

Sustainability Report 2022



WISHING TÜRKİYE A QUICK RECOVERY!

We are deeply saddened by the earthquake disasters that struck the cities of Kahramanmaraş, Gaziantep, and Hatay, as well as other provinces nearby.

We are very sorry for those who lost their lives in the earthquakes, extend our condolences to their relatives and our nation, wishing those injured a quick recovery. We would like to express our deepest sympathy and good wishes for a speedy recovery to all earthquake victims and the whole country.

We will reunite, rebuild and recover from this disaster which deeply affected us all.

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About the Report

With our fourth sustainability report, we aim to present a summary of our economic, social, and environmental performance and sustainability approach to all our stakeholders. The information included in the report covers the period from January 1 to December 31, 2022 and involves all our operating regions and subsidiaries.

This report was created in accordance with the GRI Standards. In the report, we also included the United Nations Sustainable Development Goals.

We have designed our 2022 report under 4 sections within the framework of our “Vision for 2025”. The section titled “More Satisfied Stakeholders” contains information on our practices to ensure

customer satisfaction, R&D, innovation, and digitalization activities as well as our product quality and safety practices that we manage as a top priority without any compromise.

The section titled “Better People” contains a summary of our practices regarding occupational health & safety, supply chain management, employee development and talent management as well as gender equality practices.

The section titled “A Better World” contains detailed information on our circular economy approach, resource efficiency activities, renewable energy investments, and green products.

In the section titled “Our Management Approach,” we presented a comprehensive summary of our corporate governance structure, risk management, and our code of business conduct.

In our 2022 report, we dedicated a special section to our ASI certification.

Some environmental and social performance indicators included in the 2022 Sustainability Report have been validated within the framework of the International Standard on Assurance Engagements (ISAE 3000) and Assurance Engagements on Greenhouse Gas Statements (ISAE 3410).

You can submit to us any opinions or suggestions about this report via e-mail to sustainability@assanaluminyum.com

Executive Messages

A Message from the CEO

Distinguished Stakeholders,

We began the year 2023 with an earthquake disaster affecting 11 provinces in Turkey, that deeply saddened all of us. As the Kibar Group, we wish God's mercy upon those who lost their lives in these earthquakes, give our condolences to their relatives and our nation, wish those injured a quick recovery and convey our deepest sympathy and positive thoughts for a speedy recovery to all earthquake victims and to the whole country. We have been in the field since day one as a Group to provide relief efforts to help recover from this disaster that deeply affected us and

we are committed to carrying on our efforts until full recovery is achieved.

We are glad to present to you the 2022 Sustainability Report of Assan Alüminyum.

Kibar Group believes that economic growth and development cannot be achieved on their own without taking into account the sustainability principles. We consider sustainability as an integral element of our corporate strategy. We act in line with our sustainability principles in all industries and geographies where we carry out our operations and integrate our sustainability-related risks and opportunities with our decision-making processes after assessments. We make efficient use of natural resources, leverage innovation to minimize the negative effects of our operations and develop eco-friendly technologies and products.

We move towards our targets in a steady manner within the framework of Kibar Group's Sustainability Strategy of 2025, which was designed in line with the United Nations Sustainable Development Goals. We spend utmost effort to ensure that our sustainability activities, which take into account economic, social, and environmental aspects, are adopted as common practice throughout our entire value chain.

As one of the global industry-leading flat rolled aluminium manufacturers, Assan Alüminyum is Türkiye's leading organization with its annual installed coil, sheet and foil production capacity of 360,000 tons and its annual aluminium coil painting capacity of 60,000 tons in its pre-painted aluminium production facilities. In addition it is one of Europe's top 2 manufacturers with its aluminium foil production capacity reaching up to 130,000 tons. Assan Alüminyum is one of the industry-leading organizations with more than 1,500 employees, and exports to over 70 countries.

As a company with a high level of awareness about its responsibilities and its sense of responsibility to be a role model in its area of operations, Assan Alüminyum has integrated our Group's sustainability principles into all of its processes. It use its best efforts to minimize the environmental impact of its operations in line with its motto, "We Produce the Future, Without Wasting It".

I would like to thank all our customers, business partners, stakeholders, and my colleagues who have supported us in these activities that we carried out as Kibar Group.

Haluk Kayabaşı
CEO
Kibar Holding



Message from the General Manager

Distinguished Stakeholders,

We are extremely pleased to present to you our fourth sustainability report.

Unfortunately, we have experienced one of the most devastating natural disasters in the history of our country due to a series of earthquakes that hit our country and affected 11 provinces on February 6 around the same time that we were preparing this report for publishing. We would like to extend our condolences to the families of those who lost their lives in these earthquakes, while wishing those injured a quick recovery and extending our good thoughts and wishes to everyone who was affected. As a member of Kibar Group, we have carried out operations to attend to the needs of people in the areas affected by the earthquakes since day one. We will continue our support with our efforts to meet the ongoing needs in the upcoming days.

We have successfully completed a year despite a great deal of uncertainties. 2022 went down as a year in which post-pandemic normalization efforts became prevalent in all industries throughout the world although many economic uncertainties emerged while leaving behind repercussions of the pandemic. However, the aluminium industry maintained its growth trend despite all such developments. Creating employment opportunities for over 30,000 employees, the aluminium industry continued contributing to the national economy.

Ranking 39th in Istanbul Chamber of Industry's Industrial Companies list, Assan Alüminyum has left behind a thriving year by increasing its sales revenues by 21% and net profits by 89%.

Expectations from sustainability efforts continue to grow even higher.

In 2022, extreme weather conditions resulting from climate change continued to cause disruptions in supply chains as well as interruptions in logistics and operations. Such developments have proved that it is imperative for companies and any other organizations from all industries to address climate risks. With the risk assessment activities that we introduced in 2022, in coordination with the Kibar Holding Risk Management Departments, we, at Assan Alüminyum, began evaluating the effects of different climate scenarios in our operations. We analyze the potential effects of transition to a low-carbon economy in our operations in terms of policy, market, reputation, and technology risks.

We aim to develop resistant strategic business plans by leveraging alternative scenarios and thus reducing the vulnerability of our operations against climate events.

Within this scope, we take into consideration any additional costs such as taxes on carbon and greenhouse gas emissions in addition to statutory changes such as the EU's Carbon Border Adjustment Mechanism and customer requirements. We evaluate the effects of all such potential risks in our operations in terms of both financial and non-financial outcomes. We investigate the characteristic effects of these risks in supply chain, product development, R&D, innovation, procurement, production and sales in addition to physical procedures such as production plants and logistics.

