SUSTAINABILITY REPORT 2025

GÜN + PARTNERS
AVUKATLIK BÜROSU

Foreword Attorney Mehmet Gün, Founding Partner

Justice is the foundation of human civilisation, international peace and civil order. In society, it is essential to foster confidence that the agreed-upon rules of justice will be applied in every situation and event to which they pertain. This confidence can only be instilled by a judicial system that operates independently, impartially, effectively and efficiently, and is considered by the public to be so. The law, which regulates the relationships between economic actors, is like the nerves and blood vessels of the economy; whereas the judiciary, is like the heart and brain that ensure these blood vessels and nerves function properly and in good health. The capacity of the judiciary and the degree to which the rule of law prevails determine the extent to which a country's economic potential is realised.

In societies where people have confidence that the contracts they sign and the commitments they make will be honoured, that their disputes will be resolved fairly, and that the rules will always be applied, joint ventures flourish and professional management and institutionalisation become widespread in the world of commerce. A judiciary capable of upholding the rule of law for all enhances the domestic and international reputation of economic actors, thereby boosting international competitiveness of businesses.

For Türkiye to make progress in international competition, it must position its law firms amongst the regional and global market actors. The only way to achieve this is to ensure that law firms rapidly institutionalise their practices. Institutionalisation will enhance the firms' competence and capacity to conduct international business, bring financial strength, and open up new employment opportunities for up and coming lawyers. In this way, lawyers will be able to provide better and higher-quality services and contribute to the improvement of the performance of the judiciary. Therefore, institutionalisation within the legal profession is necessary, not only for the export of legal services but also for the rule of law in Türkiye. Institutional law firms shall be the catalysts to ensure sustainable progress. Whilst the concept of sustainability is often considered in terms of environmental impact by most, sustainability carries a much broader meaning for our Firm. Sustainability is not merely about an organisation's economic success; it is also an integral part concerning the adherence to ethical values, the development of human resources, contributing to society, and passing on a strong foundation for future generations.

Mehmet Gün



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STRATEGIC FRAMEWORK

Our Approach to Sustainability

"We implement measures that support the combat against climate change; we promote the responsible use of energy, water and natural resources. Whilst prioritising waste reduction and recycling initiatives, we are fully committed to complying with legal obligations in regard to the environment."



Sustainable Development Goals

The United Nations Sustainable Development Goals provides a global roapmap aiming to end poverty, protect the environment, take action against the climate crisis, distribute wealth fairly, promote peace and support the realisation of global initiatives. In line with these goals, countries and organisations are encouraged to contribute to sustainable development by acting in a spirit of shared responsibility.

At Gün + Partners, we believe that these goals aimed at contributing to sustainable economic growth should be supported by the corporate sector and efforts are made by our Firm to act in accordance with the development goals. To this end, our Firm acts within the framework of the UN Sustainable Development Goals and also encourages our supply and value chain act in accordance with the same principles.

Our activities to ensure sustainability are approved by our senior management team and our progress and performance is publically shared.

Our Commitments

We deliver our services in line with ethical values and the principles of sustainability; our aim is to bring added value in matters related to the environment, to the community and the corporate world. We have grouped our commitments into four main categories: Ethics and Compliance, People, Society, Environment.





ETHICS AND COMPLIANCE



Corporate Conduct

Our law firm was established in 1986. As one of the oldest and established top-tier law firms in Türkiye, our Firm comprised of more than 50 lawyers and and 100 employees in total... The majority of our legal and professional management teams are internationally recognised and are leading experts in their respective fields.

We are committed to meeting the changing business needs of our clients' by adapting and providing highest quality, innovative and solution-based services. Our vision is to be the leading firm in the services we provide, and to be an innovative and sustainable organisation which remains aware of the needs of the wider society, the environment, and its employees.

While providing our services, we comply with ethical values, human rights and commit to responsible work ethic.

We offer a working environment which aims to support the professional development of our staff and which encourages a healthy work-life balance. Importance is placed on merit, diversity and inclusion.
Efforts are made to minimise the environmental impact of as a result of our activities; we make it a principle to adopt sustainability practices and encourage efficient use of resources and reduction of waste.

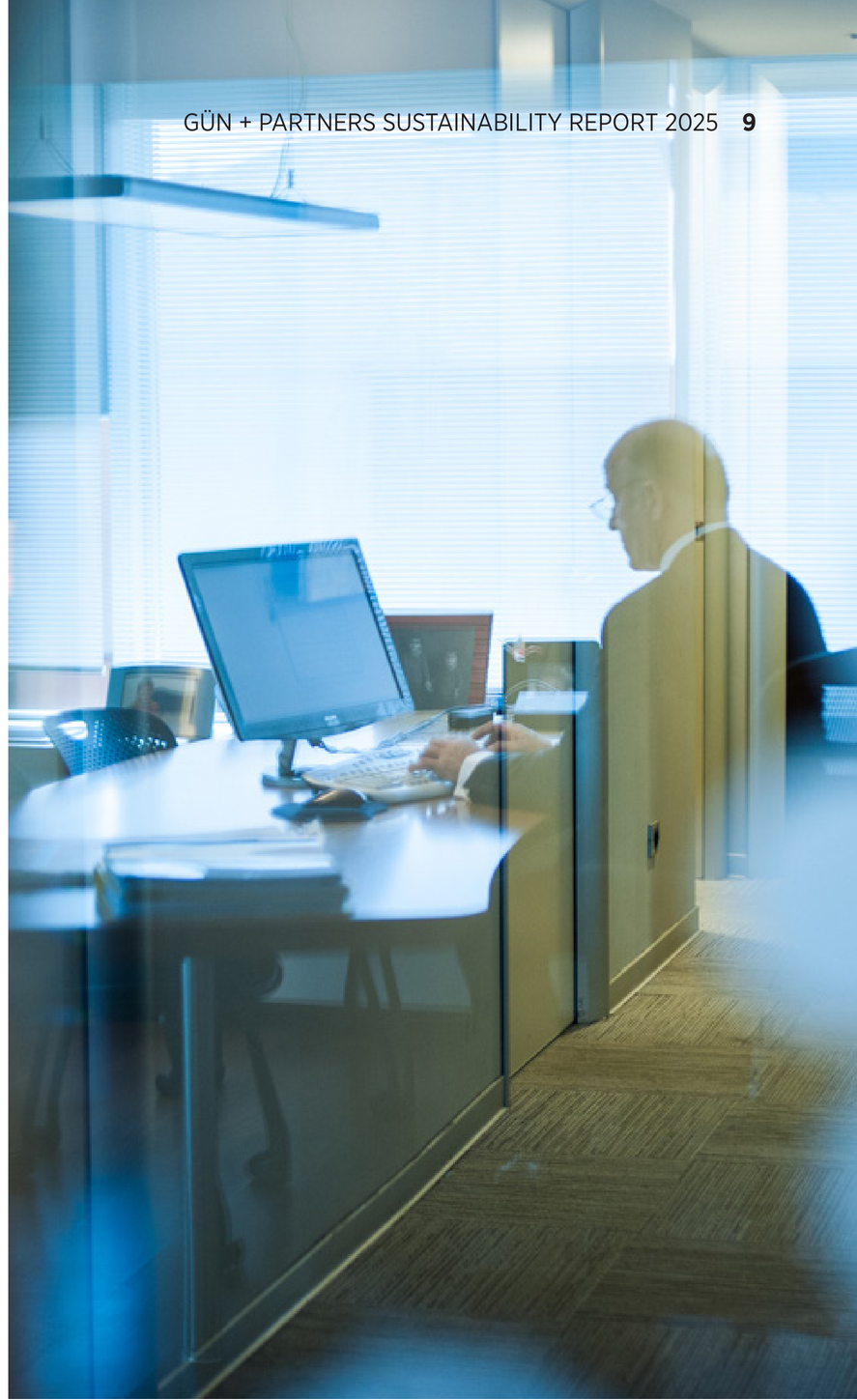


Ethics and Compliance

In professional practice, lawyers adhere to fundamental ethical values such as integrity, impartiality and confidentiality. These values enable them to build client-attorney relationships based on trust and contribute to the appropriate administration of justice.

Our Firm acts in compliance with the Attorneys Act and all rules set by the Union of Turkish Bar Associations and the universal ethical code for the legal profession.

We regard compliance with ethical values and legal obligations as one of the fundamental elements of our corporate culture. We play an active role in initiatives that contribute to strengthening professional ethical standards and support efforts in this regard. In addition, we provide legal support to the Ethics and Reputation Society (TEİD).



