

BULLETIN  
OF  
ACTIVITIES  
**2017**



Quality Seed

# Contents



Quality Seed

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**SEBLA GÜL**  
Human Resources  
Manager

## HELLO

Here we are in 2017, with our Bulletin of Activities we prepared to share the works that we planned and executed with social responsibility under our corporate values and are proud to talk about, with our dear followers.

Throughout the year we tried to reach out to our company, our employees, their families, our customers, farmers, students and all stakeholders with many activities ranging from training to social responsibility, environmental activities to motivational events.

As the MAY Seed Family, we will continue to invest in our youngsters, fellow farmers and all stakeholders in many areas with our dynamic energy, innovations, and quality, thereby building a prospering and productive future to the best we can.

We were born in this country, we grew up in it, and now we are becoming stronger on the way to be a global actor.

As Turkey's largest local seed brand, we led the way in many areas in 2017 as we did in the years before. We enjoy the well-deserved pride of this success as we are always driven to start each day with productive innovations.

We work hard for a reliable, successful and productive future.

We have been planting, cultivating and managing as they turn green... for 40 years.

**EDITORIAL**

## Our Vision

To be a Turkish seed company that offers innovative products which remain globally competitive, powered by R&D in the targeted geography.

## Our Mission

Creating value in the agricultural industry with the products it develops using its experience and R&D capabilities.

## Our Values

Reliable Partner  
Common Sense  
Constant Learning  
Quality  
Responsibility

# We have taken root

# For 40 years



## OUR HUMAN RESOURCES STRATEGY

To become a company that people prefer and want to work with, driven by its innovative and sustainable Human Resources practices.



**Searching**



**Organization**

## OUR HUMAN RESOURCES POLICY

Considering human resources as the most important value.

Developing systems and processes that will maximize our employees' efficiency.

Maintaining commitment and satisfaction of our employees.

Creating a corporate culture that is dynamic, innovative and prone to teamwork.

Acting with responsibility and commitment to ethical values regarding society in all activities and applications.

Establishing all rights and obligations in accordance with the laws.

Acting with the principle of equal opportunity without discriminating language, religion, race or gender.

Respecting the employees' freedom to become or refuse to become a member to labor unions and associations that the employees choose as permitted under national laws without any discrimination.

**Selection**



**Teamwork**

# MAY Seed with Numbers

As for MAY Seed, we have been creating value for the industry and offering productivity for the farms for 40 years. We continue to grow and develop continuously with our R&D works, total personnel employment, production capacity, product varieties, and export rate in addition to contributing to the country's economy with our commercial and industrial potential.

2

PRODUCTION  
PLANS

40

YEARS  
OF  
EXPERIENCE



LARGEST SEED  
INVESTOR WITH  
LOCAL CAPITAL

6

DIFFERENT  
REGIONS  
FOR  
PRODUCTION

110.000

DECARE ANNUAL  
PRODUCTION  
AREA

Annual 30.150 tons  
seed production  
capacity



ON  
AVERAGE

5

NEW  
PRODUCTS  
ANNUALLY

5

R&D  
CENTERS

SALE & MARKETING IN

8

REGIONS IN TURKEY



297

PERSONNELS

SEED EXPORT TO  
OVER

40

COUNTRIES

## We are driven by R&D



“ Researching and developing new varieties for Turkey and International Markets is the central principle for us to remain competitive.  
40 R&D employees



We allocate 8% of our total annual turnover for R&D activities.

## International Capital Expansion from MAY Seed



Dear Stakeholders,

We are happy to announce that MAY Seed, who started the business about 40 years ago as the first private industry seed organization in Turkey completed its process of becoming the most significant local seed company in Turkey and initiated the process of becoming an International Global company. The Board of Directors of MAY Seed agreed on March 29, 2017, to sell 35% of the company's shares to Zaad Holdings Limited company, the seed industry enterprise of Zeder, which is an investment organization headquartered in South Africa. Zaad Holdings has Agricol, and Klein Karoo, headquartered in South Africa and Bakker Brothers, headquartered in the Netherlands within its organization and the group has about 100 Million \$ seed business volume particularly in the African continent as well as in the European Union and Middle Eastern countries.

As we reinforce our capital structure with the inclusion of our company in the group, we will steer for R&D, supply, marketing and sale activities which will enable us to carry out our domestic and international operations more efficiently, expand to new markets that we never entered before and became an International company that is more competitive in the global sense.

We are proud of being a part of the trust and reputation entrusted to our company and our country in the international area by drawing foreign capital investment to Turkey.

Kind Regards,

Mehmet Ali Yormazoğlu  
President

## ■ We Continue to Grow

# WE ARE PROUD WE ARE ON TOP 250



As for MAY Seed, we rank 149th this year in the research of BTSO named "Top 250 Large Companies" conducted across the entire province including the districts in Bursa, which holds a significant position in the country's economy with its commercial and industrial potential and where the major added value is created.

## “The Most Successful Exporter” Award Goes to MAY Seed

## BİSAB Grants Award to MAY Seed



As MAY Seed, we've been awarded the “Most Successful Exporter” award by Istanbul Exporters Union for Cereals, Legumes and Oil Seeds and Products this year as we have been since 2011.



As one of the leading seed exporters in Turkey, we have been awarded the “Most Successful Exporter” award once again with the high export figure we achieved in 2016 as one of the leading seed exporters in Turkey. Having earned the Most Successful Exporter award every year in the ceremony organized by the Istanbul Exporters Union for Cereals, Legumes, Oil Seeds and Products on May 10 with the export figures it achieved since 2011, our company continues to draw attention among the companies that produce Herbal Oil and Oil Seed.



As for MAY Seed, we have been granted another award in the celebration event organized by the Plant Breeders Sub-Union of Turkey (BİSAB) for May 11 Plant Breeders Day owing to our plant breeding Works and our achievements of registration and licensing abroad.





# Our Investments on R&D Continue

Dünya Gazete Interview / 15.09.2017

## As the company with the highest investment in R&D in the industry, MAY Seed will increase its number of R&D stations to 6

Conducting activities for the R&D, production, marketing and sale of vegetable, farm, industry, and forage crop seeds, MAY Seed is getting stronger in R&D through the partnership it signed with Zaad Holding this year. In addition to its existing R&D stations in 4 locations, the company will utilize the R&D activities of Zaad Holding as well. Allocating 8 percent of its turnover to R&D this year, MAY Seed aims to establish two R&D stations in Turkey and an R&D center abroad in the mid-term. Developing productive seed varieties for the Turkish farmers as well as targeted geographies on a global scale with its in situ breeding strategy, MAY Seed develops highly competitive varieties for the hybrid sunflower, hybrid corn, cotton and bean types. Mentioning that they work on 2 thousand hybrid varieties on

each type annually, MAY Seed R&D Director Dr. Geoffrey Lloyd Thomas says that they release on average 3 to 4 new varieties to the market annually. "We continue our investments at full speed to be competitive on a global scale by allocating 8 percent of our turnover to R&D works. The investments on hybrid sunflower, hybrid corn, cotton and bean types are based on developing competitive varieties as well as introducing and marketing the developed varieties in the most effective way on a geography spanning the European Union, Middle East, Black Sea zone, Middle Asia, and Africa" says Dr. Thomas, mentioning that they are the company making the highest investment in R&D in the agricultural industry of Turkey. "We carry out an entire spectrum of activities from basic breeding to selection, line progression to testing for illnesses and we achieve two generations a year by ensuring period increase of all lines in the South Hemisphere countries in winter" says Thomas, mentioning that they have 4 R&D stations for reproducing corn and cotton in Adana, hybrid sunflower in Thrace and bean and respective lines in Bursa Yenişehir. Thomas also mentions that they employ a total of 35 persons in R&D. "We are planning to establish R&D stations in Urfa



GAP Region and near Aegean Torbali. We will conduct works on corn and cotton in the GAP region and corn, cotton and vegetables in the Aegean region" he says, highlighting their goals on R&D.



