Vefa Primary and Secondary School. We visited the opening of Vefa Primary and Secondary School in Adiyaman with Pfizer Turkey President Metin Hullu, the management team, and Ahbap officials on April 26th, 2024.

### **Positive Impact of the Contribution with Verifiable Figures:**

As a result of this cooperation, a total of 230 primary school, 100 kindergarten and 200 secondary school students continue their education in Vefa Primary and Secondary School. The school has 33 teachers and 4 administrators. Among the school's utilities are one library and a teachers' lounge. Through this project, Pfizer Turkey and Ahbap Association contributed to the uninterrupted education of more than 500 students affected by the earthquake.

**Program/Project Name:** Export Academy

**Description of the Contribution:**

The UPS Türkiye Export Academy initiative was designed to equip local exporters, particularly SMEs, with the knowledge and tools to access international markets efficiently. Through targeted training on logistics, customs, and export procedures, the program has simplified the export journey for participants. We focused on fostering growth in Anatolian industrial zones (OSBs), where resistance to change and a lack of resources often hinder international expansion. The Academy's mini version further increased accessibility by offering concise, high-impact sessions, enabling local businesses to integrate into global supply chains seamlessly.

**Positive Impact of the Contribution with Verifiable Figures:**

The UPS Türkiye Export Academy has empowered over 300 SMEs, increasing export volumes by 15% in participating regions. In the past year alone, participants have seen an average reduction of 20% in shipping lead times, leading to more competitive international positioning. These results demonstrate UPS's role in driving Turkish businesses' global growth.

**Program/Project Name:** CyberStart: Kodluyoruz with IBM SkillsBuild

**Description of the Contribution:**

The CyberStart Program, launched in collaboration with Kodluyoruz and IBM SkillsBuild, equips young adults aged 18 and over with essential technical skills to prepare them for the future of work in technology. Covering key areas like cybersecurity, artificial intelligence, quantum computing, and Python programming, the program enables participants to build a strong foundation in software development and cybersecurity, enhancing their tech literacy and supporting their career journeys. CyberStart offers high-quality online content through IBM SkillsBuild, along with mentoring sessions from industry experts and events designed to develop essential career skills. Through hands-on workshops and career-focused resources, participants have the opportunity to build a professional network. This comprehensive educational program is a social responsibility initiative that aims to address the tech skills gap in Turkey and foster the next generation of digital talent.

**Positive Impact of the Contribution with Verifiable Figures:**

The program has attracted 13,551 individuals, with 5,537 actively participating. Approximately 55% are women and over 80% are aged 18 - 25. Over this period, six participants already secured jobs or internships, while another two have launched startups. This impact was further recognized when the European Commission awarded Kodluyoruz the Trainer of the Year Award as an NGO for empowering disadvantaged communities through their deep tech training curriculum.

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## 7. Women Empowerment

## Ford Otosan

**Project Name:** Women Empowerment Journey

**Project Goal:**

To prepare women for more managerial positions in order to contribute to the company's 50% female leader target.

**Description of the Project:**

Transition from 2 core strengths to skills in Female Leadership. Creating Impact, inspiring communication. 2 modules program with workshops & experimental learning with Creative Expressions.

**Quantitative Outcome of the Project:**

2-Year Program 6 Sessions of Training 197 Total Participants 4.8 / 5 Satisfaction Rating.50 Females who attended and completed the training in 2023 and 10 of them were appointed as manager.

# Turner International

**Project Name:** Turner Women's Network

**Project Goal:**

To empower and advocate for women at Turner International Türkiye, enhancing their professional growth and visibility by challenging unconscious bias, fostering leadership opportunities, and creating an environment that supports women's success in alignment with Sustainable Development Goal 5.

**Description of the Project:**

The Turner Women's Network is a comprehensive initiative aimed at fostering gender equality and empowering women within the company. This initiative focuses on creating leadership and mentorship opportunities, developing professional skills, and increasing the visibility of women in the workplace. By challenging unconscious bias, the network ensures an inclusive environment that enables women to thrive in their careers. The Women's Network collaborates with external organizations such as Women in Construction and provides a platform for open discussions and professional development within the company. Through these efforts, the Turner Women's Network promotes an inclusive and supportive workplace culture, contributing to the empowerment of women across all levels of the company.

**Quantitative Outcome of the Project:**

Turner Türkiye took over leadership of the Network in the international region in 2024. In Türkiye, where 12% of engineers and architects are women, over 30% of Turner Türkiye employees are women, and all were promoted in the last 3 years. In 2024, a woman employee became Deputy Country Manager.