Ethical Principles and Compliance

We enforce a zero-tolerance policy towards bribery, corruption, embezzlement, favouritism and all similar unethical practices. We conduct our activities in accordance with the principles of integrity, transparency, accountability and the rule of law; we implement the necessary control and compliance mechanisms to prevent and mitigate the risks of corruption. We voluntarily support civil society organisations engaged in anti-corruption initiatives. We strictly comply with the Attorneys Act No. 1136 and all applicable laws of the Republic of Türkiye. In this context, we fulfil our obligations to protect client confidentiality, avoid conflicts of interest, ensure the appropriate use of the Firm's resources, and conduct ourselves in a manner befitting our profession.

We are fully committed to compliance with all relevant anti-bribery and anti-corruption regulations of national legislation, and we voluntarily align our operations with international standards, including the principles of the US Foreign Corrupt Practices Act (FCPA) and the UK Bribery Act 2010 (UK Bribery Act, UKBA).

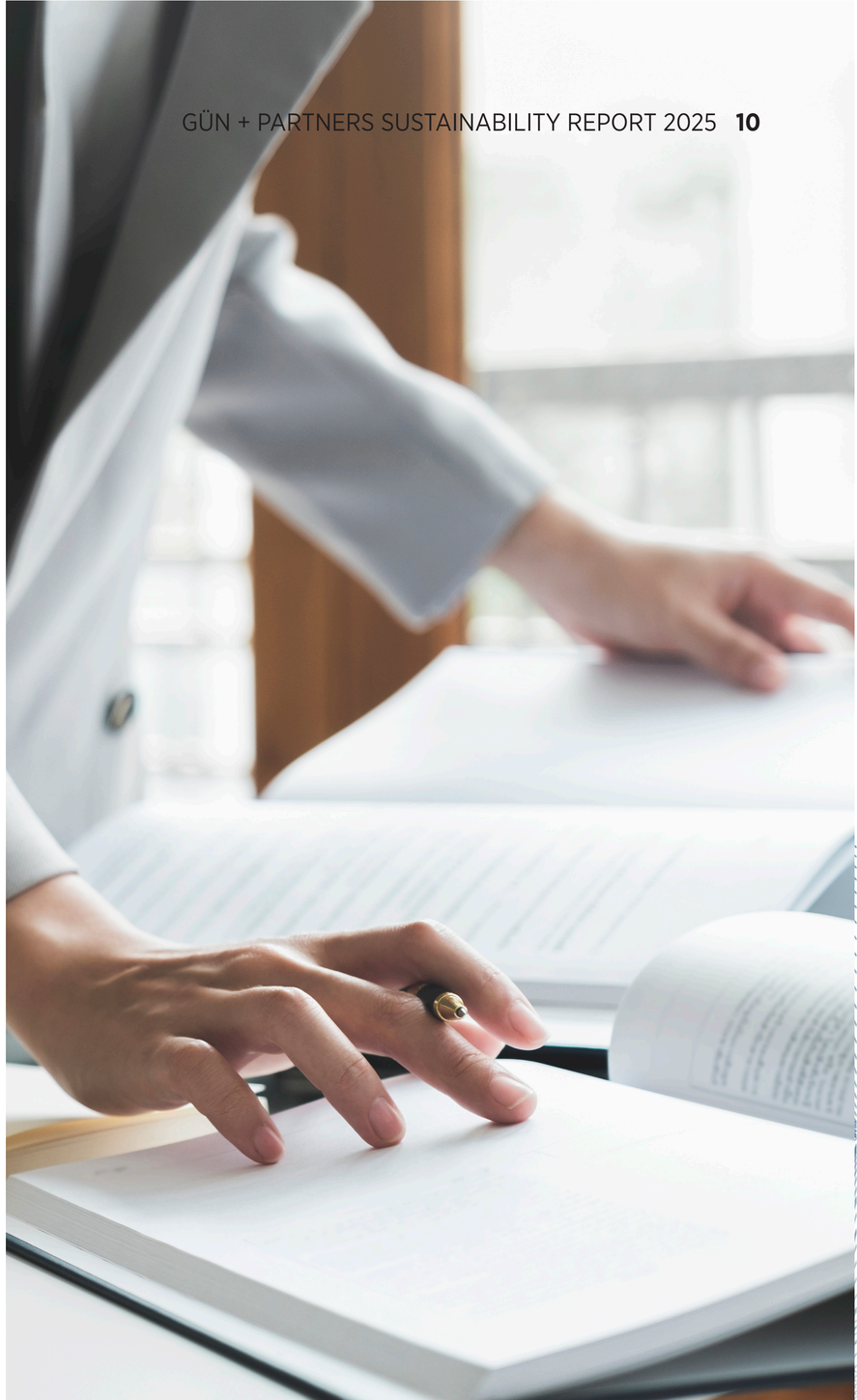
We provide legal advisory services to our clients in the areas of anti-bribery and anti-corruption, the prevention of money laundering, white-collar crime, sanctions, investigations and compliance. Our expertise in this field is also recognised by international ratings organisations. Legal 500 lists our Firm as one of the leading law firms in "Compliance."

All matters relating to fees are explained to our clients in a transparent manner. The Firm's records are regularly subject to external audit to ensure compliance with tax legislation. We duly provide the information and documents requested during these audits in full.

We do not provide any direct or indirect benefit to any person, organisation or public official on behalf of the client or at the client's own request. Any such request is categorically refused and reported to the Ethics Committee.

We conduct all our dealings with public officials in strict compliance with relevant laws, including the Regulation on the Principles of Ethical Conduct for Public Officials and the Procedures and Principles for Applications (Official Gazette, Issue No. 25785, 13 April 2025) and in accordance with the highest ethical standards. We strictly prohibit any attempt to improperly influence public officials – including judges, prosecutors and other persons involved in the administration of justice – directly or indirectly through bribes or so-called facilitation payments, regardless of local customs or expectations.

Within the office, we deliver training sessions to raise staff awareness on combatting corruption and bribery, to strengthen our corporate culture of ethical behaviour, and to ensure staff receive the correct guidance in the event of potential breach.



Information Security and the Protection of Personal Data

Trust forms the foundation of the services we provide to our clients. Hence, we regard information security, confidentiality and the protection of personal data as an integral part of our approach to corporate governance.

In order to safeguard the confidentiality, integrity and accessibility of our data assets, we have established and are continuously developing an Information Security Management System that complies with the ISO 27001 standard. Our information security activities are carried out under the supervision of the Information Security Committee; our policies and procedures are regularly reviewed and updated.

We classify our data assets according to their degrees of risk; we implement the necessary technical and administrative measures in areas such as access authorisation, network security, password management, remote access controls, mobile device security, and data storage and destruction processes. To ensure the security of our network infrastructure, we utilise various security technologies and protect critical systems against unauthorised access.

We place great importance on fostering a culture of information security throughout the Firm; we provide regular awareness training to our colleagues and interns. Through "clean desk" and "clean screen" policies, secure remote working guidelines and acceptable use policies, we aim to ensure that information security becomes a natural part of our daily work processes.

In addition to the confidentiality obligation required by attorney-client priviledge, we act in accordance with national legislation on the protection of personal data and also examples of international best practice. We implement the necessary technical, administrative and organisational measures to ensure the security of information relating to our clients, colleagues and business partners.

We regularly review our work continuity and information security incident management processes; we aim to continuously improve our information security maturity through risk assessments, internal audits and meeting requirements for certification.



PEOPLE


3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH
10 REDUCED INEQUALITIES
16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Diversity and Inclusion

Our Firm is committed to transparent, accountable and democratic governance that embraces diversity and inclusion. Our staff are given the opportunity to develop the vision of the organisation, to suggest ideas and put forth opinions on daily administrative amd management issues. We are committed to creating a working environment where different ideas can be freely shared and innovative working methods are encouraged. Our Firm is characterised by a working culture in which everyone is treated with respect, and which is safe, ethical, inclusive and collaborative. Our fair, diverse and inclusive processes form the foundation of our corporate practices. It is due to this approach that we have been awarded with such titles as “Best Managed Companies” and “Great Place to Work”.

Anti-Discrimination

In accordance with the fundamental principle of equality of our Constitution, discrimination against anyone on the basis of ethnic origin, religion, sect, belief, language, race, age, gender, nationality, colour, sexual orientation, marital status, political opinion, disability, or the like, is never tolerated in any manner.

We conduct all human resources processes, including recruitment, remuneration, promotion, assignment, training and career development, in accordance with the principles of equality, merit and fairness.

Equal Employment Opportunities

At Gün + Partners, we believe that a strong and sustainable working environment should be built on principles of equality, justice and merit. For this reason, we conduct all our human resources processes, including recruitment, remuneration, promotion, training and career development, on the basis of equal opportunity.