## Wants to establish R&D Center in Eastern Europe as well

Mentioning that they readily conduct projects abroad and they will be able to utilize the R&D centers of Zaad Holding with the partnership they established, Thomas continues "However, we also have a strategic plan for MAY Seed to establish its own R&D Center. We envision Eastern Europe for this".

Addressing the R&D plans of the company spanning five years, Dr. Geoffrey Lloyd Thomas states that they are aiming to introduce 5-6 new cotton, 8-10 new corn, 5-6 new hybrid sunflower and 3-4 new fresh bean varieties to the market.



## Made 8 million TL investment

Dr. Thomas states that they've made about 8 million TL investment in R&D this year and are planning to make a capital investment of about 8 million Dollars for the next 3 years. "We've also initiated some innovative moves. Some of these are for mechanization of harvesting such as automatic seed planting machine. We've output unique varieties which other companies do not have in much larger amounts. We've made technology favorable with the products that we used in our biotechnology laboratory. This was important for our breeding works and scientific research" said Thomas, highlighting that they have allocated 8 percent of their turnover for R&D. Thomas added that they have completed 7 of the TÜBİTAK projects they conducted and two of them are ongoing.



# Ahmet Eşref Fakıbaba, Minister of Food, Agriculture and Livestock Visited Our Bursa Facility



We hosted Ahmet Eşref Fakıbaba, Minister of Food, Agriculture, and Livestock in our seed processing plant in Bursa.

Highlighting many essential points during his visit on Friday, September 29, Fakıbaba said that he is proud of being in a valuable seed company like MAY Seed and said "We make export to Bulgaria, Spain, European Countries, Russia, America and other countries with the seed varieties developed and produced in Turkey. MAY Seed produces the seed here, and we export it together. People think we buy our seed from Israel. However, Israel can only make export on such small scale in this area that no one knows about it. In this regard, Turkey is much better than Israel. We have superiority over other countries regarding seed. In this sense, I would like to thank all the producers".

Ak Parti Bursa Member of Parliament Bennu Karaburun, Bursa Metropolitan Municipality Mayor Recep Altepe, Bursa Yıldırım District Governor Mehmet Aydın and the President of BTSO İbrahim Burkay attended the visit as well, during which detailed information regarding the activities of MAY Seed was shared. Mentioning the activities they've carried out in the agriculture industry of Turkey for 40 years, Hamdi Çiftçiler, Vice President said we are a brand that takes confident steps on the way to become a seed producer that offers innovative seeds that will maintain global competition and proves its capabilities against international competitors, driven by our R&D works in the country as well as in the target geographies abroad.

Having conducted activities on the R&D, production, marketing and sale of vegetable, farm, industry, and forage crop seeds since 1978, MAY Seed hosted Ahmet Eşref Fakıbaba, Minister of Food, Agriculture, and Livestock in the seed processing plant in Bursa.

Highlighting significant points during his visit, Fakıbaba mentioned that he is proud of visiting a valuable seed company like MAY Seed and said "We make export to Bulgaria, Spain, European Countries, Russia, America and other countries with the seed varieties developed and produced in Turkey. MAY Seed produces the seeds, and we export it all together. People think that we are buying our seeds from Israel. However, Israel can only make export on such small scale in this area that no one knows about it. In this regard, Turkey is much better than Israel. We have superiority over other countries regarding seed. In this sense, I would like to thank all the producers".

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MAY Seed added that they made R&D expenditure of 8 million TL in 2016. Mentioning that they have established 4 R&D stations in Turkey, Çiftçiler said "we have 4 R&D stations, Bursa being the major one in addition to those working on corn and cotton in Adana, hybrid Sunflower in Thrace and reproduction of respective lines



conditions, most resistant to stress factors and are most productive for the Turkish farmers and the target geography abroad with our in situ breeding strategy in our 4 R&D stations in Turkey. Mentioning that they have allocated 8% of the company's turnover for R&D, Hamdi Çiftçiler, Vice President of

in Bursa Yenişehir. Here we conduct all activities from basic breeding to selection, including in winter, line progression and testing for illnesses. In addition to that, we go to the Southern American countries of Chile, Argentine, Puerto Rico and Costa Rica in winter and carry out the period increase of these lines there. This way we achieve two pure generations annually. We also use full control greenhouses for the most basic products and maintain our activities up to 3 generations a year".



## The Sweetest Corn Varieties of Turkey

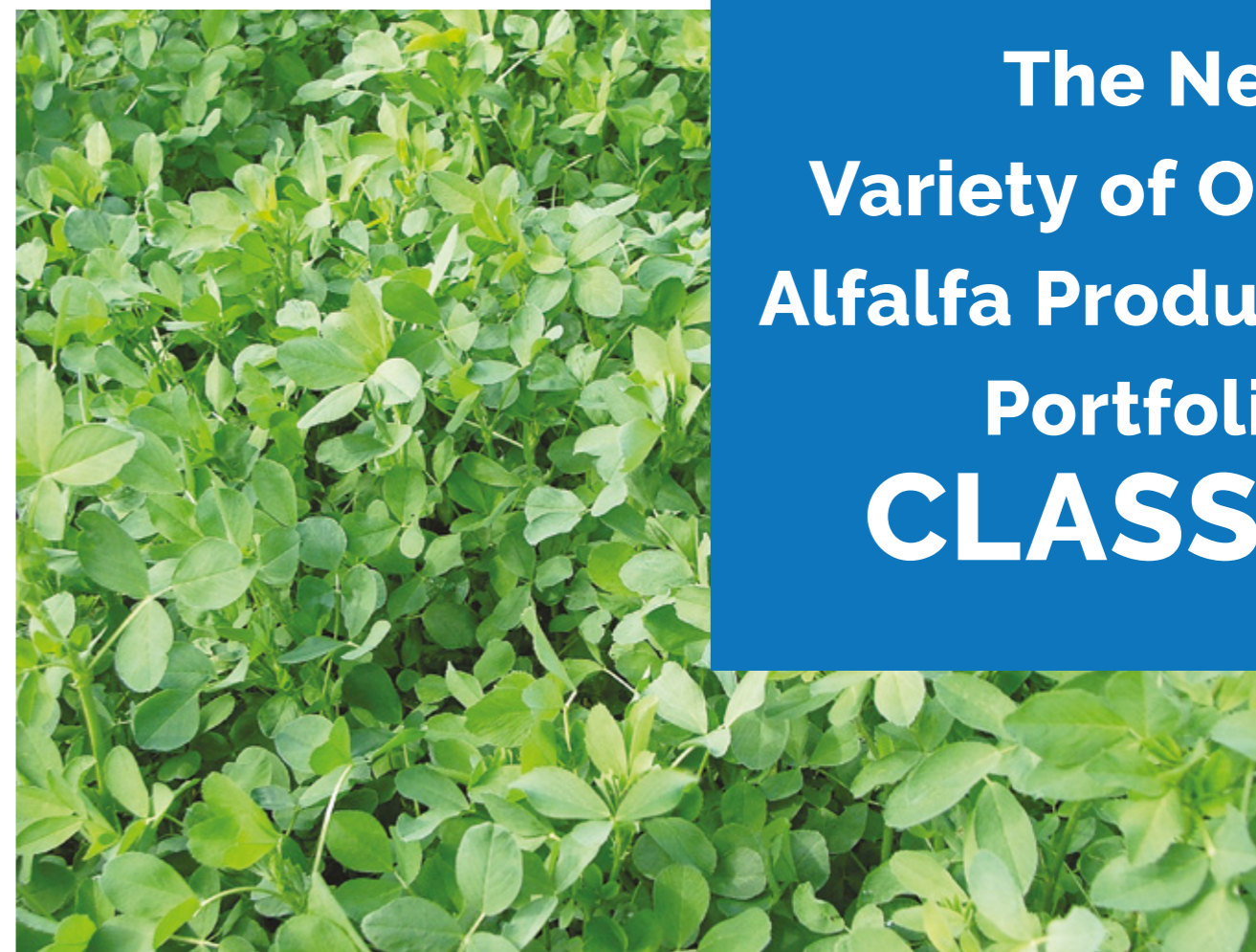
As for MAY Seed, we continue to put a smile on the producer's face with the corn varieties we have in our portfolio. Producers who preferred our corn varieties made a profit in 2017 with the highly efficient harvest. The sweetcorn and silage corn varieties that we developed as a result of our R&D works were highly acclaimed for their endurance and productivity in 2017 as well. Considering the needs of farmers at all times while creating the Hybrid Corn product portfolio and offering solutions for these needs, our company offers the portfolio that will meet the requirements of producers for each sowing period in all regions to farmers. The best example of this, the Capuzi variety drew attention in 2017 with its efficient harvest results particularly in the Central Anatolia Region and GAP Region. The 75MAY75, 73MAY81, 72MAY80 and 72MAY99 varieties satisfied the producers with their performance. Providing detailed information regarding the productivity results of Sweetcorn and Silage Corn varieties for 2017, Hamdi Çiftçiler, Vice President of MAY Seed said the following: "We have been increasing our market share and turnover annually since 2012 with the corn varieties we developed with the in-situ breeding strategy. Our sales increased by 8% in Turkey this year despite the 10% reduction in corn cultivation area in 2017. Our export numbers