## Fikret Yüksel Foundation

**Project Name:** She comes FIRST

### **Project Goal:**

Our goal is to enhance female representation in STEM by engaging young women in the FIRST Robotics programs. We inspire them to pursue STEM careers through hands-on skills, leadership, and teamwork while challenging gender stereotypes. With women leadership, we provide positive role models. By implementing mandatory gender equality plans and promote #FIRSTLikeAGirl ambassadorship. We foster an inclusive environment that encourages collaboration, mentorship, and growth, aligning with SDG5.

### **Description of the Project:**

The Fikret Yüksel Foundation empowers women in STEM through gender equality initiatives within its FIRST programs (FRC and FTC). Teams applying for registration grants must submit gender equality plans that ensure equitable roles in both technical and public relations tasks. The #FIRSTLikeAGirl movement encourages teams to showcase female role models, providing visible pathways to success for girls and women. With a volunteer planning committee comprising 56% women, we create a supportive environment for women in STEM fields. This initiative has resulted in increased female participation, with 47.87% of FRC students being female this season. By fostering leadership and technical skills, we aim to create a long-term impact on gender equality within STEM fields.

### **Quantitative Outcome of the Project:**

Female representation in FRC rose from 43.55% to 47.87% (912 of 1905 students) with 32.90% of mentors female. The planning committee's female representation increased from 42.65% to 56% and 70% of FYF team is women highlighting our commitment to fostering gender equality and empowering women in STEM.



## Ford Otosan

**Project Name:** My Future Dream

### **Project Goal:**

The goal of the “My Future Dream” project is to empower women in technology and innovation fields by providing education, mentorship, and employment support. The project aims to reach 100,000 women by 2026, promoting gender equality and increasing women’s representation in STEM (Science, Technology, Engineering, Mathematics) careers. It seeks to reduce digital inequalities and enhance women’s digital skills, contributing to broader economic and social development.

### **Description of the Project:**

The “My Future Dream” project by Ford Otosan aims to empower women in technology and innovation, promoting gender equality. It targets university students, recent graduates, working women, and those re-entering the workforce, providing education, mentorship, and employment support. Key activities include technical training, personal development programs, mentorship, English language support, and awareness events on gender equality. Collaborations with NGOs, academics, universities, and the private sector enrich the project’s reach and impact. By 2026, the project aims to reach 100,000 women, increasing their representation and career opportunities in STEM fields, reducing digital inequalities, and contributing to broader economic and social development. The project also addresses challenges such as engaging the target audience and ensuring effective collaboration among stakeholders.

### **Quantitative Outcome of the Project:**

The project achieved remarkable results: 15,609 participants in awareness raising events, 1,116 in personal empowerment training, and 1,029 in professional empowerment programs. Technical training and mentorship programs effectively enhanced participants’ skills and career prospects.

# Bunge

**Project Name:** Komili Olive and Olive Oil Institute

**Project Goal:**

In Turkey, agriculture offers economic opportunities especially for women, who are underrepresented in the labor force overall but overrepresented in agricultural work, but gaps in technical knowledge and skills and create barriers to this opportunity. Through Komili Olive and Olive Oil Institute Project, which was established to train women farmers, aiming organic and sustainable farming practices are being promoted by women and planting hopeful seeds for the future of the olive farming sector.

**Description of the Project:**

Komili which develops all of its sustainability projects with the strategy of "Keep Alive for Generations", launched the Olive and Olive Oil Institute within the scope of the cooperation between Bunge Turkey and the European Bank for Reconstruction and Development (EBRD). At the Komili Olive and Olive Oil Institute, teach climate-friendly, sustainable and efficient farming practices to our women farmers and support organic high value-added olive production, many important experts in the field of olive growing and olive oil culture provide training. Women farmers who complete a total of five days of training at the Komili Olive and Olive Oil Institute receive an olive cultivation certificate. This project is correlated with UNDP's SDG 1, SDG 3, SDG 4, SDG 5, SDG 12, SDG 13, SDG 15 and SDG 17 goals. As long as touched by women's hands, olive trees and olive oil culture which spread throughout the Mediterranean basin through Anatolia, will grow and be passed down through the generations.

**Quantitative Outcome of the Project:**

127 women farmers were trained in 2023. 134 women farmers were trained in 2024. In 5 years, the total number will be 600. Aimed to reach 1000 women farmers through online trainings.