We integrate risks associated with climate

change and any potential impact directly into each process at Assan Alüminyum for all critical decision-making processes such as determination of strategic targets, allocation of financial resources or making a new investment decision.

"Green transformation economy" also brings significant opportunities. As an infinitely recyclable raw material due to its nature, aluminium offers a reliable option for transition to green economy. For this reason, we carefully follow up and pursue opportunities created by climate change at Assan Alüminyum. In this context, we continue our communication activities through various channels to understand the expectations of our customers in an accurate manner and provide our customers with information on the environmental impact of our products based on our activities for Product Life Cycle Analysis (LCA) and Environmental Product Declaration (EPD).

In 2022, we received the Performance Standard Certification from the Aluminium Stewardship Initiative (ASI), for our Tuzla and Dilovası flat rolled aluminium production facilities as well as our recycling facility. ASI is a global aluminium industry initiative that sets the global sustainability principles for the aluminium value chain worldwide, certifying the operations of organizations and businesses carrying out operations in the industry.

We believe in the importance of innovation and renewable energy in combating climate change. We consider our R&D and innovation activities as well as renewable energy investments as our key competencies in combating climate change. In 2022, we allocated over TRY 26

million for our innovation activities. We aim at reducing our carbon footprint by a special alloy specifically designed for us by our R&D Center. We have produced this eco-friendly alloy by using non-primary material by over 95% while ensuring energy savings by the high rate. Our new alloy has 50% lower carbon footprint compared to equivalent products.

In 2022, we generated 146,002 MWh electricity from renewable energy sources at Manavgat Hydroelectric Power Plant. For the part of our emissions resulting from our production operations and could not be otherwise accounted for by renewable energy sources, we offset the remaining Scope 2 emissions by supplementing them with our International Renewable Energy Certificates (I-REC).

Within the scope of 23 energy efficiency projects completed in 2022, we achieved energy savings by 3,505,193 kWh/year and prevented carbon emissions by 1,868 tons/year, which are equal to an amount to be offset by 84,000 trees. Therefore, we have achieved energy savings by 25.7 million kWh within the scope of over 120 projects implemented during the last 7 years.

We provide our employees with a safe and fair workplace with equal opportunities. As a manufacturing company, we carry out our occupational health and safety investments without any concessions. With our "Life Safety" program, which was introduced in 2015 and still continues to this day, we have transformed occupational health into a culture as this program operates based on the health

and safety principles not only for business life but also for all areas of life. We are extremely pleased to see the benefits of our activities in our improved OHS performance.

We support gender equality. We do business in an industry in which the majority of employees are men. As one of the leading organizations in our industry, we believe that it is our sectoral responsibility to increase the rate of female employees. We support “WE Are Equal” activities carried out at Kibar Holding. With WE Are Equal Committee that we established, we integrate our gender equality approach into all of our processes and implement practices to further improve the working conditions of our female employees. The rate of female employees increased by 17% compared to 2020. Also, the rate of female executives has reached 14%.

In 2022, we introduced the “It’s OUR Job, It’s OUR Life” project to keep up with the changing business world and ensure a work-life balance. Based on detailed analyses within the scope of the project, flexible and remote working conditions have been adopted as a common practice for all job positions or functions. In this way, we aimed at improving the employee satisfaction and quality of life.

We imagine a better world for everyone. At Assan Alüminyum, we aim for providing our customers with reliable and quality products, becoming a good employer for our employees, a good business partner for our suppliers, and contributing to the global economy in a sustainable manner. We contribute to building a cleaner and more peaceful world. With our corporate social responsibility projects carried

out wherever we do business, we support the improvement of social welfare and protect biodiversity. By participating in the K-Star Supplier Development Program, which was introduced in 2022 at Kibar Holding, we aimed for extending the scope of our sustainability approach to our entire value chain.

I would like to thank all our customers and business partners who trusted us in this journey, my colleagues as key contributors to these achievements and all our stakeholders who have accompanied us in our journey. We will continue our utmost efforts and strive to achieve better with the confidence and support of our stakeholders. We will carry on working towards a better future by offering all our contribution to the field operations as much as possible during such a challenging period that our country is undergoing.

Sincerely yours,
Göksal Güngör
General Manager





Introduction About Kibar Holding

Kibar Holding, which began its activities in 1972 and is among the leading business groups in Türkiye, has been making significant contributions to the national economy and social welfare since its foundation.

As of the end of 2022, Kibar Group operates in various sectors such as metal, automotive, packaging, building materials, real estate, logistics, energy, and service with more than 20 companies and more than 5,000 employees.

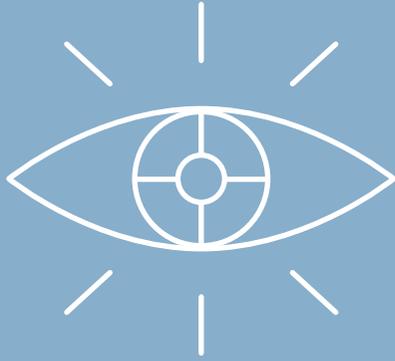
Kibar Group's international business partners include Posco, Seoyon E-Hwa, and Heritage, which are among the world's leading brands in their industries. Kibar Holding and Group companies significantly contribute to the Turkish economy with their high production capacities, export, social investments, and employment they create.



About Assan Alüminyum

Assan Alüminyum, one of the leading manufacturers of the global flat rolled aluminium industry, has been producing rolled aluminium since its foundation in 1988. It offers its coil & sheet, foil and pre-painted aluminium products to a variety of industries such as packaging, distribution, construction, consumer goods, automotive, and HVAC. Assan Alüminyum, with production facilities in Tuzla, Istanbul and Dilovası, Kocaeli plants, is the leading producer in Türkiye in the flat rolled aluminium sector with an annual installed capacity of 360,000 tons for aluminium coil, sheet and foil and an annual aluminium pre-painting capacity of 60,000 tons in its coil painting facilities. The company is also one of the

2 largest aluminium foil manufacturers in Europe with an aluminium foil production capacity of 130,000 tons. It ranks 39th in Türkiye's Top 500 Industrial Enterprises list published by Istanbul Chamber of Commerce (ISO) in 2021. The company carries out export operations in 4 continents, including the Western Europe and North America, to more than 70 countries. Kibar Americas based in Chicago is part of the company's strategy to achieve its growth targets in North America. It is the first flat rolled aluminium manufacturing company in Türkiye to be eligible to receive the Performance Standard Certificate from the Aluminium Stewardship Initiative (ASI), which establishes global sustainability standards in the aluminium industry.