for corn have increased by 70%. We are proud to see the varieties we breed as a result of diligent R&D works are appreciated by more producers each year." Mentioning that we are particularly focusing on forage crop types, Çiftçiler continues: "As MAY Seed, we always consider the needs and expectations of livestock enterprises and producers about corn silage while we conduct our R&D works. The dry matter and starch rates that a good quality corn silage needs to contain are very important characteristics for animal feed. Our silage corn varieties that we had analyzed in Uludağ University Faculty of Veterinary for nutrition values stand out as varieties that have on average 30% starch and dry matter rates. The Hido, Everest and 94MAY66 varieties that we bred under the MAY Silage Platform we created under this information are preferred by the producers and livestock enterprises with their high nutrition values and harvest efficiency".



## The New Variety of Our Alfalfa Product Portfolio; CLASSE



Classe, a new variety of the alfalfa type forage crop was added to our product portfolio in 2017. Standing out with its high efficiency and protein values according to the results of the test

cultivations made in many major production areas in Turkey, Classe has been offered to producers as our new alfalfa variety in 2017.

**"Classe is a variety that has higher productivity and protein values compared to many competitors in the market."**

Providing detailed information regarding the Classe variety, Hamdi Çiftçiler, Vice President said "We are annually expanding our product portfolio in the corn and alfalfa types within the forage crop group, which are among the types we have been focusing on in recent years. Our purpose is to include varieties with high nutrition values and efficiency in our product portfolio and to be a solution partner for the needs and expectations of producers and livestock enterprises. As a result of the activities we conducted for this purpose, we have included

Classe, which is a brand-new variety in our alfalfa product portfolio in addition to our existing Iside variety. As the Seed Registration and Certification Center obtained the production permit, Classe has reinforced our forage crop product portfolio as a variety that has higher efficiency and protein values compared to many competitors in the market. As for MAY Seed, we are enjoying the well-deserved pride of offering more productivity to producers and livestock enterprises with the varieties in our forage crop group.



## MAY Seed is the Favorite of Producers with the New Varieties of Forage Crops

Having conducted activities on R&D, production, the domestic and overseas sale of vegetable, farm, industry, and forage crop seeds with the "MAY" brand since 1978, our company makes an indelible impression as the favorite brand of producers and livestock enterprises by expanding its product portfolio in forage crop types in 2017. The new silage corn and alfalfa seed varieties we developed with the in-situ breeding strategy and began to sell in 2017 have been varieties that are highly acclaimed and meet the needs and expectations of livestock enterprises and producers.

## We have been preferred by livestock enterprises and producers with the varieties have nutrition values and efficiency in our product portfolio

Providing detailed information regarding our works on forage crop types, Hamdi Çiftçiler, Vice President said "We are annually expanding our product portfolio for corn and alfalfa types in the forage crop group, which is among the types we have been focusing on in recent years. As a result of the activities we conducted, we have created the "MAY Silage" platform where we focus on developing better quality, efficient and nutritious seed varieties regarding silage corn varieties. The Hido and Everest varieties that we bred under the MAY Silage platform stand out with high starch values that are necessary for corn silage in addition to their efficiency. As for alfalfas, we have included Classe, which is a brand-new variety in addition to our existing Iside variety in our product portfolio by 2017. As for MAY Seed, we offer more profitability to the producers and livestock enterprises in Turkey and our International markets with our varieties in forage crops group while we enjoy the well-deserved pride of increasing the branded seed export of our country".



## MAY Silage offers efficiency with quality

Having conducted R&D activities on corn since 1999, our company created the "MAY Silage" Platform that identifies the variety characteristics that a good quality silage corn variety needs to have considering the needs and expectations of producers and livestock enterprises with regard to silage corn varieties. With the slogan 'offering efficiency with quality', the Hido and Everest

varieties bred under the MAY Silage Platform are acclaimed by producers and livestock enterprises with properties such as excellent cob structure, resistance to stress factors and long duration of remaining green in addition to high nutrition values and efficiency.



# Our New Super Early Industrial Tomato Variety Lalin F1 is Acclaimed by Producers

The first farm day event for Lalin F1, the industrial tomato variety in our product portfolio took place in İzmir/Torbalı/Subaşı Village in July 2017. Detailed information was provided regarding the properties of Lalin F1 tomato variety on the farm day, which drew heavy attention from good people in business and the Producers in the region. Information was provided about the properties of our mid-early bird Arte and late period Nazar varieties in addition to our Lalin variety, which drew attention to its early period qualities and efficiency during the farm day, where our industrial tomato varieties were acclaimed by the producers with their efficiency, high brix values, and suitability for machine harvesting.