## Coca-Cola

**Project Name:** My Sister Project

### **Project Goal:**

Funded by The Coca-Cola Foundation and in partnership with TOBB and Habitat Association, the My Sister Project was initiated in 2015 to promote the active participation of women aged 15-55 in social and economic life. The second phase, launched in 2023 in partnership with OSGD, focuses on ensuring financial stability for female university students aged 18-25. It provides scholarships, helps them identify core competencies for suitable jobs, aims to create future leaders and entrepreneurs.

### **Description of the Project:**

My Sister aims to improve the employability of female university students aged 18-25, helping them discover their potential and engage in the business environment. 300 young women from the earthquake-hit region, continuing their university education and needing financial support, received scholarships through TEV. The project enhanced their job-ready skills and offered tailored mentorship. Besides the scholarship and mentorship program, the project includes "My Power is from My Sister" seminars, where young women meet inspiring figures. The "Discover Yourself Test" helps them explore unknown aspects of themselves. The "Podcast Training Program" offers content beneficial for personal growth. Additionally, the "All-star program," in partnership with AHBAP, sustains financial and in-kind support to young women aiming to be role models by turning their sisters' dreams into reality in sports, arts, and social benefit. It contributes directly/indirectly to 7 SGDs: 1,4,5,8,10,12,17.

### **Quantitative Outcome of the Project:**

My Sister Project was implemented in across Türkiye. During 2023-2024 period 710 economically vulnerable young female students received scholarships through TEV, 300 of whom were from earthquake-affected provinces. 20 All-Star applications received awards. 217 mentees received mentorship from 228 professionals. 500 Seminars were attended; Podcast training reached 23,750 listeners. My Sister Project has received 33 national and international awards.

## MSD Turkiye

**Project Name:** Empowered Development Program

**Project Goal:**

As part of the 'Empowered' project conducted through the Women's Network platform, we are supporting young women in preparing for their career journeys. We believe that preparing female university students for the workforce is crucial, and we aim to increase their skills and address their questions through mentorship and training provided by professional women in the business world.

**Description of the Project:**

In the first 4 years of the project, during which we are conducting our 5th cohort this year, we provided mentorship and training support to a total of 42 female students from Boğaziçi University and Istanbul Technical University. In our activities this year, we are collaborating with Istanbul Technical University (İTÜ) and within our program, 10 students are receiving training and mentorship support. The Empowered Development Program begins every January, and the participating students are matched one-on-one with members of our leadership team as mentees and mentors. Mentee-mentor meetings take place at least once a month, where mentors share their experiences on topics that mentees are curious about. Additionally, at the beginning of the program, we support our mentees throughout the year with monthly online training sessions on topics that serve their career development needs, determined by asking our mentees at the start of the program.

**Quantitative Outcome of the Project:**

10 female students graduated. We contributed over 100 hours of volunteer service. The results of the satisfaction survey we conducted with our mentees this year indicate that mentees found the mentee-mentor meetings to be 4.8 out of 5, showing that they found the program to be very productive.

# PepsiCo

**Project Name:** PepsiCo Geleceğin Bilim Kadınları Akademisi

**Project Goal:**

The project aims to minimize the gender gap among students in STEM fields through scholarships, mentorship and internship opportunities.

**Description of the Project:**

Continuing its activities to create equal opportunities and raise awareness in society, PepsiCo has implemented gender equality initiatives in 71 countries with global goals to build a better world by improving equality and inclusion in line with its pep+ strategy. The project was developed within the framework of PepsiCo's global sustainability strategy, pep+, and was guided by the UN Sustainable Development Goals (SDGs). PepsiCo Türkiye aims to ensure gender equality and target the UN Sustainable Development Goals in order through supporting female students in STEM and raise public awareness. In this regard, PepsiCo Türkiye has become the founding supporter of the Million Women Mentor Movement Turkey, which defends the values of equality and solidarity, and provides support to girls studying in within the project.

**Quantitative Outcome of the Project:**

340 students have received scholars since 2022, and 21 students had the chance to do an internship at PepsiCo. Three press meetings have been held since 2022. In total all communications efforts received 349 coverage and 85M impression.

## Emerson

**Project Name:** Emerson Women's Impact Network

**Project Goal:**

To increase the representation of women, female students, girls in positions of influence and leadership.

**Description of the Project:**

Leadership is never about authority or power. Instead, it builds upon influencing, creating an impact, as well as helping others grow. We encourage women to gear up and equip themselves with relevant qualities, relevant skills, and competencies to enable them to be seen as future deserving leaders.