We offer fair and equal opportunities to candidates; performance assessment is based on objective criteria such as performance, competence, skills and potential. Our recruitment and career advancement decisions are taken with the support of specialist and experienced teams based on transparent and measurable criteria. Our remuneration and bonus system is based on the principle that everyone receives a fair share in proportion to their contribution. We strictly abide by the principle of equal pay for equal work; our remuneration practices are transparent and in accordance with the principles of fairness.



Human Rights

We comply with legislation and universal ethical principles in matters such as recruitment, promotion, career advancement, remuneration, benefits and diversity, and respect the right of employees to become organised and participate in civil society organisations of their choice. Forced labour, child labour, any form of discrimination or harassment is not tolerated by any means in our Firm. We uphold, comply with and practice international human rights standards and principles. We monitor the decisions and praxis of the Human Rights and Equality Institution of Türkiye (TİHEK) and endeavour to further improve practices of our Firm.

Zero Tolerance

Gün + Partners law firm applies a zero-tolerance policy against child labour, slavery and human trafficking in compliance with the Labour Law No. 4857, the conventions and recommendations of the International Labour Organisation (ILO), the UN Universal Declaration of Human Rights and the UN Global Compact and expects its staff, business partners and stakeholders to also act in accordance with such principles.

Freedom to Unionise and Collective Bargaining

Our firm respects the Constitutional right of its employees to, establish or join a trade union and to participate in collective bargaining, without fear of reprisal. We do not dismiss or otherwise discriminate against employees due to trade union memebership or unionisation.

Remuneration and Working Hours

We comply with regulations concerning weekly working hours, leave rights and overtime work. Matters or situations that require working overtime are regularly assessed and work processes are developed in order to ensure a balanced workload. We respect the employees' Constitutaional right to take leave; we encourage employees to make regular use of their annual leave, allowing the establishment of a good work-life balance. We pay wages, bonuses and other earned benefits in full in accordance with relevant laws and regulations, in a timely fashion through means of banking in accordance with the law.



Occupational Health and Safety

The protection of the health and safety of our staff is an important priority of our office. To this end, we provide a safe and healthy working environment, comply with the relevant legislation and undertake the necessary safety measures in work spaces. All precautionary and preventative measures are taken and regular training is provided to prevent occupational risks and improve working conditions.

Our staff are provided with regular training, such as Fire Safety Training, Earthquake Awareness and Disaster Preparedness Training. We utilise the services of a workplace physician and occupational safety specialist in our office to ensure the monitoring of occupational health and safety measures. With the aim of ensuring access to good health care services by our staff, we offer private health insurance coverage and update the policy conditions annually, in addition to public health services already available,

When assigning tasks to staff, we take into account the suitability of the employee in terms of health and safety aspects and delegate work accordingly to ensure a healthy work-life balance. In this light, we make effort to avoid long-term and continuous overtime, making exceptions only in exceptional circumstances.

We operate with the awareness that our responsibility regarding occupational health and safety continues under the conditions of remote working. We keep our colleagues informed about the necessary precautions, provide training and ensure that safety requirements relating to the equipment used are met.

Freedom of Thought and Expression

Freedom of thought and expression is a fundamental value of our organisational culture. We foster an open environment that allows our staff and clients to respectfully and freely express their views and opinions. We believe that the free expression of differing opinions strengthens innovation, organisational development and sound decision-making processes. Accordingly, we place importance on supporting democratic values, pluralism and open dialogue; we aim to contribute to the development of a fairer and more inclusive society.



SOCIETY


3 GOOD HEALTH AND WELL-BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

Investing in Society

At the heart of our social investment approach lies a commitment to contributing to the strengthening and sustainable development of institutions within the legal sector, and particularly the legal profession. To this end, we support reform and improvement initiatives, actively participate and, where necessary, take the lead in relevant projects. We place great importance on raising awareness amongst the public and stakeholders regarding the rule of law, good governance and institutionalisation.



Equal Opportunity in Education

Since 2014, we provide support to successful and talented law students who may be experiencing financial hardship by awarding these students scholarships in various cities in Türkiye.

Our founding partner, Mehmet Gün, continues to provide long-term scholarships and encouragement programs to disadvantaged female students from his hometown Dere Village in Bozkır District of Konya. These scholarships are funded by the proceeds of his book and has evolved into a social investment programme. The programme, which was supporting 40 students in its early years, has grown over the years to provide continued scholarships to the students spanning throughout their education and has become sustainable, reaching approximately 150–200 students.

The scholarships, totaling 10,000 EUR per month between 2014-2020 on average, continues, having reached a total of approximately 15,000 EUR per month from 2020 onward. A total of 1.8 Million EUR has been paid as scholarships since 2014.
In scope of our policy on social responsibility, in addition to scholarships, we also offer official internships to assistant lawyers and also short-term and observational internships to local and international students aiming to broaden the personal and professional horizons of young people.
Furthermore, following the earthquakes of 06 February 2023, which had a profound impact on Türkiye, a special scholarship programme was launched to provide financial aid and mentoring support to 50 university students living in the 11 earthquake affected provinces experiencing financial hardship during their education. Similarly, following the Izmir earthquake, scholarship support was provided to students affected by the disaster to provide assist them in continuing their education.

Support for Student Activities and Competitions

Our Firm considers it a responsibility to share its knowledge and institutional experience of 40 years with the law students and young lawyers. Accordingly, we actively contribute to training, mentoring and knowledge-sharing activities that support professional development. We cooperate and collaborate with bar associations, professional organisations, universities and student clubs across Türkiye to be able to share our experiences of the legal profession and participate in events as speakers, trainers, mentors and guides. In addition, we lecture at universities in our fields of specialisation as a way to contribute to their academic advancement. We provide mentorship and funding to student teams who participate in moot courts and represent Türkiye in international arbitration competitions.

THE MESSAGE FROM OUR FOUNDER, MEHMET GÜN:

In rural areas and villages, the remotest corners of Türkiye, are young persons who are highly intelligent, talented and ambitious. However, due to financial hardship and barriers to access to education, these young people start life at a disadvantage compared to their peers of favourable conditions. They are often labelled as non-acheivers, simply because they do not have the opportunity to realise their potential. Girls, in particular, are the most vulnerable within this disadvantaged group. I, too, experienced such challenges in the past, knowing all too well the impact of these hardships.

That is how I know that any means of material and moral support – however small it may seem at first glance - means a great deal to these young people. Most importantly, they need to know that there is a place that they can turn to.
I run a scholarship programme aimed at instilling courage and confidence in young people who, due to financial constraints, may not have the opportunity to realise their potential, but yet possess exceptionally strong motivation to succeed and overcome their own limits when their achievements may otherwise go unnoticed. To qualify for the scholarship, it is sufficient for them to demonstrate that, despite their limited financial means, they can overcome obstacles through their determination and commitment to hard work.

Over the years, it has been a great source of joy for me to see the young people of my village and home town, and particularly the girls, driven by a determination to succeed, complete their secondary education and then continue on to university. We must insist on ensuring access to education in the remotest corners of our nation; we must build on existing achievements and encourage determination to succeed, and, by giving priority to girls in particular, make a lasting contributions to ensure the empowerment of women.



Gender Equality

We contribute to the UN Sustainable Development Goals by embracing gender equality a fundamental human right and continue our efforts to this end. We are among the Turkish signatories of the Women's Empowerment Principles (WEPs), which were established by the UN Global Compact and the UN Entity for Gender Equality and the Empowerment of Women (UN Women). Gender equality is our core principle; it is the crosscutting thread in all areas of our work, from our human resources policy to our way of doing business and how we communication within our office.

We adopt an equitable and merit-based approach in recruitment, remuneration, training, career development, career advancement and leadership opportunities. We do not treat our employees differently based on gender, pregnancy or other conditions; we are committed to the principle of equal pay for equal pay.

We are aware that there are still significant inequalities in the legal sector regarding women's career progression, access to leadership roles and representation in decision-making processes. We, therefore, regard the promotion of practices that support women's professional development and strengthen equal opportunity as part of our corporate responsibility.

Our Firm fosters an inclusive working environment where women can progress successfully at every stage of their careers, advance to leadership roles and realise their full potential. Thanks to this approach, we are proud to be one of the pioneering firms contributing to the advancement of gender equality in our sector.

63% of our colleagues, 67% of our partners and 65% of our management team are women.



Civil Society

With a view to contributing to the development of civil society in the areas in which we operate, we play a part in the establishment of various associations and platforms, take on roles within their executive management, and actively contribute to their work.

We are the founders of associations or serve on the executive boards of associations such as the Better Justice Association, Istanbul Arbitration Association (ISTA), Türkiye section of the International Federation of Intellectual Property Attorneys (FICPI), Patent and Trademark Attorneyship Association (PEM), International Association for the Protection of Intellectual Property (AIPPI) Türkiye Branch, Licencing Executives Society (LES) Türkiye Branch, Sustainable Mobility Initiative (SMI).