Our Vision

To exceed the expectations of our clients, employees and shareholders, to grow in the international markets at an accelerating rate, to develop a global culture.



Our Mission

To create value for our stakeholders

- By offering to our customers the right combination of quality, service, innovation and price to become their preferred supplier;
- By using sustainable production methods to make a better world for future generations;
- By creating a modern and safe workplace for our employees;
- By striving for operational excellence in every aspect of our business;
- By strengthening our brand through our every action.

Our Brand Values



Reliable

Our business partners can count on Assan Alüminyum to deliver high quality products and services that perform as expected, and to be with them in their times of need.



Flexible

We strive to understand customer needs and deliver solutions that fit their needs based on our dedication and adaptability.



Innovative

We use our experience and expertise to try and innovate every aspect of our processes and products.



Sustainable

We build a more sustainable future, together with our business partners, by using our joint expertise and aluminium's advantages.



Assan Alüminyum in 2022



Industry leader in Türkiye



The 39th largest industrial company of Türkiye



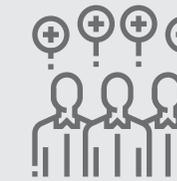
The 2nd largest foil producer of Europe



360,000 tons annual production capacity



268,122 tons of production in 2022



600+ customers



Export to more than 70 countries



76% export volume



1,500+ employees

Sustainability at Assan Alüminyum

With our motto, “We Produce Without Consuming the Future”, we strive for producing sustainable aluminium and becoming a preferred employer and business partner at Assan Alüminyum. We place sustainability as our fourth brand value following “Reliability,” “Flexibility,” and “Innovation” and we strive for integrating economic, social and environmental factors into decision-making mechanisms. We adopt a participatory, innovative, reliable, environmentally conscious, and people-oriented management approach.

Our sustainability philosophy is determined based on Kibar Group’s sustainability principles and the United Nations Global Compact as well as our sectoral requirements and expectations of our stakeholders.





More Satisfied Stakeholders

R&D, Innovation & Digitization,
Customer Satisfaction,
Product Quality and Safety



Better People

Occupational Health & Safety,
Supply Chain Management,
Employee Development
& Talent Management,
Gender Equality and Equal Opportunities



A Better World

Efficient Use of Resources, Renewable
Energy Use, Eco-Friendly Products,
Circular Economy
Management Principles: Corporate
Governance and Code of Business Conduct,
Active Risk Management, Business Continuity

Our Sustainability Strategy: Vision 2025

Vision 2025, which defines the sustainability priorities on which we will focus in our company and our sustainability roadmap for the period between 2020 and 2025, is centered around “More Satisfied Stakeholders,” “Better People,” and “A Better World”. Considering the global

risks, opportunities, and stakeholder expectations, we determined our goals and the areas contributing to the UN Sustainable Development Goals. We created our business plans for achieving the determined goals and targets.

In 2020, we developed a sustainability scorecard called the “Sustainability Inventory” and conducted competitor benchmarking and impact analyses for our main performance indicators. In 2022, we reviewed our strategy and targets.

Our Sustainability Scorecard

PERFORMANCE AREA	2025 TARGET	2022 REALIZATION
More Satisfied Stakeholders	Working towards the target of “0” customer complaints	Compared to 2019, the number of complaints decreased by 40%.
	Ensuring the continuity of the existing product and process certifications	Continuity of all certificates was ensured. In 2022, the UKCA (United Kingdom Conformity Assessment) audit was conducted successfully and the UK Conformity Assessed marking certification was granted.
	Completing the ASI certification	The ASI Performance Standard Certification process was successfully completed in 2022.
	Maintaining academic cooperation for R&D	Various projects were carried out with Vrije University, Mamara University, and İzmir Institute of Technology.
	Starting the supplier development program	In addition to supplier assessments conducted by the Occupational Safety, Health and Environment Department, the supplier development program under the leadership of Kibar Holding was introduced.
Better People	Increasing employee commitment by 5 points for office employees and 4 points for site employees in 2020	In 2022, there was a decrease compared to 2021. We take necessary actions by receiving feedback through employee focus group meetings.
	Designing and implementing a new leadership program for each first and mid-level manager responsible for the management of site and office employees	With the development programs that began in September 2021, training activities under the topics of Leadership Development, Expert Development, and Managerial Development were organized. Training activities will also continue during 2023.
	Ensuring performance above EA averages by improving the Occupational Health & Safety statistics	Significant improvement by 6,64 LTI was achieved in 2022. The process is followed for the target of 2025.
	Implementing a social responsibility project for at least one of the SDGs that we have determined as priority	In cooperation with Kocaeli University Biology Department, we completed the project of restoring the Sand Lily plant in the nature with the Biodiversity Preservation Project.
		We also sponsored the theater play titled “Sand Lily” as an extension of our Biodiversity Preservation Project.
		A children's theater play with the sustainability theme was staged in local schools.
We provided support to the women's cooperative, Manavgat Women Entrepreneurs of Taurus Mountains Cooperative (MTKK).		
	1,000 students were provided with education support within the scope of UNICEF Empowering Girls as Future Leaders Project.	
A Better World	Reducing our energy intensity (GJ/tons) by 5% compared to the 2017-2019 averages within 5 years	In 2022, there was a 1% decrease in energy intensity (GJ/tons).
	Reducing our carbon footprint through our own renewable energy production	With our Manavgat Renewable Energy Power Plant, we obtained an I-REC certificate for all of our electrical energy consumption in 2022, offsetting our Scope 2 emissions.
	Continuing to support biodiversity activities	We made an agreement with Kocaeli University for the continuity of the project support. In 2022, the project for restoring the Sand Lily plant in the nature was completed.
	A better understanding of our environmental impact by conducting the life cycle assessment (LCA) of our products	LCA and EPD activities for product groups were completed in 2021.
	Developing projects to reduce our primary aluminium use	An alloy, which is produced from 100% non-primary inputs, having a low-carbon footprint and meeting the required quality criteria, was developed.

Sustainability Management

At Assan Alüminyum, the Sustainability Unit under the Strategy and Marketing Directorate is responsible for monitoring the company's sustainability goals/targets as well as sustainability performance. The unit is also responsible for improving sustainability awareness and coordination within the company, monitoring external engagements, and integrating best practices in the field of sustainability into company processes.