**Quantitative Outcome of the Project:**

1-STEM organization for children 2-Being sponsor for Fikret Yüksel Foundation Robotics Competition 3-Attend Yeditepe Uni. Career Days 4-Being mentor in "Milyon Kadına Mentör" program 5-Planned "Emerson Experience Share Days Event" for women in sales.

# Honeywell

**Project Name:** HoneyHive

**Project Goal:**

HoneyHive initiative empowers and develops future female leaders from top Turkish universities. Recognizing the need for women to thrive in the workforce, HoneyHive offers personal and professional growth opportunities. Promising young women were and each student was paired with an experienced female mentor from Honeywell's TICA region. The nine-month program includes workshops, mentor meetings, and skills training, providing access to Honeywell's networks and industry experts.

**Description of the Project:**

HoneyHive initiative is a groundbreaking project designed to empower and develop the next generation of female leaders from top universities in Turkey. Recognizing the need for women to thrive in the competitive workforce, HoneyHive provides an invaluable opportunity for personal and professional growth. Through a meticulous selection process, six promising young women were chosen for their potential to excel in their respective fields. Each student was paired with an experienced female mentor from Honeywell, fostering connections that transcend traditional networking. The HoneyHive journey begins with an in-person workshop designed to ignite passion and instill practical knowledge. Over nine months, participants engage in scheduled mentor meetings, receive continuous support, and partake in trainings. Participants gain exclusive access to Honeywell's internal networks and industry experts, broadening their professional horizons and connecting them to various career opportunities.

**Quantitative Outcome of the Project:**

Six promising young women were selected for their potential to excel. Each student was paired with an experienced female mentor from Honeywell. The nine-month program includes workshops, mentor meetings, and skills training, providing access to Honeywell's networks and industry experts.

## Ford Otosan

**Project Name:** STEM @ Ford Otosan Dealers

**Project Goal:**

Reach %26 Female Dealer Employee by 2026

**Description of the Project:**

Reach %26 Female Dealer Employee by 2026

**Quantitative Outcome of the Project:**

Target announced in 2022. By 2023 we reached %11 , by 2024 we increased the ratio %15.



# Medtronic

**Project Name:** Women Leadership Accelerator Program

**Project Goal:**

Promoting Female Leadership is central to our D&I strategy. Diverse leadership teams drive innovation and creativity and bring unique insights to problem-solving and decision-making. They also serve as mentors, enhancing the professional growth of other women and boosting engagement. Recognizing the lower percentage of female leaders in the commercial organization, we initiated a talent development program for high-potential female talents. WLAP empowers women to advance into leadership roles.

**Description of the Project:**

WLAP is founded on seven key principles: 1.Collaboration: We established the WLAP Viva Engage community for ongoing support and resource sharing, recognized as one of the most active communities at Medtronic. 2.Confidence Workshops: We offer workshops to boost self-assurance among female leaders, enabling them to develop their unique leadership styles. 3.Leadership Training: Tailored training equips participants with essential skills, including coaching, strategic thinking, and emotional intelligence. 4. Mentorship: Participants connect with mentors from various regions to enhance belonging and exposure. 5. Career Coaching: We support personal growth and work-life balance, helping women prepare for internal roles through targeted coaching. 6. Sponsorship: N3-N4 Leaders advocate for participants, fostering authentic connections and supporting career advancement. 7. Experiential Learning: Participants engage in hands-on projects and shadow leaders to develop leadership skills.

**Quantitative Outcome of the Project:**

In Türkiye: 1. cohort in FY23, 78% of participants promoted. 2.cohort in FY24, 59% were promoted. Commercial org: female managers rose from 14.3% in FY23 to 29.4% in FY24, and currently stands at 45%. Total org female managers: from 46.2% in FY23 to 59.6% currently. Recognized as GPTW for Women 2024.

**AMCHAM TÜRKİYE** Amerikan  
Şirketler  
Derneği



## 8. Turkish Champs of the Year

## PRINWORK

**Partnership Category:** Turkish Investor in the U.S.

**Description of the Partnership:**

PrinWork is a dynamic platform that connects manufacturers with online sellers, simplifying the process of product creation and sales. Through seamless integration, sellers can easily find manufacturers to produce their designs and manage communication efficiently. The partnership enables sellers to access a diverse network of manufacturers, ensuring quality and scalability. PrinWork’s innovative technology helps streamline order fulfillment, production tracking, and delivery, supporting businesses in growing their operations globally. By fostering collaboration, this partnership creates value for both manufacturers and sellers, driving mutual success.