We also support initiatives in the fields of sustainability, the low-carbon economy and the circular economy by participating in the activites of the Business World and Sustainable Development Association (BWSD/SKD Türkiye). In addition, we volunteer and donate to social impact projects such as those implemented by the Transparency Association of Türkiye, Ethics and Reputation Society of Türkiye (TEİD), the Turkish Business Confederation (TÜRKONFED), and the Habitat Association and take an active role in projects or various platforms acting in the interest of the public.

In addition, since 2019, we have been assisting Turkish Industry and Business Association (TÜSİAD) and the Digital Transformation Platform in Industry supported by the Ministry of Industry.

Our Firm is a founding member of the Integrated Reporting Network Türkiye (ERTA), which aims to enable businesses to report non-financial information as well as financial information and to promote integrated thinking.



‘Rule of Law’ and ‘Better Justice’

We believe that the most significant way in which Türkiye can acheive sustained development, high social welfare standards and become an advanced democracy is by ensuring the rule of law, ensuring a fully independent judiciary and upholding the principle of separation of powers.

Our founding partner, Mehmet Gün, has dedicated the past 15 years to activities which aim at improving the Turkish judicial system, especially for the provision of high-quality services. In 2014, he founded the ‘-Better Justice Association, which has since become one of Türkiye’s most respected think tanks. Our Firm has, and continues to contributes to the work of the Better Justice Association, a politically independent think tank that develops proposals for reforming Türkiye’s judicial system, by offering human resources, expertise and financial support.

The aim of the Association, which is politically neutral, is to propose universal solutions to the challenges facing the Turkish judiciary and the administration of justice, and to promote the rule of law in Türkiye. With our continued financial and in-kind contributions to the Better Justice Association the association is able to share the articles, reports and books published by the Better Justice Association with a wider public audience, including the proposal for Full and Accurate Disclosure for the Realisation of the Principle of Good Faith in Dispute Resolution, the Proposal for a Supreme Authority of Justice, the opinion on the Draft Law on Expert Witnesses, the Judicial Reform Strategy Paper, the “Turkey’s Middle Democracy Issues and How to Solve Them: Judiciary, Accountability and Fair Representation” authored by Mehmet Gün with the contributions of the Association and “Turkish Judicial Reform from A to Z” prepared by a team of nine young and open minded colleagues who work tirelessly under the Covid-19 lockdown conditions to complete this work.



ENVIRONMENT

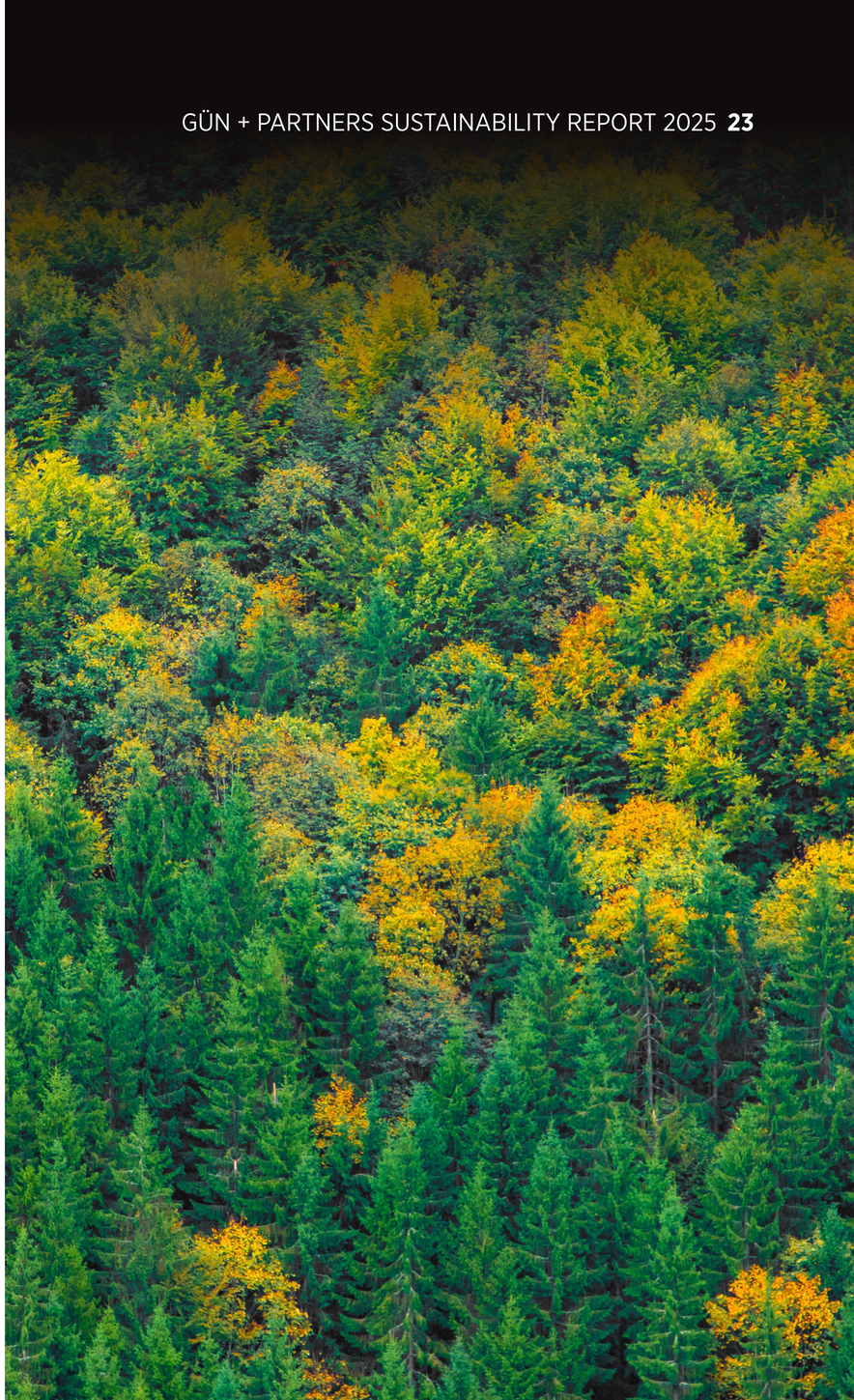


Environmental Sustainability

We focus on the efficient use of natural resources by using the most appropriate techniques and clean production technologies in energy consumption, water consumption and consumption of resources. Priority is given to prevention and reduction of waste, and recycling. We are committed to complying with national legal regulations and other obligations regarding the environment.