Assan Alüminyum is also a member of the Kibar Holding Sustainability Committee and Sustainability Working Group. The Committee, who is responsible for the determination of the sustainability strategy and goals of Kibar Group, consists of Holding function managers and the general managers of Group companies.

The Sustainability Working Group consists of Holding and Group company Human Resources, Financial Affairs, Strategy, Purchasing, Internal Audit, Information Technologies, Corporate Communication, and Sales & Marketing managers. The Working Group implements the action plan within the scope of the strategy determined by the Committee, coordinates the sectoral sustainability activities, and other sustainability efforts based on each function they represent.



Our Contribution to Sustainable Development Goals

As Assan Alüminyum, we support the United Nations Sustainable Development Goals and directly contribute to 8 goals in our area of influence in line with our activities.



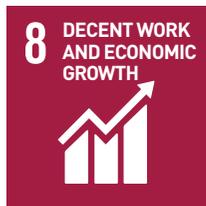
Goal 4: We prepare our employees for future competencies with professional and personal development programs. With our social benefit investments in education, we contribute to the improvement of the quality of education in our country.



Goal 5: We implement practices that support and strengthen women's employment and increase the number of female employees and the rate of female executives. We carry out various practices and awareness-raising activities in order to encourage women's active participation in business life.



Goal 7: We reduce our carbon footprint with the electricity we produce at our renewable energy plant within our company. We reduce our energy and emission density with energy efficiency projects.



Goal 8: We work for an inclusive economy that creates value for all our stakeholders. We take international standards as a guide in our supply chain, we attach importance to the issues of not employing child and forced labor and ensuring fair working conditions. We produce value-added products with our investments in R&D and innovation.



Goal 9: We develop high-performance, customer-specific, value-added products that support the low-carbon economy with the activities we carry out in our R&D Center. We consider strengthening our R&D capabilities as one of our main strategic goals.



Goal 12: We support a low-carbon economy and adopt a circular economy and innovation-based production model. We increase reuse with effective waste management and prefer eco-friendly waste disposal methods. We help our customers choose the right products with the technical support we provide.



Goal 13: We evaluate the impact of climate change on our operations in our risk assessment processes. We increase energy efficiency, reduce our energy and emission density, and generate electricity from renewable energy sources.



Goal 17: As a member of Kibar Group, we adopt the principles and objectives of the United Nations Global Compact. We do not compromise on our business ethics and corporate governance principles. We closely follow sectoral initiatives in the field of sustainability and collaborate to support a low-carbon circular economy.

Communication with Our Stakeholders

We consider providing accurate and timely information to all our stakeholders as our corporate responsibility and we maintain bilateral stakeholder communication through various platforms specific for each stakeholder group. We improve our corporate knowledge with numerous non-governmental organizations, global and sectoral initiatives that we are a member of and support.

Our sustainability report, exhibitions and other events, social media activities, interviews and news published on our website, press and other media, one-to-one customer meetings, technical training activities, and university meetings are among our most important communication activities.

We aim to create a brand image in line with our brand values and we approach our core value of sustainability on all 3 dimensions: governance, environmental and social. In this respect, we base our brand communication on our activities that are in line with global sustainability principles.

STAKEHOLDERS	COMMUNICATION METHODS
SUPPLIERS	Audits One-to-one meetings and visits Supplier CoC
OUR CUSTOMERS	Business Partners sharing meeting with all customers and sharing meeting with authorized dealers (once a year) Social media communications Public relations, corporate communication activities Evaluation meetings with our domestic authorized dealers (twice a year) General customer satisfaction survey made by independent research companies (once a year) Technical Trainings Fairs (annually) One-to-one meetings and visits Social media communications
MANAGEMENT	Evaluation meeting with Kibar Holding top management (monthly) Assan Alüminyum Board Meeting (4 times a year) Workshops with management staff
OUR EMPLOYEES	Internal Communication Meetings with office employees (4 times a year) Social media communications and other digital channel publications for employees General employee engagement survey (biennial) Employee engagement survey (once a year) Trainings and webinars CoC Social media and cooperate internal communications
SOCIETY	Corporate website Social media communications Presentations Internship programs Annual reports Sustainability report Consultation meetings with local and general administrations, factory visits as needed Interviews and articles given through media channels Career Events Corporate Social Responsibility Projects Public relations, corporate communication activities

Initiatives We Support

We support the UN Global Compact (UNGC) and UN Women's Empowerment Principles (UN WEPs), undersigned by Kibar Holding, the Business Plastic Reduction Initiative as well as the Business World and Sustainable Development

Association (SKD Türkiye), where Kibar Holding CEO is a member of the Executive Board.

We also take an active role in ASI, Ceflex Roadmap, EA Circular Economy for 2030, EA 2025 Sustainability Roadmap initiatives.

Affiliated Organizations

Active Memberships

Chairman	●-----	 TALSAD TÜRKİYE ALÜMİNYUM SANAYİCİLERİ DERNEĞİ
BOD Member	●-----	 United Nations Global Compact
President	●-----	 ALUFOIL GLOBAL ALUMINIUM FOIL ROLLER INITIATIVE
Executive Committee Member	●-----	 alufoil European Aluminium Foil Association
BOD Member	●-----	 eCCCA pre-paintedmetal.eu
Trade Committee Member	●-----	 European Aluminium
Member	●-----	 CEFLEX A CIRCULAR ECONOMY FOR FLEXIBLE PACKAGING
Sustainability & Communication Committees Member	●-----	 asi Aluminium Stewardship Initiative