Providing detailed information regarding the tomato varieties in our product portfolio on the farm day that took place on the producer farm where machine harvest of our Lalin F1 variety was made, our Industrial Products Supervisor Ali Hamza said the following: "Today we gathered here to share detailed information about our industrial tomato varieties with our producers. At this moment we have demonstrated the efficiency, endurance, and quality of our variety on this farm day as our Lalin F1 variety, the earliest bird industrial tomato variety in Turkey is harvested. In addition to its efficiency, our Lalin variety is a hybrid type that reaches harvesting maturity in 85 days. Standing out from other early bird varieties with its homogenous ripening, high color values and suitability for machine harvesting, our Lalin F1 variety offers high profitability to our producers with an efficiency that reaches 14 tons per decare on the farm where it is harvested. According to factory test results of our Lalin F1 variety which we continue to harvest here on this day, it has 5.1 brix, 2.6 color

values. The fact that our variety achieves such high efficiency and quality values in the early bird segment satisfies the stakeholders in the industry. It also puts a smile on the producers' face as it can wait on the farm for a long time upon reaching harvesting maturity."

## High efficiency reaching 14 tons per decare

As the Nazar and Arte varieties were also mentioned on the farm day, our Sale Manager



for the Aegean Region, Ali Okkaoğlu said the following: "Our Arte variety in the mid-early bird group can be sown for industrial, fresh marketplace and drying purposes with its fruit.

## Our Lalin variety is a hybrid variety that reaches harvest maturity in 85 days in addition to its efficiency.

Size, plant structure that protects the fruit from sunburn and resistance to illness. Our Nazar variety in the late period group is acclaimed by producers with its high

efficiency, long waiting duration on the farm, resistance to illnesses and high brix values that fully meet the expectations of the market in the late period segment." Fatih Şen, a major producer in the Aegean Region, owner of the farm where the farm day event is held mentioned that they have preferred MAY Seed for their seed requirements for many years, that they planted the Lalin, Nazar and Arte varieties in their tomato farm of 1000 decare and they are satisfied with the performance of the varieties.

## Quality of Myfiber Drew Heavy Attention from Producers



We offered our good quality cotton varieties which we bred as MAY Seed under our 'In-Situ Breeding' strategy to our producers during the fertility festival we held in Şanlıurfa / Külünçe Village on September 28, 2017. As 800 producers attended the cotton fertility festival, we introduced our MAY505 and MAY455, which are our new Myfiber cotton varieties with superior fiber quality, which is the major requirement of producers, carding enterprises and textile industry to the producers. Resistant to unfavorable conditions, having carding productivity and high efficiency, our new varieties drew heavy attention from the producers who attended our event. Our ST468, ST498 and MAY344 varieties which have proven quality were also presented in the event, where our Cotton Product Manager Ersin Gozen, Domestic Sale Manager Yusuf Aktay and GAP Distributor Region Manager Mehmet Gül Yeşilpınar shared detailed information about our varieties with the producers who attended the event. Drawing heavy attention from producers, our cotton varieties were appreciated. As one of the leading cotton producers in Turkey, we offer efficient, durable cotton varieties with a high fiber quality that will always offer more profitability to producers in the South Eastern Anatolia, Eastern Mediterranean Region, and Aegean Region and are proud of being one of the most preferred brands for the producers.



## Corn Producers who Chose MAY Seed Made Profit



As for MAY Seed, we continue to put a smile on the producer's face with the corn varieties in our portfolio. Producers who preferred the corn varieties of our company in 2017 made a profit with highly efficient harvesting results. The sweetcorn and silage corn varieties we developed as a result of our R&D works were highly acclaimed in the season of 2017 with their endurance and efficiency. Considering the needs of farmers while creating Hybrid Corn product portfolio at all times and offering solutions specific to these needs, our company offers a portfolio that will meet the requirements of producers for each sowing period in all regions to the farmers. The best example of this, the Capuzi variety drew attention with its efficient harvesting results particularly in the Central Anatolia Region and GAP Region in 2017. Our 75MAY75, 73MAY81, 72MAY80 and 72MAY99 varieties were also appreciated by the producers

owing to their performance. Providing detailed information regarding the productivity results of Sweetcorn and Silage Corn varieties for 2017, Hamdi Çiftçiler, Vice President of MAY Seed said the following: "We have been increasing our Market share and turnover annually since 2012 with the corn varieties we developed with the in-situ breeding strategy. Our sales increased by 8% in Turkey this year despite the 10% reduction in corn cultivation area in 2017. Our export figures for Corn increased by 70%. We are proud to see that the varieties we bred as a result of diligent R&D works are appreciated by more and more producers each year." Our export numbers for corn have increased by 70%. We are proud to see the varieties we breed as a result of diligent R&D works are appreciated by more producers each year." Mentioning that we are particularly focusing on forage crop types, Çiftçiler continues: "As MAY Seed, we always consider

the needs and expectations of livestock enterprises and producers about corn silage while we conduct our R&D works. The dry matter and starch rates that a good quality corn silage needs to contain are very important characteristics for animal feed. Our silage corn varieties that we had analyzed in Uludağ University Faculty of Veterinary for nutrition values stand out as varieties that have on average 30% starch and dry matter rates. The Hido, Everest and 94MAY66 varieties that we bred under the MAY Silage The platform we created under this information is preferred by the producers and livestock enterprises with their high nutrition values and harvest efficiency.



# The Trick



## BERK YILMAZ

➤ R&D BREEDING SUPPORT SERVICES – TEAM LEADER



## CEMİL ÖZKAYA

➤ PRODUCT SUPPLY MANAGER – COTTON & SOY

I graduated from Çukurova University, Faculty of Agriculture, Herbal Production Program, Department of Field Crops in 2006. I met MAY Seed on a school trip during my college years. I had visited the Adana Factory. Our paths intersected in September 2012, and I have been enjoying my work here ever since. I started as a Breeder Seed Production Supervisor in 2012, then became a Breeder Seed Production and Production Research Manager in

2016 and I have been the R&D Breeding and Support Services Team Leader since 2017. I had the opportunity to work on different types in MAY Seed, and I try to make a difference in my works at all times with what I have learned from my director and colleagues. There is always room for learning, and I continue to learn something new every day. I share what I learned with my team and colleagues because as the saying goes, there is always a better idea. The more knowledgeable your team is, the easier it becomes to deliver with better success. My director, team and all colleagues have great influence on this mindset. I think the trick and formula for advancing in one's career is to love your work a lot, love your diligence, focusing on the goals. It is also important to conduct

**"MAY Seed is a family that is open to innovations and supportive "**

**"The more knowledgeable your team is, the easier it is to achieve success."**

works and make innovations that may create value for your company. Surely, your company needs to be innovative and supportive for this purpose as well. MAY Seed is a family that is open to innovation and support. If you have interest in and ambition for what you do and if you can always feel the support of your colleagues by your side, then not much obstacle remains. After all, the union makes strength.

I began studying at Çukurova University, Faculty of Agriculture, Department of Horticultural Crops in 1990 and graduated in 1994. I first met MAY Seed via the agricultural pesticide and seed dealer office I opened in 1996. Yusuf Aktay who is currently the Domestic Sale Manager - East Agro used to come to me back at the time to sell vegetable seeds of MAY Seed. Later I applied for the personnel employed to be made by MAY Seed in that area in October 1998, and the operations manager employed me as the temporary Technical Service Engineer to work in Hatay. I began in a temporary position 1998 and continued until 2004. Then I switched to the cotton production manager position which opened in 2004. Starting from 2012, I have been

the Product Supply Manager – Cotton&Soy as soy was added to my job description. My worldview was limited to the province I was born in and the faculty where I was studying. First of all, I need to mention as a director that unshakable diligence and a good plan are indispensable for achieving important goals. No matter how big the issues are, over time you need to learn to work for a solution without losing focus, to concentrate and not to give up. MAY Seed has developed the way we see things as directors, our worldview and vision on such level to be capable of competing on an international scale, planning, implementing and catching the opportunities accordingly with the internal and external training it offered. My career experience and knowledge carried me and

my team to the top in the production areas we worked. First of all being successful in business requires hard work, motivating your team well as a good leader, focusing on what you do not know as opposed to what you know, charging others with energy as opposed to absorbing their energy, renewing yourself constantly and listening to your director and your employees at all levels. It is very important to love the employees, producers and all people you have a relation with. Finally, I would like to mention that once you experience the joy of success, you will see how easy the works are.