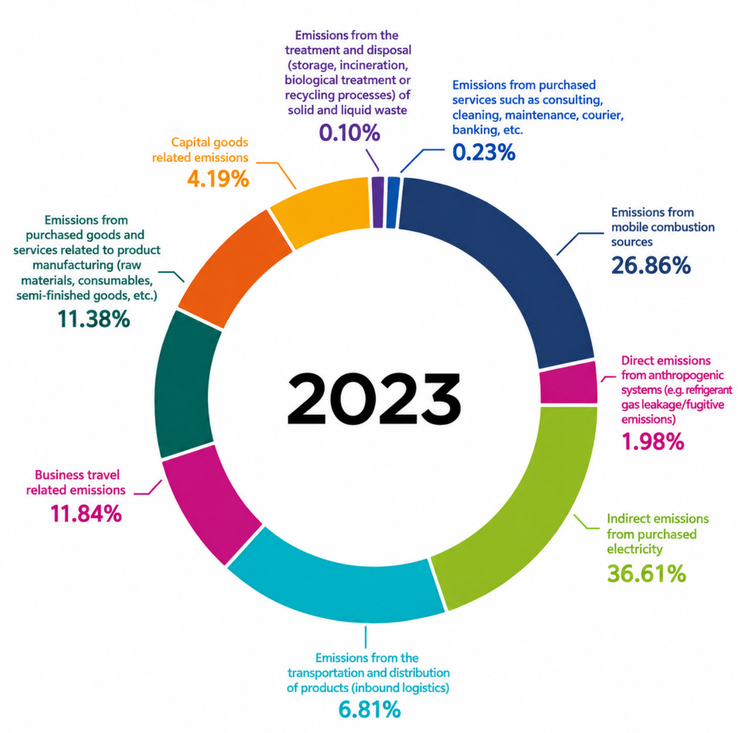
Climate Change

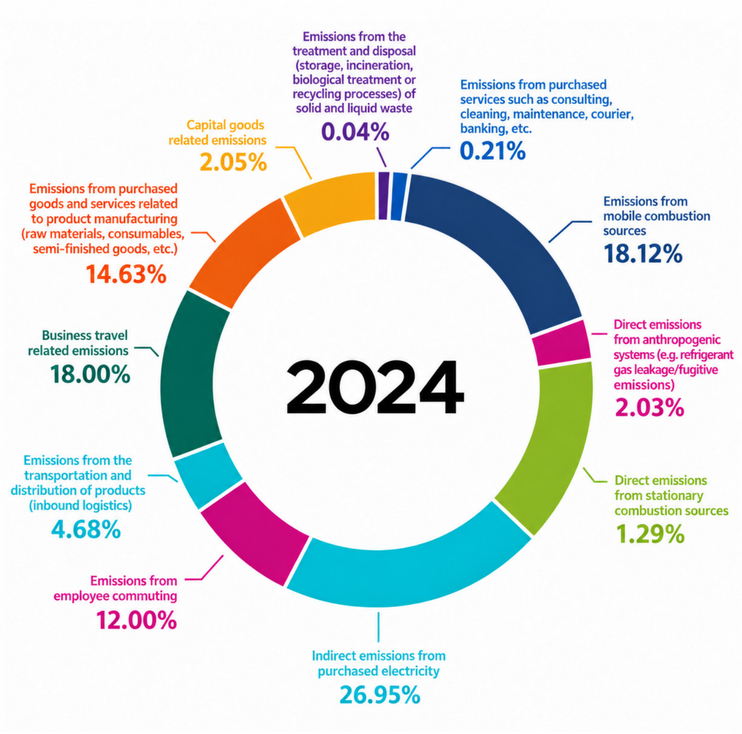
To monitor our impact on climate change, we regularly measure and monitor our greenhouse gas emissions and strive to reduce our carbon footprint. In this context, we collaborated with an external audit company to calculate and certify the greenhouse gas emissions of our headquarter office and 3 other service departments in accordance with ISO 14064-1:2019 requirements.
In addition to the consumption of energy and resources in our offices, we also calculate the emissions of the vehicles used for the transportation of our colleagues, and also included the flights and accommodation that is necessary in the implementation of our work and have added these results to our overall emission data.
To comply with the UN Sustainable Development Goals and transition to a low carbon economy, we publicly share our office's environmental performance reports that we present annually to UN Global Compact, of which we have been party to since 2014.

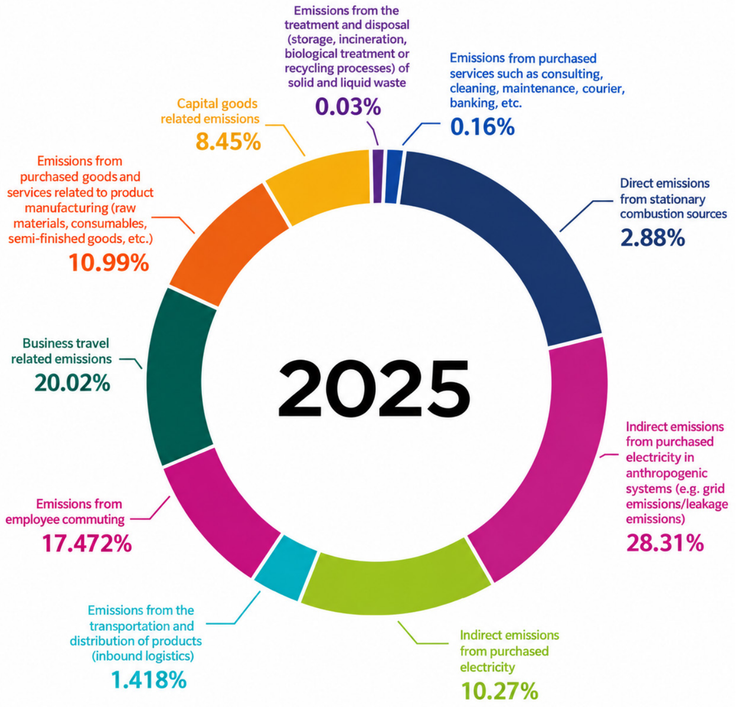


Emissions

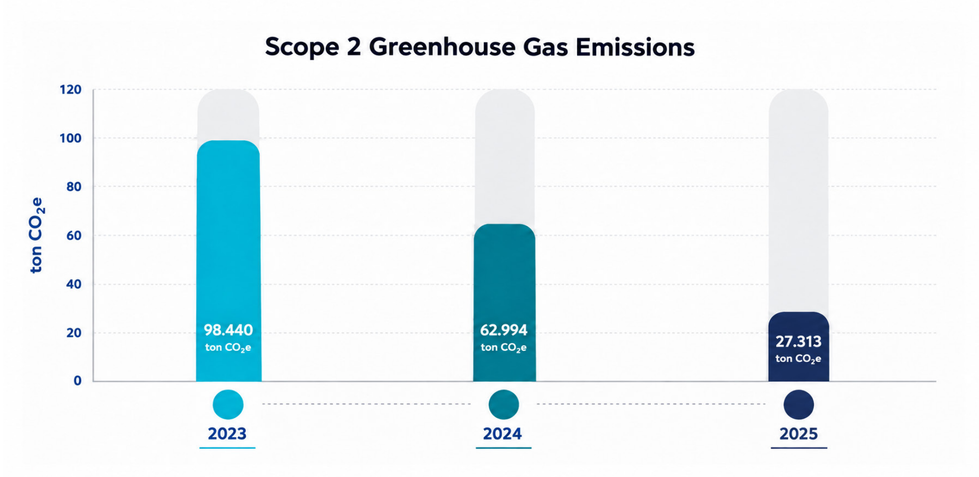
Categories Contributing to Total Emissions