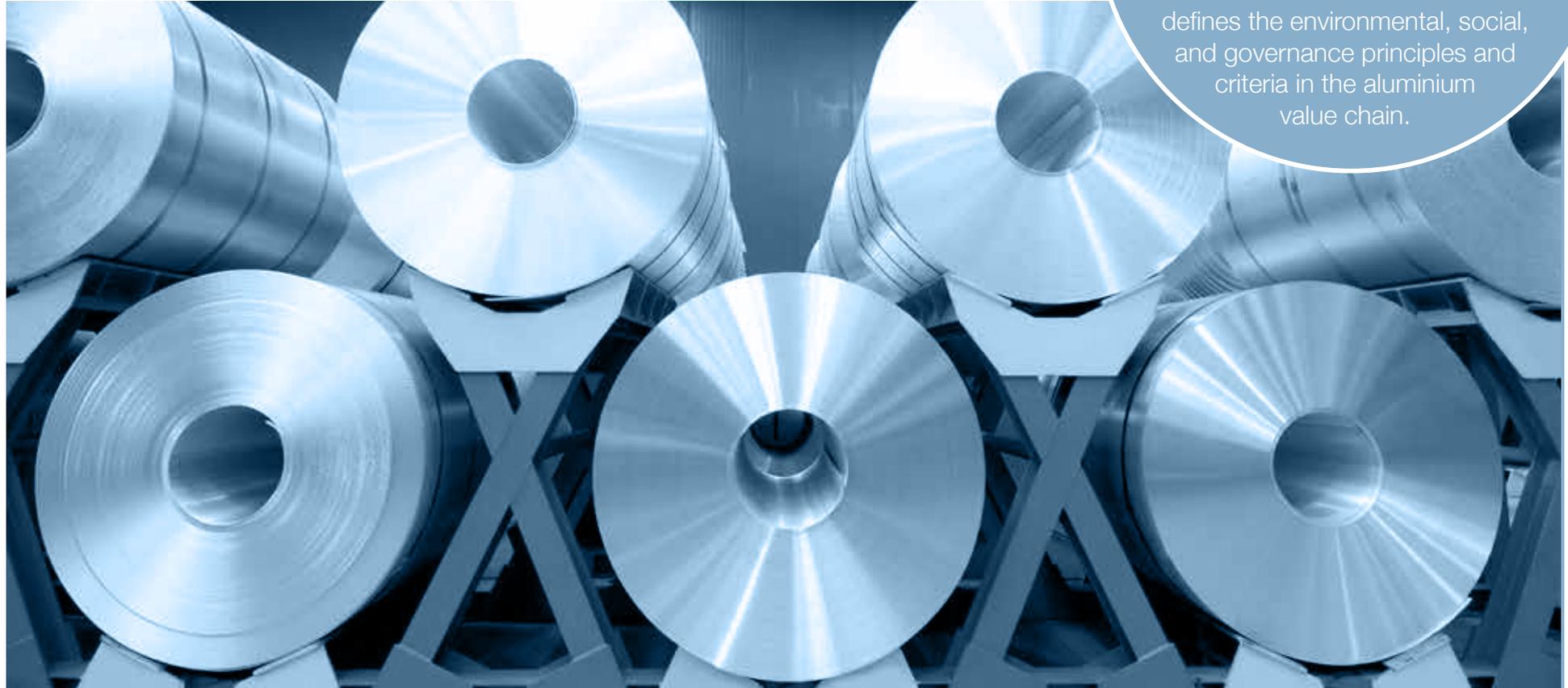
	 DİŞ EKONOMİK İLİŞKİLER KURULU FOREIGN ECONOMIC RELATIONS BOARD	 BEYAZ EŞYA TAAH SANAYİCİLER DERNEĞİ WHITE GOODS SUPPLIERS ASSOCIATION
	 İSTANBUL TİCARET ODASI	 T.C. EKONOMİK VE BAKANLAR LİGİ TOBB
	 ESNEK AMBALAJ SANAYİCİLERİ DERNEĞİ	 TÜRKİYE DİŞ TİCARET DERNEĞİ TURKTRADE FOREIGN TRADE ASSOCIATION OF TURKEY
 İNŞAAT MALZEMESİ SANAYİCİLERİ DERNEĞİ ASSOCIATION OF TURKISH CONSTRUCTION MATERIAL PRODUCERS	 ENERJİ VERİMLİLİĞİ DERNEĞİ	 National Coil Coating Association
 The Aluminum Association		 İSTANBUL ÇELİK VE ÇELİK DİĞ. METALLERİ İHAZATÇILARI BİRLİĞİ
 KOCAELİ SANAYİ ODASI THE WHITE METALS INDUSTRY ASSOCIATION		

Special Section:

Aluminium Stewardship Initiative (ASI)

We received the Performance Standard Certification from the Aluminium Stewardship Initiative (ASI), for our Tuzla and Dilovası flat rolled aluminium production facilities as well as our recycling facility. ASI is a global aluminium industry

initiative that sets the global sustainability principles for the aluminium value chain worldwide, certifying the operations of organizations and businesses carrying out operations in the industry.



What is ASI Standard?

The ASI Performance Standard is an industrial standard which defines the environmental, social, and governance principles and criteria in the aluminium value chain.

The ASI Performance Standard audits are carried out to check performance in the following areas:



The ASI provides a common standard for the aluminium value chain for environmental, social, and governance performance. It strengthens the confidence of consumers and stakeholders in the aluminium industry and products. It also serves as a reference for the establishment and improvement of initiatives for responsible production, sourcing, and materials management in metal and mineral supply chains.

ASI Certification Process



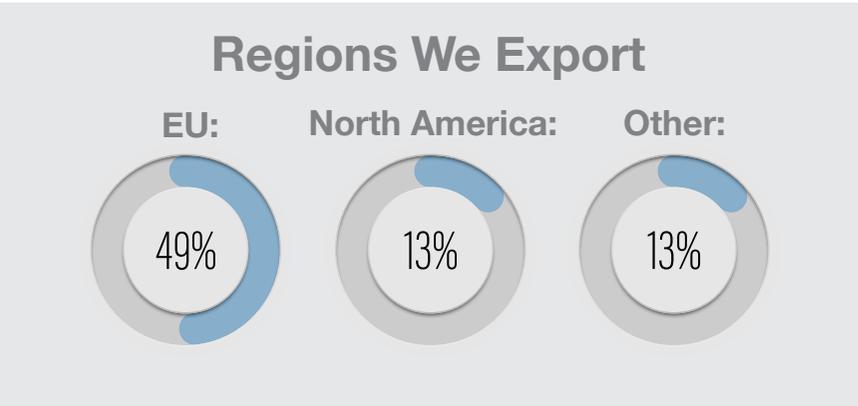
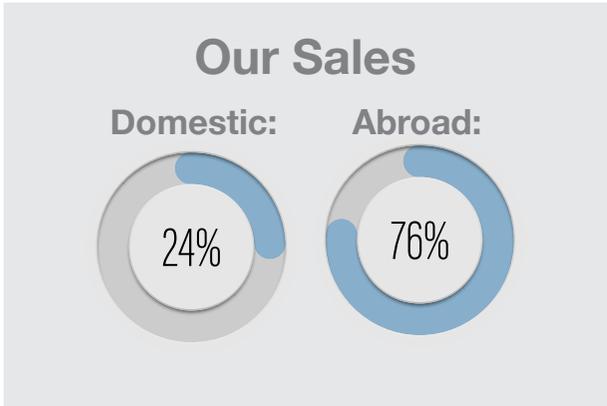
As a company being the first in our industry to be granted ISO 22000 Food Safety Management System, ISO 22301 Business Continuity Management System, and ISO 31000 Risk Management System Validation Certifications in addition to ASI Certification, we have certified our strong governance infrastructure.