**"The experience and knowledge I acquired carried me and my team to the top in the production areas we worked."**

# The Trick



## ERDEM KARAUZ

MARKETING MANAGER-AGRO



## YUSUF AKTAY

DOMESTIC SALE MANAGER-EAST AGRO

I graduated from Trakya University, Faculty of Agriculture, Department of Field Crops in 1995. I completed the MBA program under the Turquality support program at Sabancı University in 2015 – 2016. I worked as an Agricultural Advisor in the Önder Çiftçi project, which was the joint project of German Agricultural Union and Turkish

Seed in November 1997. I worked as the Sale and Technical Support Engineer in charge of Çatalca, Silivri, Çorlu, Uzunköprü, Meriç, Keşan, Evreşe and Gelibolu districts until September 1999, as the Region Manager in charge of Thrace region in 1999 – 2009, Domestic Sale Manager in charge of vegetable seeds in 2009 – 2013, Agro and Vegetable Domestic Sale Manager in 2013 – 2014 and as Overseas Marketing Manager in 2014 – 2015. I have been the Domestic and Overseas Marketing Manager – Agro since 2015. I will complete my 20th year in MAY Seed family this year. MAY Seed is a company that has successfully competed with international companies in the industry despite challenging conditions. As an employee who personally experienced these challenges during these 20 years, the most important thing I can say as MAY Seed attaches great significance to and supports personal and occupational development.

In fact, training is a life-long ongoing process. People are curious throughout

their life, they discover new things and learn, then get curious about something else and learn it too. This chain continues to the last day of our lives. Therefore a person wants to develop himself/herself with the desire to be successful in both his/her private life and professional life and therefore to get training. If you are personally willing to accomplish your goals, MAY Seed will support you using all the amenities it has. Surely you must first have a short-term and a long-term career goal. People make the biggest mistake when they seek better conditions and change jobs frequently. The most fundamental factor in establishing the career one aimed for is to digest our existing position and to consider constant self-development as a hobby. Resorting to easy ways only brings about temporary solutions. Instead of saying "how can I do what no one else can," being able to say "I must achieve what no one else could," "If they could do it, so can I" will greatly support the achievement of career goals.

I was born in Adana in 1968. I completed my primary, secondary, high school, university and master's degree in Adana. I completed my undergraduate program at Çukurova University, Faculty of Agriculture, Department of Field Crops in 1990 and my graduate program in the same department in 1993. In 1988, when I was in my 2nd year in university, I began to work in the agricultural industry in the summers. Agriculture has been my enthusiasm starting from those days. In 1995 I met the deceased Mr. Çağlar Ergene, who was the distributor of MAY Seed at that time and he offered me to be the sale personnel for the Eastern Mediterranean region. I accepted, and I remained in that position for about two years. In 1997, I began working in MayÇukonar, which was established with the partnership of MAY Seed and Çukonar, which was owned by Mr. Çağlar. This company was founded to conduct activities in areas such as R&D, seed production and sale of cotton. I was working in this company as the Cotton Product and Sale Manager. I continued this job for quite a long time which is 13 years. After the company went through a restructuring process, I worked as the Cotton Product Manager in 2010-2015. I have been the GAP and Domestic Sale Manager – East Agro in MAY Seed since 2015. During my professional life which I

began about 28 years ago, the influence of MAY Seed, where I spent 22 years has without a doubt been substantial. The the agricultural industry grew and developed a lot in these years and priorities switched. Previously considered an agricultural input, the seed took the top position in agriculture as a strategic product. I am happy that I have developed myself on this strategic matter. I had a diploma, I was an Agricultural Certified Engineer, but this did not guarantee success. Working in the right place in the right area of specialization are key to success. I met many people who thought diploma would take them to success. However, it is not so. Many intelligent people fail because they do not work hard. Moreover, most importantly, applying our intelligence on the RIGHT THING is important. I began my professional life in the right place at the right time in MAY Seed. No one is as intelligent as the sum of us. At the beginning of my career, I thought I had to know everything and make all the decisions due to my job. However, over time I realized that my actual job is to inspire people, create the culture in the work environment and to provide people with space where they do their job. You empower your team by employing people who are more intelligent than you are. Everyone has something to learn from each other and brings a different talent to the table.

Success is inevitable when all these are combined. Therefore listening to the ideas of my teammates is among my priorities. Body language tells a lot. What people hear first is the the sound of our body language. Acting with this awareness is also important for people to remember you. A good director uses this effectively. There is a saying I like a lot: 'Those we give, not those we take promote us. Those who work to give not to take increase their social capital. Success lies in being able to give, not being able to take'. If the company you work with is a fair, corporate company that attaches value to people, it will give you the value you deserve on both tangible and intangible scale to the extent you give to it. Farmers are our final consumers. They are the persons who create demand and promote or criticize our goods. Therefore we need to create demand for the farmers. We need to provide important and useful information on other matters such as fertilization, irrigation or spraying while talking about our products to the farmers to earn their trust and to ensure they demand our products. Other than that, our job is highly social. We are an agricultural country, and almost everyone is interested in agriculture. Therefore meeting new people and expanding our social network will be very useful for us to develop our business in the future.

**"Instead of saying 'how can I do what no one else can,' being able to say 'I must achieve what no one else could,' 'if they could do it, so can I' will greatly support the achievement of career goals.**

chambers of Agriculture until 1997, after that I received a job proposal from MAY



# The Trick



## İLKER ÖZMEN

➤ BREEDER IN CHIEF

I completed my undergraduate education in Ege University, Faculty of Agriculture, Department of Field Crops in 1997, after that I completed my graduate program in Ege University, Faculty of Agriculture, Department of Field Crops in 2001 and my Ph.D. in 2008. I met MAY Seed with a job posting on the newspaper, which I applied for upon recommendation of my cousin who is also an Agricultural Engineer. I started my career in MAY Seed as the Breeding Production Engineer in 2003. I continued my career as a Breeder in 2004-2010 and have been the Breeder in Chief Corn&Cotton since 2010. I came to MAY Seed to be a breeder, and this made a great contribution to my career adventure in MAY Seed. During the period when John Schillinger was the advisor at the time of creating the breeding program, we created a remarkable corn breeding program and carried it to this point as a team. John Schillinger is an invaluable breeder whom I take as a role model and who is considered as a doyen of Soy breeding in America. I had the opportunity to meet and work with a breeder like him in MAY Seed, and this was one of the greatest opportunities for me and the company about breeding.