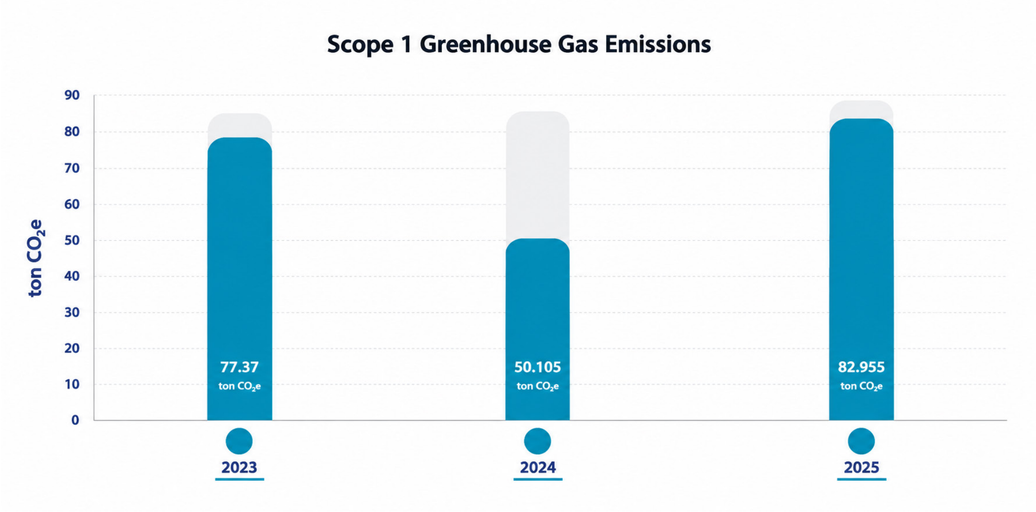


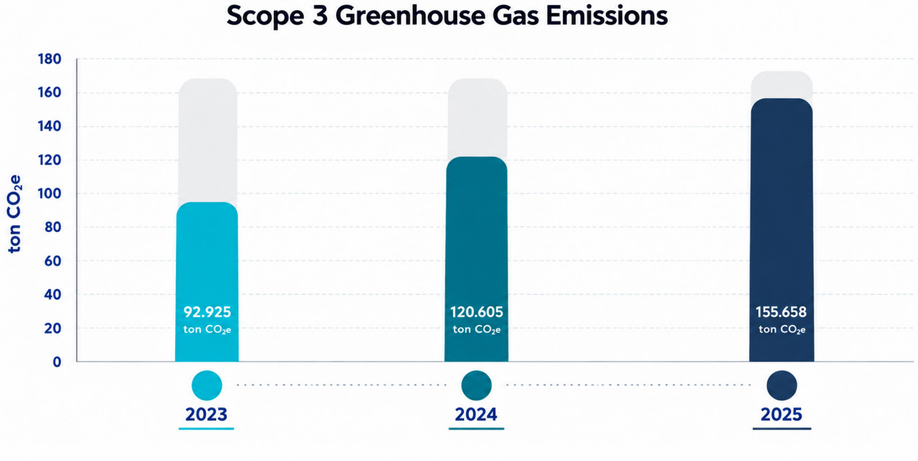




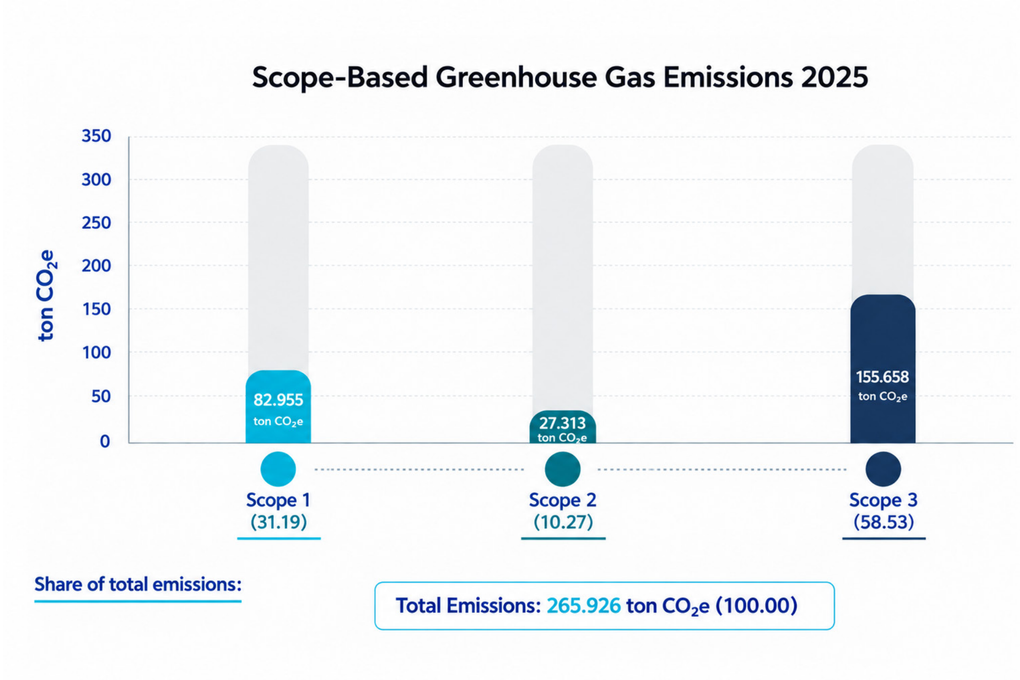
Scope-Based Emissions

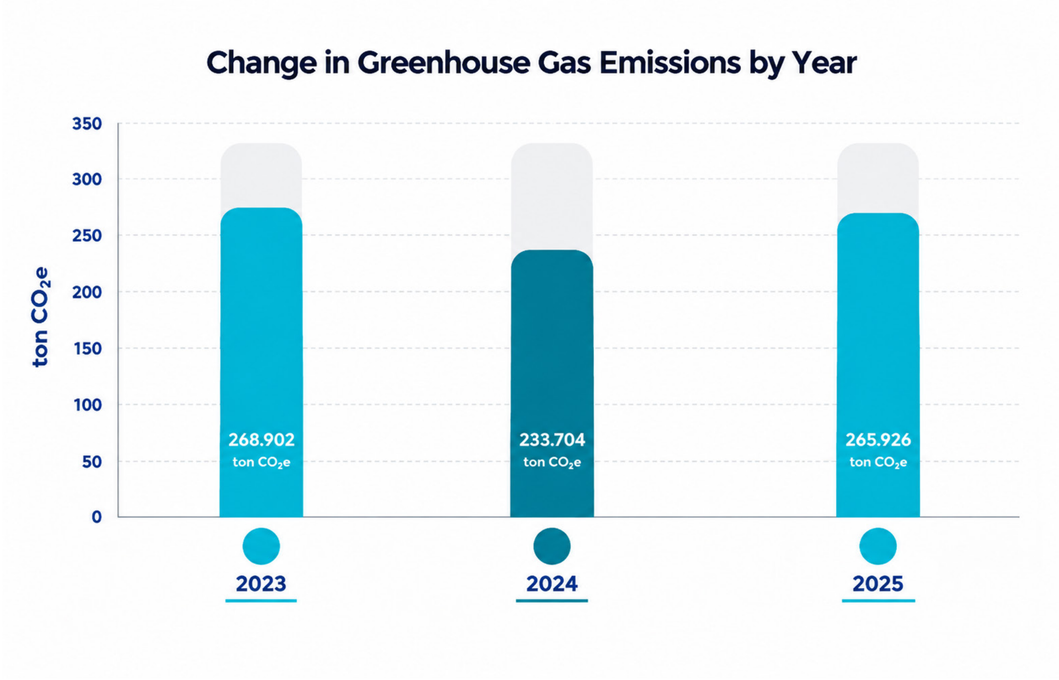






Scope-Based Emissions

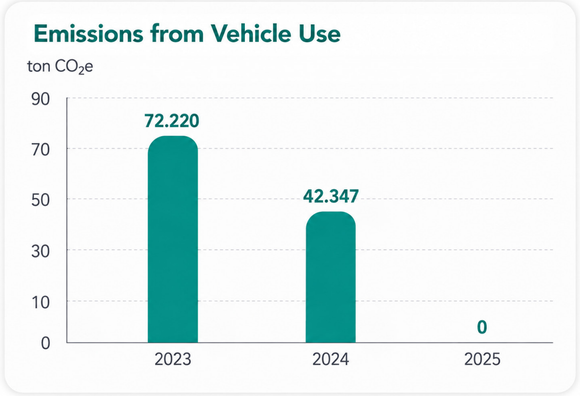


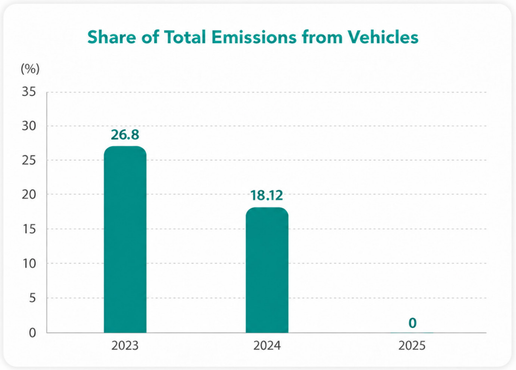


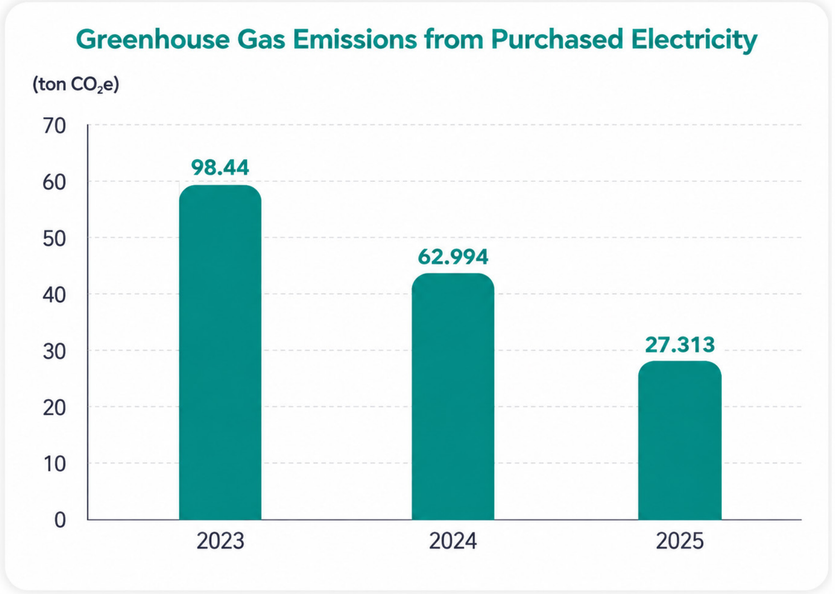
Emission Management

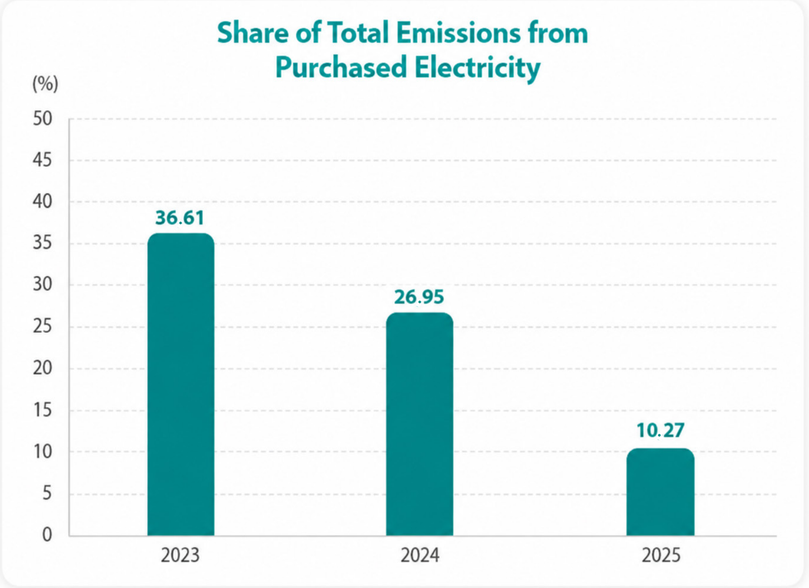
In line with our sustainability goals and carbon-neutrality commitments, we have gradually transitioned our vehicle fleet to electric vehicles. As a result, our greenhouse gas emissions from mobile combustion reached zero in 2025.