More Satisfied Stakeholders

At Assan Alüminyum, our processes to create value are designed based on ensuring satisfaction of all our stakeholders. We strive for being able to produce better, more eco-friendly, more innovative, more durable, reliable, and safer products. We manufacture our products in line with the highest quality and safety standards and continue our R&D and innovation activities to extend our product range as well as offering creative and innovative solutions for customer needs. We care about digitalization and work in line with Industry 4.0 principles. We aim for improving customer satisfaction with our products that support the low-carbon economy.

Aluminium is one of the most abundant elements in the world and is the second most used metal. It is also a 100% and infinitely recyclable material. As it is lighter compared to its alternatives, it offers logistic advantages as a packaging material and contributes to preservation of food for a longer period of time. In addition to its contribution to the reduction of vehicle weight in automotive industry, it also has a positive effect in reducing CO₂ emissions. This material is also commonly used throughout the world in construction and durable consumer goods industries due to its high resistance to corrosion, lightweight structure, and its ability for being easily

processed. At Assan Alüminyum, we offer this valuable material to our customers in various industries in the form of a wide range of products. We offer our roll, sheet, foil, and pre-painted aluminium products to a wide variety of industries such as packaging, construction, durable consumer goods, automotive, and energy. We sell our products to more than 70 countries in 6 continents. The main export markets with high-quality expectations are North America and Western Europe.



Product Quality and Safety



Our primary business priority is to produce quality and reliable products. For this reason, we follow many national and international standards and are subject to audits by independent organizations and our customers. Thus, we carry out activities to maintain and improve the product quality. Within the scope of compliance with REACH and similar regulations, we cause the samples to be taken from all our products and tested in accredited laboratories every year and issue a “Declaration of Conformity”. We review the substances restricted under the REACH regulation on a yearly basis and we submit a declaration of REACH compliance as applicable.

In 2022, independent authorized bodies carried out 14 certification audits and the validity of all our certifications was ensured.

In 2022, there was no complaint, case or incident about our products & services in terms of health and safety conditions due to any nonconformity against applicable legal regulations and/or other principles and codes that are followed on a voluntary basis.

- ASI: Aluminium Stewardship Initiative Performance Standard
- ISO 9001: Quality Management System
- IATF 16949: Quality Management System
- ISO 14001: Environmental Management System
- ISO 45001: Occupational Health and Safety Management System
- ISO 50001: Energy Management System
- ISO-IEC 27001: Information Security Management System
- ISO 22301: Business Continuity Management System
- ISO 22000: Food Safety Management System
- ISO 31000: Corporate Risk Management System
- CE: EU Certificate of Conformity
- NSF: International Health Organization Certificate of Conformity
- Kosher: Kosher Food Conformity Certificate
- ISPM 15: Wood Packaging Materials Compliance Certificate, Authorized Obligation Status
- TSE COVID-19 Safe Production Certificate
- Zero Waste Certificate

<https://www.assanaluminum.com/en/about-us/certificates>

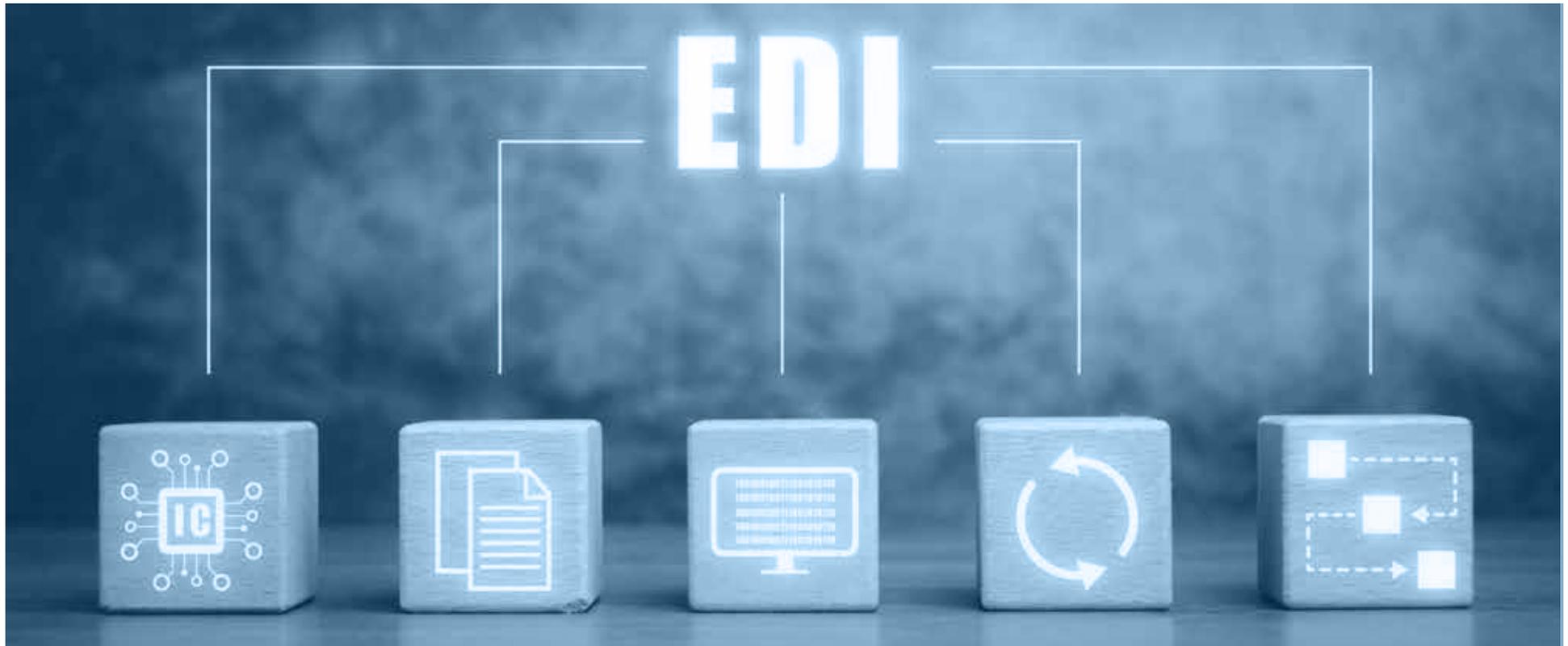
We carry out our activities related to new product development processes and offering the developed products to customers in our Product Management (PM) department, which was established in 2019 in order to ensure end-to-end monitoring of new product development projects. New product development projects arising out of customer demands or otherwise developed in line with our sustainability goals are carried out under the leadership of the Product Management team with the participation of other relevant departments. The product efficiency is monitored by various criteria such as compliance to sales targets, profitability, cost, and complaint/return rates.