The answer to the question 'what is the trick for advancing in one's career' is actually about loving what you do. Life may not allow you to do a job that you wanted. The AkadeMAY in our

company offers a great opportunity for colleagues who are new to this work. To our students of the Internship program that covers mandatory internship, işte Yetenek (talent is here) and AkadeMAY, I first describe the job, talk about its content and then the first thing I ask is "Are you ready to do this work with us? Are you ready to work with us in the field despite mud, rain, hot and cold?". I do not believe that someone who is not ready in his/her mind would be beneficial to us or himself/herself. Otherwise, it is harmful and unfair to both sides. There must be a willing, passionate, dynamic and lively team thirsty for success, comprising of people who love their work and who want to execute it with success. The people around us must be positive. This way existing or possible negatives turn into positive as well, and they have. Work gets done, everything is done, but the first thing to do is adopting and loving the work. We spend a significant part of our day in the work environment and with colleagues. Therefore if we do not love our work, we make our colleagues and ourselves unhappy. There is also the human relations side to this. Considering people as human and considering work separately, avoiding personalization of work-related issues and maintaining human relations are among the tricks of the work. After mentioning the love of work and communication, I can hear those who say the mere

love of work can only go so far. Surely there is a scientific side to our work. We are trying to adapt the information provided in Maslow's hierarchical table from the bottom to the top for myself and those in our team and to implement them. However, I will not go into details here about that course provided in universities under the name "Development and Learning" for a single semester.

There is also the second language aspect. As the scientific language of R&D and breeding is English, handling, in particular, the English language issue at the very beginning of the entire career life is very important. I always hear this classic phrase: "Do you do your work in English." The answer is both "no" and "yes." Everything requires specialization. If you set on the road in R&D and breeding without being equipped with a good command of English, you will get lost. What restricts your learning is the walls you build in your mind. Language is not a talent, it is learned. By the way, my wife is a linguist, so I know about this subject. Otherwise, people could not be successful without receiving any training in touristic places. All these are parts of a whole. Moreover, when, finally, you reflect your spirit in your work without restrictions, you will reach the secret of the universe and be successful. The rest is about "if someone can succeed in this, why would I not?".



## MURAT YONAR

➤ IT MANAGER

I began my education at Uludağ University, Department of Computer Hardware in 1998 and completed it in Anadolu University, Department of Economics in 2001. I continued my education with Microsoft System Engineering, Engineering Training Program in 2001-2002.

I had begun to work part-time starting from the first semester of college. Computer business had newly started in Turkey in those years, and there was a serious lack of trained personnel. I had knowledge and experience as I had graduated from Anadolu Technical High School, Department of Computers. Computer works, owing to their nature, can be better learned with site experience rather than school, so I had preferred to be in the field.

Firstly I worked in a company that was a supplier of MAY Seed. I contacted Mr. Raif when I came to MAY Seed Heykel offices for delivery and installation of some products purchased from the company that I worked with. He had newly started in MAY Seed, and his workload was quite high. During our conversations, it was mentioned that a staff member was needed and I received a job offer via Mr. Raif. Later I had an interview with Yusuf Yormazoğlu,

Vice President, we discussed the details and I became a part of the MAY Family. I started as the IT Support Supervisor in 1998, and I have been the IT Manager since 2000. Ever since being a member of this family has always made me proud. There were many hard times, but together we came up to these beautiful times.

For me, MAY Seed is beyond a workplace. I spent a very long time of my life in MAY Seed, and therefore it has a special place in my heart. I learned, and I still learn a lot from the members of Board of Directors whom I worked with as their direct report. There is no limit to learning. MAY Seed is an invaluable organization that creates value for people and invests in people. I think fellow people who have just joined us or are about to do so should consider these details well. I always had personal goals ahead of me in my work, and I did not let anything make me upset as I tried to achieve them. Many things happened, good and bad, during all these years. Also while you need to remain patient for achieving certain things, you also need to work hard to prepare for the next step and have the courage to make your own decision. One should never entrust one's career to someone else's

decision or wait. Working in IT allowed me to stay up to date at all times, be among new technologies and enjoy my work life so far. Experience is such a thing that it is noticed by others and you notice when you move away from your current state.

To advance in career, perhaps it is very classic, but it is necessary to work hard and be organized. I can mention some further points on this matter. However, one of the most important things is that success cannot be achieved alone. Your colleagues are very important. The success of the team always carries singular success to higher levels. You are as strong as your team.

Success requires being a good director first. I think I have good social and analytic skills and I receive positive feedbacks in this regard. I like to befriend my team, have fun with them and be together. I listen to everyone and try to manage human relations with balance.



We continue to prepare the youth for the future with the AkadeMAY, İşte Yetenek (Talent is Here) and Internship programs that we created as MAY Seed in order to introduce the industry and work life to the agricultural engineers of the future, create added value for their professional and personal development, create an opportunity to bring theory and practice together with site experience and to allow them to identify their sectoral preferences and talents.

We meet the 2nd year students for the AkadeMAY program, 3rd year students for the Internship program and 4th year students for the Talent is Here program in April under the hosting of universities to talk about the programs and possibilities of development to our students personally, and we make presentations to promote our projects.

Following presentations, the interviewing and selection process continues with the applications received via Kariyer.net. After the selections are completed, the Agricultural Engineer candidates of the future are assigned to their task in the working areas designated for them to experience the real site experience and to shape their future.

We have placed 50 students to the interns' pool, one student to the AkadeMAY program and five students to Talent is Here program from among a total of 2400 applications that we received for the student development projects in 2017.

Agricultural Engineer Halil İbrahim Sayer, who graduated from the AkadeMAY program in 2017 with success has been appointed in our company as Technical Support Engineer.



# Hear it from Us



## ŞERİF AYAS

*Sale and Technical Support Engineer*

**"I strongly recommend to fellow students that they take part in the Talent is Here Project, which will provide them with advantages in the business life and offer them the opportunity to receive training on site in professional and personal development."**

I took part in MAY Seed family with the Talent is Here Project in July 2015 when I graduated from the university. I worked in İzmir and its districts for the first 5 months under the project and then I worked as Technical Support Engineer in Aydın-Muğla-Denizli for 1 year. As of September 2016, I continue as Sale and Technical

Support Engineer in Aydın and Muğla. Taking part in the Talent is Here Project allowed me to begin my professional life one step ahead to realize my career goals. I believe that my professional development will get better with the training we constantly received and the experience I gained via MAY Seed. Moreover, I would

like to thank MAY Seed family and my directors who believed in me for their support. I strongly recommend to fellow students they take part in the Talent is Here Project, which will provide them with advantages in business life and offer them the opportunity to receive training on site in professional and personal development.



## ANIL KONAN

*R&D Engineer*

**"Taking part in the Talent is Here project has been a unique opportunity for my professional development and career goals."**

I joined MAY Seed family with the Talent is Here Project in July 2015. I began the project by working in the R&D department in the Aegean region, after that I was considered to be qualified at the end of the project and was appointed as cotton R&D engineer to Adana R&D station. I have continued my job in Adana since November 2015. Taking part in this project has been a unique opportunity for my professional development

and career goals. I can safely say that taking part in this project has been a unique opportunity for my professional development and career goals. The training I received for my professional development, and the contributions that were made are on an international scale, are invaluable in our industry and are invaluable, and that this continues every day. I think I made good progress thanks to my directors who believed in my

potential and trusted me as well as my teammates who made contributions to me. As a person who experienced that MAY Seed family always supports its personnel, I strongly recommend fellow students to take part in the Talent is Here project, which in my opinion can open the gates of a bright future for them, where they can advance in their profession.