To reduce the greenhouse gas emissions of our office, we switched from the electricity we use in our headquarters in Istanbul to "YEK-G" electricity consumption with the renewable energy identity card issued by Energy Exchange Istanbul (EPİAŞ). By doing so, we ensure that the electricity we consume is generated from renewable energy sources.









Water and Resource Management

Our water consumption is limited to that required by basic human necessities and office operations. Our professional activities have no direct impact on a specific water source.

Nevertheless, our administrative units monitor our water consumption in order to plan and implement practices of efficient usage that may further reduce our water consumption. We publically share our water consumption amounts, reduction targets and preventative measures in our annual sustainability report.

A task force has been established to work on the usage, protection and efficient planning of our resources. We take into consideration the short- and long-term improvements suggested by this task force and management takes the necessary decisions to implement the suitable recommendations which require priority attention.



Waste Management

We use digital technologies as far as possible to minimise the environmental impact of our operations. By utilising all possible digital and technological means on offer for our administrative work (other than legal obligations of our lawyers), thereby reducing our paper consumption.

wWe were able to significantly transfer our work flow processes to the digital environment since 2008 with the introduction of GÜNCE, a law firm tool and process management software which is continuous remains up to date with AI technologies. With GÜNCE, we increased our operational efficiency while also reducing our impact on the environmental.

Category / Emission Source	Greenhouse Gas Emissions (ton CO_2e)	Share of Total Emissions (%)	
Emissions from solid and liquid waste (emissions from regular landfilling, incineration, biological treatment or recycling processes) related to the product	**0.275** ton CO_2e 0 — 0.15 — 0.30	**0.10%** 0% — 5% — 10%	2023
Emissions from solid and liquid waste (emissions from regular landfilling, incineration, biological treatment or recycling processes) related to the product	**0.094** ton CO_2e 0 — 0.15 — 0.30	**0.04%** 0% — 5% — 10%	2024
Emissions from solid and liquid waste (emissions from regular landfilling, incineration, biological treatment or recycling processes) related to the product	**0.068** ton CO_2e 0 — 0.15 — 0.30	**0.025%** 0% — 5% — 10%	2025

Values are expressed in tons of CO_2e.

Supply Chain Management

As is the case in all our procedures and operations, we also act responsibly in regard to our supply chain. We conduct our procurement processes with due consideration of environmental and social impact. We ensure that our purchasing preferences and processes are in line with our sustainability principles and give priority to supporting the local economy.

Category / Emission Source	Greenhouse Gas Emissions (ton CO_2e)	Share of Total Emissions (%)	
Emissions from purchased goods and services related to the manufacture of the product, including raw materials, intermediate materials, etc.	30.594 ton CO_2e (0 / 50 / 100)	11.377% (0% / 10% / 20%)	2023
Emissions from purchased goods and services related to the manufacture of the product, including raw materials, intermediate materials, etc.	34.194 ton CO_2e (0 / 50 / 100)	14.63% (0% / 10% / 20%)	2024
Emissions from purchased goods and services related to the manufacture of the product, including raw materials, intermediate materials, etc.	29.221 ton CO_2e (0 / 50 / 100)	10.98% (0% / 10% / 20%)	2025

Values are expressed in tons of CO_2e.

PERFORMANCE

Achievements and Awards

MEHMET GÜN HAS BEEN LISTED IN "2025 IAM STRATEGY 300 GLOBAL LEADERS"

Our founding partner Mehmet Gün, was listed in the "IAM Strategy 300 Global Leaders 2025". Since its establishment, the IAM Strategy 300 showcases the top experts of the IP world. It is the only resource of its kind, acknowledging leaders from in-house counsels, private practice and service providers. Inclusion in the 300 List is a significant professional milestone, one such that represents an approach to intellectual property as truly strategic in nature, applauded by peers.





MEHMET GÜN, ÖZGE ATILGAN KARAKULAK AND SELİN SİNEM ERCİYAS WERE LISTED AS "IAM GLOBAL LEADERS" IN 2025

We are proud to note that our founding partner Mehmet Gün and partners Özge Atılgan Karakulak and Selin Sinem Erciyas, have been recognised as "IAM Global Leaders" for the year 2025. This prestigious distinction is reserved for individuals who attain the gold tier ranking in the "IAM Patent 1000", an authoritative directory that identifies reputanle law firms and attorneys in key patent jurisdictions around the world. This recognition reflects our Firm's commitment to legal excellence in the field of intellectual property.

WTR 1000 RANKS GÜN + PARTNERS AMONG THE BEST LEGAL PRACTICES IN 2025

We have been ranked as a top-tier firm in both the "Enforcement and Litigation" and "Prosecution and Strategy" categories in the World Trademark Review (WTR) 1000: The World's Leading Trademark Professionals Report for 2025. Additionally, 13 of our practitioners have been recognised among recommended experts. The WTR 1000 identifies the top trademark practitioners and firms worldwide, serving as the definitive 'go-to' guide for those seeking legal trademark expertise.

In its rankings, WTR made the following comments about Gün + Partners:

"One of the best firms in Türkiye, IP powerhouse Gün + Partners operates like a well-oiled machine and is often lauded by clients and colleagues alike for its expertise, ethical conduct, and client-focused services. Home to a greatly dependable team, its practitioners demonstrate their passion for intellectual property with their attention to detail at every stage."



GÜN + PARTNERS RANKED IN THE 2025 "LEGAL 500"

We are proud to have achieved Top Tier rankings in 3 out of the 9 areas of practice in which we are listed. This recognition reflects the strength and dedication of our team across a broad range of sectors.

We are also pleased to share that:
- 2 of our lawyers are listed in the "Hall of Fame",
- 3 are recognised as "Leading Individuals",
- 2 are ranked among the "Next Generation Partners", and
- 5 have been named "Leading Associate."

The Legal 500 is one of the most prestigious international legal directories, ranking law firms and lawyers based on comprehensive research and feedback from clients and peers.

GÜN + PARTNERS
AVUKATLIK BÜROSU

TOP TIER FIRM
Legal500
EMEA
2025

Compliance
Intellectual Property
Media and Entertainment

LEADING FIRM
Legal500
EMEA
2025

Commercial, Corporate and M&A
Competition
Dispute Resolution
Employment
Insurance
IT and Telecoms

BEGÜM YAVUZDOĞAN OKUMUŞ RECOGNISED IN LEXOLOGY INDEX: DATA 2025

Congratulations to Begüm Yavuzdoğan-Okumuş to be recognised as one of the world's leading Data Privacy & Protection practitioners by the Lexology Index (formerly, Who's Who Legal) Data 2025.

Selected lawyers are recognised for their expertise and successful advisory on ensuring company and individual data remains confidential, assisting clients in keeping personal control of their data, incorporating development of data security systems and infrastructure, complex outsourcing issues and advising clients on corporate, transactional and legal issues.

Begüm Yavuzdoğan-Okumuş deals with all aspects of data protection and privacy, including supervising and conducting data privacy compliance projects, advising multinational clients in their activities on a day to day basis as well as in their specific projects. In addition to representing multinational companies operating in various industries including pharmaceutical, medical device, telecoms, banking and automotive industry, she also holds Certified Information Privacy Professional Europe (CIPP/E) designation from the International Association of Privacy Professionals.

Yavuzdoğan-Okumuş is one of the former co-chairs of IAPP Knowledgenet Istanbul Chapter, and a founding member of Data Protection Association in Istanbul.

LEXOLOGY INDEX

GÜN + PARTNERS
AVUKATLIK BÜROSU



TURKISH LAW FIRM OF THE YEAR – LMG LIFE SCIENCES AWARDS EMEA 2025

Congratulations to our Life Sciences team on being named "Turkish Firm of the Year" at the LMG Life Sciences Awards 2025 EMEA (Europe-Middle East-Africa Region)! This prestigious award reflects the team's commitment to excellence and innovation in life sciences law. The LMG Life Sciences Awards honour the region's leading practitioners and firms for their standout work over the past year -recognising the most impactful cases, settlements and legal strategies in the sector.