We aim at reducing our carbon footprint by a special alloy specifically designed for us by our R&D Center. While this eco-friendly alloy is produced by using non-primary material by over 95%, it also ensures energy savings by the high rate and has 50% less carbon footprint compared to equivalent products. We also aim at reducing our carbon footprint by our product weight reduction activities and logistics solutions.

Assan Alüminyum Electronic Data Interchange (EDI) Project

Within the scope of the EDI Project, which was implemented at Assan Alüminyum during the reporting period, electronic data interchange integration with customers is performed. Processes which used to be carried out manually are now collected and analyzed digitally. This allows an increase in both efficiency and productivity as well as

eliminating human errors in communication. In 2022, the latest phase of the project was launched and more than ten customers were integrated. The aim is to improve decision-making processes and customer satisfaction through increased quantity and quality of information.



Customer Satisfaction

At Assan Alüminyum, customer relationships are managed carefully and customers are provided with industry-based technical training every year. Product package label as well as test certificates and product specifications issued based on individual customer requirements are also provided with the delivered products. Social media posts and e-bulletins are published to share the latest agenda of the company with our customers in a transparent manner. Customer communication activities include routine assessment meetings with domestic resellers and business partnership meetings intended for all customers.

In the reporting period, there was no nonconformity in product information and labels against applicable laws or other regulations and codes followed on a voluntary basis.

We carefully protect the customer information and personal data. In the reporting period, there was no complaint or notification about any breach of customer confidential information.

All feedback received from our customers after sales are evaluated by the Sales & Application Engineering teams and necessary actions are taken. The customer satisfaction level resulting from such actions are monitored by periodic surveys. For customers in various product groups, we carry out around 50 individual new or modified product projects in various sizes a yearly basis.



**Number of customers
who received the survey:**

329

**Customer Satisfaction
Survey Score:**

86

**Percentage of
Customers
Participating in
Customer Satisfaction
Surveys:**

72%



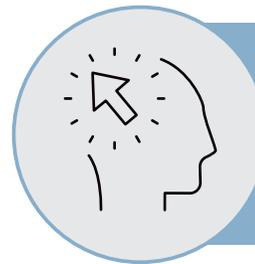
R&D and Innovation

Our R&D strategy is based on our goal for continuous improvement of the continuous casting method. For this purpose, we strive for conducting fundamental research in materials science, designing new processes, and developing high-performance products that meet customer expectations at the highest level. We constantly review our operations and develop applications and processes to increase efficiency in line with our goal of

sustainable growth. We aim at lower emissions as a result of using materials and products with low environmental impact during our operations. We carry out our R&D activities at our R&D Center, which was registered by the Republic of Türkiye Ministry of Science, Industry and Technology. With our R&D activities, we focus on the development of high performance, industry-specific, and customer-specific products.

In the reporting period, consultancy services were provided by academics from Marmara University and Izmir Institute of Technology within the scope of our research and development activities. In the same period, 1 patent was registered internationally and another patent was qualified to receive international (the United States-certified) registration certificate.

(There are a total of 2 new patent registrations as 1 national (registered in Türkiye) and 1 international (registered in the United States).



In 2022, we allocated over
TRY 26.5 million for our R&D activities

2022 Highlights

Development of Surface Properties of Cast Sheets and Foils Produced by Twin Roll Continuous Casting Method

As a result of a number of different trials carried out to obtain the target output during the production workflow for applications in which surface properties and surface hygiene of food-grade containers and final product coming into direct contact with food are of great importance, the best production process in terms of both quality and efficiency was determined.

Activities for the Development of Recyclable Alloy

Within the scope of our sustainability activities, we continue to carry out activities to develop a new recyclable alloy in order to expand the range of scrap and secondary aluminum portfolio used by Assan Alüminyum.

Micro-Structural and Efficiency Activities in Cast Sheets and Foils Produced by Casting Rolls with High Thermal Conductivity

R&D activities to further strengthen the industry-leading position of Assan Alüminyum are carried out for the purpose of extending the range of products and areas of use for products manufactured by twin roll continuous casting method by improving the characteristics of the cast materials as well as pushing the boundaries of the current continuous casting method in terms of efficiency and product quality to go even further.