## ŞABAN KILIÇ

*Production Engineer*

**"Starting my working life in MAY Seed is a great achievement for me and makes me proud. MAY Seed has taught me many different aspects regarding my profession."**

I did my mandatory internship in Bursa Yenişehir production area in July and August 2016 under the "Internship" program of MAY Seed. My internship period corresponded to detasseling period, which is the busiest period in corn production and therefore it has been a productive experience for me. First of all being an intern in MAY Seed made me proud. Here I came across an intensive training period

and a disciplined working style. Works were always conducted in the direction of taking responsibility, building confidence and acquiring more knowledge about the private industry. I tried to do all the works I undertook with enthusiasm as I have a farming background in my family. As a result, I was evaluated by my valuable superiors, and I was considered to be qualified for being a part of MAY Seed

family. Starting my work life in MAY Seed is a great success for me and makes me proud. MAY Seed has taught me many different aspects regarding my profession. I want to thank and extend my regards to all of my directors and colleagues who spent efforts for me as I am now working in the position I dreamed of while I was an intern.



## ÖMER AVİCAN

*R&D Engineer*

**AKADEMAY allowed me to learn all needed aspects of the industry by getting involved in active professional life.**

I acquired much valuable technical information while I took part in the Akademay program in the summer of 2014. AKADEMAY allowed me to learn all needed aspects of the industry by taking part in active professional life, practice what I

learned, understand my professional tendencies by implementing in the real working environment and to get closer to the goals that I identified beforehand in the professional sense. I consider this opportunity that MAY Seed

provides to Agricultural Engineer candidates as key to acquiring professional capabilities and having an organizational culture.



## MUSTAFA TUFAN

*Breeding Production Engineer*

**"The AkadeMAY project allowed me to switch from student life to professional life quickly and more importantly to have the experience that I could acquire in professional life right when I was a student."**

I started AkadeMAY project in Biga-Gönen in the Product Supply department in 2012 at the end of my 2nd year in college. I produced seed corn during that period when I began the project. I worked in Sunflower breeding in the R&D department in Bursa Yenişehir in the production season of 2013. In addition to that, I received short-term training in the Laboratory-Facility-R&D Greenhouses and Accounting departments in order to better understand corporate culture and operation during semester holidays

when I was still studying at school. I began my first job as a production engineer in Corn production in Yenişehir during the production season of 2014. Later I did my military service in winter, and I have been working as Breeding Production Engineer ever since. First of all, this is how I define AkadeMAY: AkadeMAY is the experience acquired when you are a student. AkadeMAY project allowed me to switch from student life to professional life quickly and more importantly to have the experience that I could acquire in

professional life right when I was a student. The result was being able to step into life more quickly. As a person who rose from this project and professionally grew up in this project, I recommend fellow students who would like to take part in this project not to miss this opportunity. Finally, I would like to thank all members of MAY family who spent efforts for me during the period from my selection for this project to this day.



## MELİKE ÇAVUŞOĞLU

*Production Research Engineer*

**"As my internship period is a reference to my current working life, this is the major factor that made me want to be a part of MAY Seed Family."**

I completed my mandatory internship in Bursa Quality Assurance Laboratory in MAY Seed in 2012. As I took part in the internship project, MAY Seed taught me where I want to be, and how to be advanced in the industry. As my internship period is a reference to my

current working life, this is the major factor that made me want to be a part of MAY Seed family. I think they need to take part in the projects and they will better understand by experiencing positive feedback. I advise them to take part in the project.

Although I do not have any agricultural background in my family, I love my work, and this has a positive effect on my entire life. I am proud of conducting works that may offer benefits for my company and be a part of this warm family.

## ■ 1 Baby, 7 Saplings

We all cause on average "7 Trees" to be cut down annually for our various needs such as paper, pencil, furniture, and fuel that we consume in our daily life.

In other words, we borrow "7 Trees" from nature annually. With this awareness, we present 7 trees to nature via ÇEKÜL Foundation as a birth gift for each of our babies.



## ■ The Journey of a Seed

As for MAY Seed Family, we hosted the students of Bursa – Aydede and Melodi Nurseries this year under our social responsibility project "The Journey of a Seed" which we have enjoyed since 2013. We also visited Adana – Küçük Şeyler Nursery.

We told hundreds of little students the adventurous journey that seed goes through

until it comes to their table. We introduced them to seeds in our laboratories and greenhouses to increase their awareness.

We let them sow a seed with their own hands to observe this journey more closely, and we gave them the seeded pots so they can take responsibility and let it grow.



**ALL FOR A GENERATION WITH MORE AWARENESS...**

# We Continue to Prepare the Youth for the Future



## MAY Seed Visited Namık Kemal University

**Organized by Namık Kemal University, the “Plant Breeding Industry and Seed Industry” event was attended by Yusuf Yormazoğlu, Vice President of MAY Seed and Geoffrey Lloyd Thomas, our R&D Manager**

Yusuf Yormazoğlu talked about the significance attached by MAY Seed to R&D and the works conducted during his presentation “R&D Journey of a Turkish Seed Company and R&D in Turkey.” Highlighting the significance of R&D in today’s conditions, Yormazoğlu then answered the questions of guests.

Geoffrey Lloyd Thomas provided very important information to potential agricultural engineers in his presentation “Plant Breeding in the Private Industry, Career Opportunities and the Key to Success.” We to thank Namık Kemal University for the efforts they spent for the development of their students and their hospitality.



# We Continue to Prepare the Youth for the Future



## Uludağ University students visit MAY Seed

4th-year students of Uludağ University, Department of Horticultural Plants visited our Samanlı facility on 4/25/2017 under the scope of their course “Seed Science and Technology.” Following the presentations we made on our Talent is Here project and career opportunities for Agricultural Engineers, our visitation program was completed with the facility, quality laboratory, R&D Laboratory and greenhouse trips.

Here are the comments of the Agricultural Engineer candidates of the future following their visit:  
 “Actually the laboratory technology was way above my expectation.”  
 “I obtained knowledge as to how valuable the Talent is Here program is for our technical development and site experience, thank you. I understood that I have many opportunities on my career track. The important thing is to be able to discover me. I want to thank MAY Seed for enlightening us.”



# We Continue to Prepare the Youth for the Future

## Students of Uludağ University, Gemlik Vocational School of Higher Education, Department of Horticulture visited our central factory

2nd-year students of Uludağ University, Gemlik Vocational School of Higher Education, Department of Horticulture visited our factory on May 9, 2017, under the scope of the course "Seed Technique. Following the presentations we made on career opportunities for Agricultural Technicians, our visitation program was completed with the facility, quality laboratory, R&D Laboratory and greenhouse trips. The comments of Agricultural Technician candidates of the future at the end of the visit are as follows:

"Observing the environments where I will be working in the future right from now will be very useful."  
 "I would like to thank MAY Seed for a visit."  
 "The guidance we received from MAY Seed during our visit enlightened us with regard to our profession."



## MAY Seed met UC Davis students in the USA

A symposium was organized by the University of California Davis on October 12 under the sponsorship of Seed Central, to which MAY Seed is a member, which was attended by undergraduate students and graduates.

The work, career and internship opportunities in our company were mentioned to university students while a comprehensive promotion organization was held with our brochures and demonstration video.

Our promotion video and brochures received highly positive reactions from students and created heavy interest in our company.

With our project, students will be able to apply to do an internship in MAY Seed. Selected students will have the opportunity to gain experience regarding commercial farm breeding in our R&D department in Turkey. We will help them improve their talent with our MAY Seed student development program.



## MAY Seed Attends Agro Complex 2017



We had our stand as MAY Seed in the Agro Complex Exhibition area, held in Ukraine, Kiev.



## MAY Seed Attends Moldexpo 2017



As MAY Seed, we took part in Moldexpo 2017 Agricultural Exhibition held in Moldova.