GÜN + PARTNERS RANKED AMONG THE WORLD'S LEADING PATENT PROFESSIONALS IN 2025

The 2025 edition of the IAM Patent 1000: The World's Leading Patent Professionals has been released.

Gün + Partners was recognised as a top tier firm and eight of our attorneys were recognised as leading individuals in the "IAM Patent 1000 - The World's Leading Patent Professionals 2025".
Gün + Partners was ranked amongst the "Gold Firms" in the "Litigation and Transactions" category and amongst the "Highly Recommended Firms" in the "Patent Registration and Administraion Services" category. IAM Patent 1000 published the following article about Gün + Partners:

"Described as 'one of Türkiye's leading intellectual property law firms', Gün + Partners operates a market-leading patent practice that combines its exceptional strength in litigation with its expertise in patent registration and consultancy. The Firm's patents and utility models group, a cornerstone of its intellectual property services, provides end-to-end support ranging from multi-jurisdictional disputes to regulatory strategies and portfolio management. The team excels particularly in the life sciences sector. Representing a significant portion of the innovative pharmaceutical industry, the Firm continues to contribute to shaping patent law in Türkiye. The Firm's expertise also extends to the technology, electronics, chemicals and manufacturing sectors. It stands out for its strong national network and its experience in coordinating complex cross-border processes. Clients consistently praise the team for their 'commercially-minded, high-quality advisory services' and 'collaborative approach'.
Leading the charge with strategic finesse is Mehmet Gün, boasting a distinguished career marked by landmark cases, especially in the life sciences and technology sector. He is supported by a strong dispute resolution team, widely recognised for its expertise in pharmaceutical patent litigation."
"Litigious nous is supplied in abundance by its team of seasoned attorneys: Özge Atılgan Karakulak, Selin Sinem Erciyas, Zeynep Çağla Üstün. Karakulak is a great resource for concrete, practical advice and brings a wealth of experience in patent disputes, particularly on behalf of those in the generics and biological industries. Erciyas, meanwhile, stands out as a trusted adviser on regulatory and policy matters, in addition to litigation. Üstün is recognised for her work on actions for invalidation and infringement cases and is noted for her strong regulatory expertise. Clients describe this trio as possessing 'exceptional strategic foresight' and 'meticulous attention to detail'. Aysel Korkmaz Yatkın, meanwhile, brings significant depth to the team, particularly through her work in the pharmaceutical sector. Yatkın is a force to be reckoned with in and out of the courtroom, providing advice with a clear view of the client's business and long-term goals."





HANDE HANÇAR RANKED AMONG THE TOP 250 WOMEN IN IP FOR 2025

Congratulations to Hande Hançar on ranking in the Top 250 Women in IP by IP Stars! This prestigious list highlights senior intellectual property women practitioners who are highly recommended by clients and peers, and who have made a significant impact on the IP field through their work, leadership, and influence. The Top 250 Women in IP is part of IP Stars' annual research, which identifies outstanding women across the global IP profession.

2025 IP STARS from Managing IP TOP 250 WOMEN IN IP



Hande Hançar
Partner

OUR LAWYERS HAVE BEEN RECOGNISED AS MONDAQ "THOUGHT LEADING AUTHORS"



Our lawyers have been recognised as Mondaq "Thought Leading Authors" in five categories at the Mondaq Spring 2025 awards.

Arbitration & Dispute Resolution
A New Regulation on the Sanction for Non-Attendance in Mandatory Mediation

Employment and HR
Changes to Minimum Wage, Severance Payments and Administrative Fines in 2025

Compliance
Developments in Corporate Sustainability in Türkiye

Environmental Law
Developments about Corporate Sustainability in Türkiye

Food, Drugs, Healthcare, Life Sciences
Pharmaceuticals, Medical Devices, Digitalisation: What Awaits the Healthcare Sectors in the 12th Development Plan and the 2025 Presidential Annual Program?

The Mondaq Spring 2025 Thought Leadership Awards showcase top authors based on total readership between October and March 2025, recogising overall award winners across 16 countries and across multiple topic areas.

GÜN + PARTNERS CHOSEN "FIRM OF THE YEAR" BY MANAGING IP EMEA AWARDS 2025

Gün + Partners was awarded the Türkiye Trademark Disputes Firm of the Year at the Managing IP European, Middle East, and Africa (EMEA) Awards 2025. The Managing IP Awards programme recognises remarkable intellectual property achievements and developments of the previous year. This year marked the 20th anniversary of the awards covering several areas of practice in IP and more than 50 jurisdictions.



BARAN GÜNEY, DİLAN SILA KAYALICA AND ZEYNEP ÇAĞLA ÜSTÜN WERE LISTED AS "RISING STARS" BY EUROMONEY'S MIP IP STARS OF 2025

We are proud to announce that Managing Associates Baran Güney, Dilan Sıla Kayalıca and Zeynep Çağla Üstün of our IP Team have been recognised as "Rising Stars" in the 2025 IP STARS ranking by Managing IP. Managing IP's Rising Stars listing recognises the best up-and-coming intellectual property practitioners in private practice who have contributed to the success of their firms and clients.





GÜN+PARTNERS WAS LISTED AMONG THE WTR GLOBAL LEADERS FOR 2025

Mehmet Gün, Barış Kalaycı, Hande Hançar, Uğur Aktekin and Pınar Arıkan have ranked among the WTR Global Leaders for 2025. WTR identifies global leaders by celebrating law firms and corporate trademark experts according to their expertise and experience in relation to creating, protecting, managing and enforcing essential trademark rights, and their ability to innovate, inspire and go above and beyond to deliver for their clients.



MEHMET GÜN LISTED AS ONE OF THE "IAM STRATEGY 300 GLOBAL LEADERS OF 2025"

We're proud to share that Mehmet Gün has been recognised in the "IAM Strategy 300: The World's Leading IP Strategists of 2025". This prestigious list spotlights individuals shaping the future of IP through innovative and high-impact portfolio strategies. The IAM Strategy 300 identifies global leaders who excel at developing and implementing approaches that support achieving the full value of intellectual property.

GÜN + PARTNERS TOP RANKED BY IP STARS 2025

Gün + Partners was top-ranked by Managing IP's IP STARS 2025. Our team has been recognised as a top-tier practice for trademark disputes, trademark prosecution, and copyright & related rights. Four of our lawyers have been listed among the trademark stars by IP STARS 2025. Our patent team was recognised as a top-tier practice in patent disputes and a tier 2 practice in patent applications.
Three of our lawyers have been listed among the patent stars by IP STARS 2025. IP STARS is the leading specialist guide for companies or individuals looking for experienced legal practitioners to deal with contentious and non-contentious intellectual property issues.

GÜN + PARTNERS AVUKATLIK BÜROSU

2025 IP STARS TOP TIER FIRM
2025 IP STARS IP STAR
10+ YEARS IP STARS RANKED


Mehmet Gün
Trade mark star
Patent star


Hande Hançar
Trade mark star
Top 250 Women in IP


Uğur Aktekin
Trade mark star


Özge Atılgan Karakulak
Patent star


Selin Sinem Erciyas
Patent star


Zeynep Seda Alhas
Trade mark star

BENCHMARK LITIGATION EUROPE



GÜN + PARTNERS RANKED IN THE 2025 EDITION OF BENCHMARK LITIGATION EUROPE

Our founding partner Mehmet Gün and our partners Barış Kalaycı, Hande Hançar, Selin Sinem Erciyas, and Özge Atılgan Karakulak are recognised as "Litigation Stars" of 2025 in Türkiye by Euromoney's Benchmark Litigation. Benchmark Litigation recognises the most distinguished law firms and lawyers for their dispute resolution work over the past 12 months.

OUR LAWYERS HAVE BEEN RECOGNISED BY MONDAQ AS THOUGHT LEADING AUTHORS FOR AUTUMN 2025

Lawyers of Gün + Partners have been recognised as Mondaq Thought Leading Authors in various categories at the Mondaq Autumn 2025 awards. Mondaq Autumn 2025 Thought Leadership Awards, showcase our top authors based on total readership between April 2025 and October 2025, showing an overall award winner across 16 countries and separate awards across multiple topic areas.

Environmental Law
Eco-Friendly or Eco-Fiction?

Finance & Banking
Amendments to the Insurance Agencies Regulation

Food, Drugs, Healthcare, Life Sciences
Notification Obligation in Case of Supply Interruption of Medical Devices

Intellectual Property
The Role of Artificial Intelligence in Trademark Enforcement

Media, Telecoms, IT, Entertainment
New Rules for Content Ratings in Television Programs

Technology
Protection of Personal Data and Data Subject Rights in the Context of Artificial Intelligence Technologies



GÜN + PARTNERS

AVUKATLIK BÜROSU