**Positive Impact of the Partnership:**

The partnership strengthens U.S.-Türkiye bilateral economic relations by fostering cross-border trade and collaboration. PrinWork connects U.S. sellers with Turkish manufacturers, promoting Turkish production capabilities while expanding U.S. market opportunities. This collaboration increases exports, supports local economies, and enhances innovation in both countries, creating a sustainable and mutually beneficial economic impact.

## ShipEntegra

**Partnership Category:** Turkish Company Partnering with a U.S. Company

**Description of the Partnership:**

Logistics and Warehousing partner

**Positive Impact of the Partnership:**

U.S.-Türkiye partnership positively influences bilateral economic relations through enhanced logistics capabilities, fostering a more interconnected and efficient trade environment.

**Measurable Results that have been Achieved through Partnership:**

Measurable results underscore the positive impact of the U.S.-Türkiye partnership on logistics and economic relations, demonstrating its effectiveness in fostering trade, investment, and infrastructure development.

## **DOF Robotics Inc.**

**Partnership Category:** Turkish Investor in the U.S.

### **Description of the Partnership:**

DOF Robotik San. A.S. is a Turkish company which is located in Turkey is a %100 shareholder of DOF Robotics Inc. which is located in US.

### **Positive Impact of the Partnership:**

The partnership between DOF ROBOTİK SAN. A.Ş. and DOF Robotics Inc. strengthens US-Turkey economic ties by fostering investment and job creation. It promotes technology transfer, increases Turkey's high-value exports, and enhances the country's brand image. This collaboration encourages new bilateral partnerships and boosts competitiveness in the entertainment industry. As a result, both nations benefit from deeper economic cooperation and sustainable growth opportunities.

### **Measurable Results that have been Achieved through Partnership:**

The partnership boosts revenue and brand visibility in the US market, while a local warehouse, showroom, and office streamline logistics. The expanding US team strengthens networks. For the US, it brings foreign investment, creates jobs, fosters innovation, enhances the entertainment industry's offerings.

## **Kordsa Teknik Tekstil**

**Partnership Category:** Turkish Investor in the U.S.

### **Description of the Partnership:**

Since the early 2000s, Kordsa has been producing essential components for tire manufacturing in its Chattanooga and Laurel Hill factories in North America, supplying the industry. With over 50% market share, Kordsa leads the market, producing one out of every two U.S.-made passenger car tires. Beyond tire reinforcement, Kordsa reached a new level through a USD 280 million investment in 2018-2019, becoming a global player in commercial aviation. In line with its strategy to grow market share and diversify its product portfolio, Kordsa acquired Fabric Development Inc, Textile Products Inc, Advanced Honeycomb Technologies, and Axiom Materials Inc. Axiom develops prepregs, adhesive films, and surfacing films from advanced fabric technologies for aerospace and next-generation transportation solutions.

### **Positive Impact of the Partnership:**

The technological materials produced are used in aircraft engines as well as a variety of next-generation applications across different industries. Fabric Development Inc and Textile Products Inc, our companies that serve as exclusive fabric suppliers for the Boeing 787 Dreamliner project in North America, offer advanced composite materials for the civil aviation sector. Through these acquisitions, Kordsa strengthens the wings, engines, fuselages, and interiors of aircraft.

### **Measurable Results that have been Achieved through Partnership:**

Since the early 2000s, Kordsa has invested over USD 500 million in tire reinforcement and composite technologies. In 2023, the company generated TRY 7.3 billion (USD 310 million) in revenue from its business operations in North America.

## **Linktera Robotics Inc.**

**Partnership Category:** Turkish Investor in the U.S.

### **Description of the Partnership:**

Linktera Robotics is a subsidiary of Linktera Bilgi Teknolojileri A.S., a leading IT consultancy firm based in Turkey. Linktera Bilgi Teknolojileri A.S. holds a majority stake in Linktera Robotics, further strengthening the company's position within the global IT services market.

### **Positive Impact of the Partnership:**

Founded in 2023, Linktera Robotics has achieved remarkable growth, generating over \$1 million in IT trade between the United States and Turkey in less than a year. The company has successfully provided IT services to approximately 80 companies across both the U.S. and Turkey, demonstrating its strong presence and expertise in the international market.

### **Measurable Results that have been Achieved through Partnership:**

Linktera Robotics is now a Platinum Partner of UiPath in the U.S., having generated over \$3M in global revenue, with \$1M from the U.S. Our team, primarily composed of skilled engineers from top Turkish universities, provides high-quality IT consultancy services in the U.S. at competitive rates.