## MAY Seed Attends Yug Agro 2017



As MAY Seed, we took part in the Yug Agro 2017 Agricultural Exhibition held in Russia.



## We Met the Producers During the Tractor Races



We took part in the tractor races event organized in Adana – Karataş on May 21, which drew heavy attention from producers as MAY Seed. Exciting and fun moments occurred as we met many producers in the Eastern Mediterranean Region. As we sponsored the tractor races as MAY Seed, we provided detailed information regarding our varieties to the producers who visited our stand. At the end of the day, winning producers were given special gifts from our champion corn varieties.



## We Took Part in Şanlıurfa Food, Agriculture and Livestock Exhibition



As MAY Seed, we took part in Şanlıurfa Food, Agriculture and Livestock Exhibition that took place for the second time on April 12-15 this year. As we attended the show for the second time this year, our stand met heavy attention.

We provided detailed information to our customers and potential customers who visited our stand particularly with regard to our new varieties in our cotton, corn and soy product portfolio that sell a lot in the South East Anatolia Region. Paying a lot of attention to our products, producers were satisfied when they left the meeting.



# 2017 Annual Sale Meeting

The Marketing & Sale Department Employees of Our Company Gathered at the Annual Sale Meeting Held in Antalya on December 11-15.



Making the opening speech at the meeting event where the sale season of 2016-17 was evaluated and the goals for the 2017-18 sale season were discussed, Hamdi Çiftçiler, our Vice President provided information regarding the sale season of 2016/17.

"Basic Sale Techniques and Reporting Training" was offered by our Domestic Sale Manager Abdullah Tayyar Demir and Vegetable Product Supervisor Ali Hamza to the sale team under the scope of the Annual Sale Meeting. Our IT Manager Murat Yonar offered "Cyber Security and Information Awareness Training" to all Marketing & Sale team on the last day of the annual sale meeting event that lasted for a week.

Taking place with the slogan "much further in 2018 together with stronger steps", the Annual Sale Meeting event ended with a special gala dinner held on the evening of Thursday, December 14.





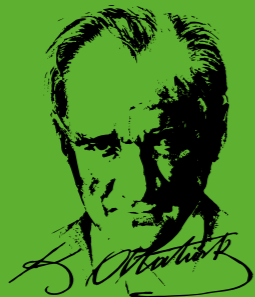
# Children are Invaluable for MAY Seed



As MAY Seed, we celebrated the National Sovereignty and Children's Day on Sunday, April 23, 2017 with various activities that we held in our Samanlı factory. The children and their parents enjoyed the magician show while the face painting activity and barbecue party made the event much more colorful.

The future of the Turkish nation will be great and bright with fair opinion and inexhaustible determination of today's children.

Mustafa Kemal Atatürk



# Women are Invaluable for MAY Seed



As for MAY Seed, we announced the international women's day as the women's week and celebrated with many activities in our headquarters and regions this year. As we hosted three expert guests in our central factory, the presentations drew strong attention. Awareness was raised on many subjects with the discussions we made with Mine Rana Dayioğlu on Natural Nutrition, with Aysun Ertek on the Specifics of Make-up and with Dr. Mukaddes Özcan on a Healthy

Skin. The book "Recipe for Happiness, Natural Diet." of Mine Rana Dayioğlu, the revenue from which is entirely donated to Löder foundation was gifted to all women employees who attended her discussion. As the women's day became more meaningful with the joyful and emotional celebration messages of our Board of Directors, it had more color with our discussions. We to thank again to all women employees who attended our week event and shared this joy with us.



## As MAY Seed, We Say No to Violence Against Women

## MAY Seed Meets All Stakeholders in the Social Media



As for MAY Seed, we got dressed in orange with our events in Bursa and Adana facilities on November 25, 2017, and said: "NO TO VIOLENCE AGAINST WOMEN."  
MAY Seed undersigned the United Nations Women's Empowerment Principles (WESP).



## MAY World Continues to Give the Organization's Messages with its Renewed Face



of the communications channels we use most widely in our organization, we introduced our MAY World (MAY World) magazine to the readers with a brand-new face in 2017. Issued quarterly, sharing many internal news and developments, we have enriched the content of our MAY World magazine and renewed its design.



# Our Priority is Occupational Health and Safety



**We organized 1425 hours of training on Occupational Health and Safety in 2017 to create awareness for our employees to do their work under proper conditions without endangering their health and safety, increase their level of knowledge and maximize the safety of their work habits.**

As MAY Seed, we continue to feel responsible for our employees, their families and friends, create awareness via training sessions we organize with our expert personnel and to ensure Occupational Health and Safety is adopted as a corporate culture.

# OHS News

## We continue our work safety training on the farm

As MAY Seed, we continued to inform our employees on the farms about the potential risks they'll be exposed to and to provide applied training as to how to protect from these risks this year as well.



## We continue to invest in advanced technology

We have eliminated ergonomic risks in the working area and increased production quality and efficiency with the robot product packaging line that we commissioned in 2017.



## MAY Seed is Working for a Sustainable Environment

Among the production activities we conduct as MAY Seed, we consider many parameters such as production efficiency, time, profitability and optimum working conditions as well as environmental factors as part of the quality production and sustainability and we act with this awareness as we maintain our works.



During these works, we separately evaluate and document all impacts covering environmental aspects such as minimization of wastes, package recycling, energy efficiency, chemicals management and protection of nonrenewable resources during the farming and production stage specifically for each location under the scope of parameters such as ISO 9001:2001 Quality Management System, ISO 14001 Environmental Management System and OHSAS 18001 Occupational Health and Safety Management System, Legal Obligations and internal and external audit records.

We evaluate parameters such as raw material, product, waste, energy efficiency and workforce as a whole, address our activities under life cycle principle and continue with constant improvement. Within this cycle, we conduct works not only for disposal of wastes resulting from the production process but also about the waste potential that might arise from products released to the market while we fulfill our legal obligations.

## We Got our Hands on the Environment



Our social responsibility activity with the theme "We Got Our Hands on the Environment" which we organized as MAY Seed in our Bursa and Adana facilities under the scope of World Environment Day to create awareness on environmental pollution and reduction of carbon emission to nature drew much attention



# Knowledge is Power



MAY Seed manages its training process efficiently with a configuration that summarizes all orientation, hands-on, quality, personal, basic, professional and other training contained in training packages prepared according to positions, which can meet the training requirements of its employees.

## Our Practice Time Sessions Began



We continue to make a difference with the second language sessions that we commenced in order to allow practical development of our employees in English and Russian languages, which are moderated by our R&D Manager Geoffrey Lloyd Thomas, Our Breeding Assistant Mehmet Ali Keçeli and Product Manager Ömer İgüd.

# Our Internal Training Process Continues at Full Speed



The year 2017 has been a productive educational period for MAY Seed as every year. Again it's been full of awareness and information with internal training sessions offered by expert trainers on subjects such as Agricultural Training for Those Who are Not Agriculturalists, Meeting Management and Environment. Our employees have been enlightened on many matters in addition to getting information on various subjects they can reflect in their daily as well as professional lives. We say Education is Everywhere with our existing training sessions and training topics whose configuration is ongoing as we aim to spend many training periods full of energy and productivity.



We are Strong Together  
for 40 Years



Quality Seed

40  .yıl

*40th year*

*40 productive years*

[www.may.com.tr](http://www.may.com.tr)



**Quality Seed**

**MAY Tohum / MAY Seed**

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