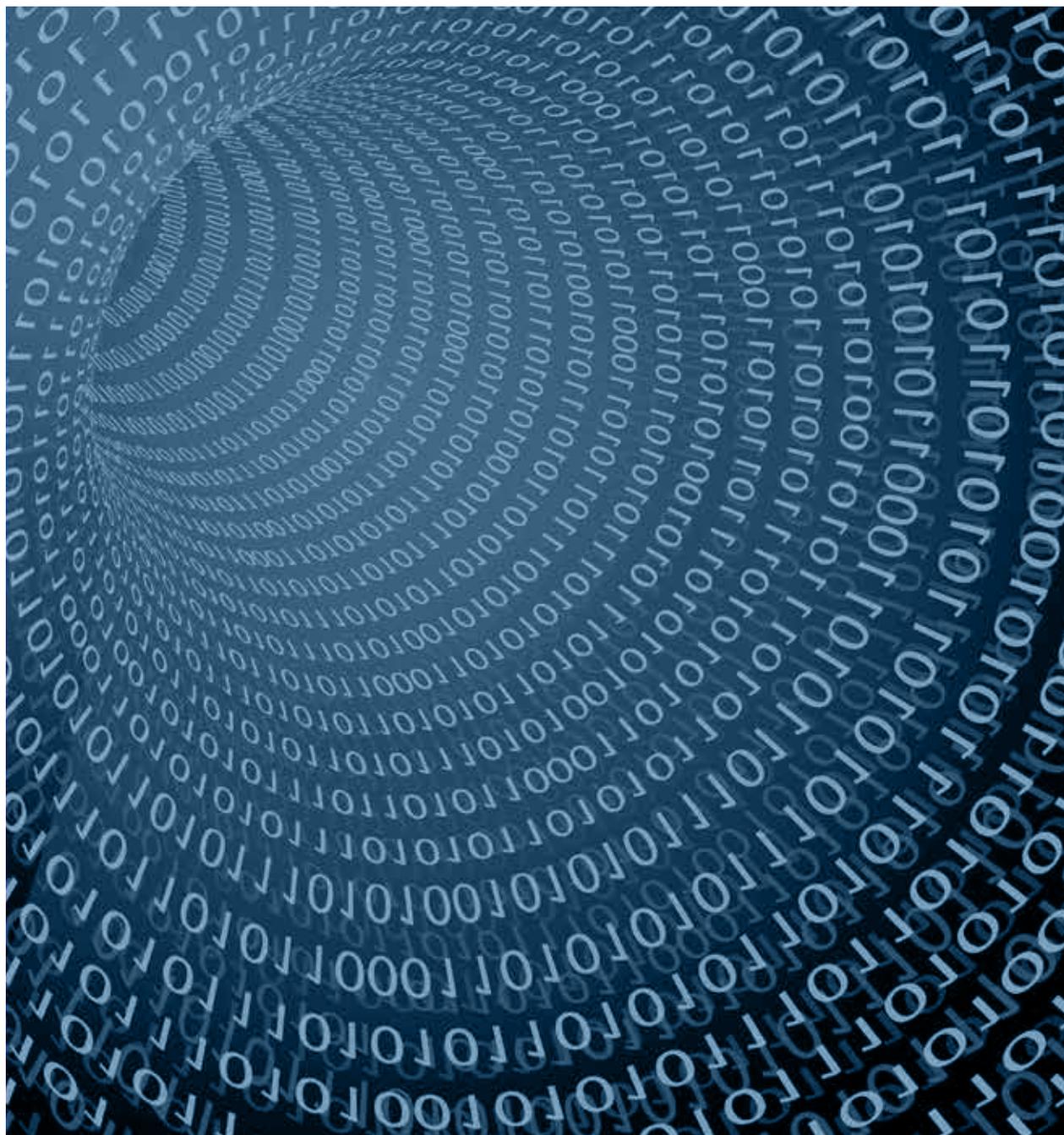


Digitalization

Digitalization is one of the key modifiers to transform the way of doing business in all industries. Our key focus in our digital transformation journey is to ensure a cultural change at our company. For this purpose, we actively introduce various practices such as required training, rotation, and agile methodologies in order to ensure adaptation of all our human resources to digital transformation.

In addition:

- With an integrated approach introduced by the Cast'n Roll project, we carry out many digitalization projects in all critical processes such as sales, purchasing, financial affairs, supply chain, and production processes.
- We follow the most recently developed digital technologies and attach importance to data-based advanced analytics.
- We proceed by integrating new technologies into our business processes as intended.
- We use the MS Azure platform for technologies such as the Internet of things (IoT) and artificial intelligence (AI). We have created our Analytical Key User team. We take firm steps in this journey that calls for continuous development.



Electronic Data Interchange (EDI)

With the Electronic Data Interchange (EDI) and Logistics Integration Projects implemented at Assan Alüminyum, we completed automation processes with the relevant customers and suppliers in 2022. With the analytical processes, the SAP BW project was completed in 2022, Data Warehouse was deployed, and the data of processes such as cost, profitability, and production were transferred to the data warehouse in order to strengthen the corporate data architecture infrastructure. In addition, key analytical projects continued in a manner to ensure the improvement of operation and product quality in production processes. Through analytical processes of Coil Additional Breakage and pinhole formation in Foil products in painting machinery, the processes were analyzed based on a great volume of data collected and as a result of these processes, which contributed to the development of corporate analytics as a result.

Cast'n Roll

The “Cast & Roll” Project introduced at Assan Alüminyum is a supply chain transformation project that focuses on sustainability and aims at the revision of the end-to-end supply chain process. In line with the objective of digitalization and automation of all business processes, the “Cast & Roll” program includes 15 information technology projects. With this project, the agile structure was strengthened and significant improvements in processes were made in order to create more value for our business partners.

Data Analytics

Launched in 2021, the project aimed at performing data analytics quickly in a user-friendly manner, creating automatic warnings with algorithms to be recorded in the program, detecting quality problems at early stages, reduction of internal failures, and improving efficiency. Within the scope of the project, investment in a data lake technology that can collect data was planned. In this way, data will be collected in a single environment, thus data analysis and identification of root causes will be facilitated. The project, which was completed at the end of 2022, lays the groundwork for comprehensive projects involving artificial intelligence and machine learning technologies in the future.

CRM

The Customer Relationship Management (CRM) system was put into service at Assan Alüminyum in order to improve customer experience by improving sales activity and efficiency. This system allows for the management of various functionalities through the platform, including recording of interactions with all current and potential customers such as on-site visits, meetings at exhibitions, business partnership meetings, phone calls, etc. whenever deemed required, transfer of customer feedback, both negative and positive, to the corporate memory, consolidation of information available in various areas throughout the system such as business development activities, financial standing, quality management, etc., providing easy and quick access to such information through mobile devices as well as sending all price quotations through the system based on the predefined standards.

Customer Portal

It is a one-way information sharing platform with our customers, intended for fast communication with customers and focusing on customer satisfaction. This system allows customers to track information on their orders, shipment, and invoice details.

Shipment Site Mobile Terminal Replacement

With this project, mobile hand terminal infrastructure was developed and became operational using advanced hardware and next generation software on the shipment site by taking into consideration a number of advantages to be offered by the deployment and replacement of the mobile terminal pool which is crucial for logistics operations such as improving operational efficiency, boosting operator activities, accurate measurement of the work load per operator to ensure optimum level of distribution of tasks to operators based on such measurements, clear detection of operator-related faults in operational processes to eliminate any resulting time loss.

Digitalization of Loading Instructions

The project, in which work order details are provided by an industrial tablet PC, aims at mitigating the risks associated with occupational safety by reducing physical movement in addition to reduction of time spent by the operator and abandoning the use of paper. In addition, the function of displaying special customer requirements

will lead to improvement of customer satisfaction and a decrease in the number of logistics-related complaints. With this project, digitalization of a key process among the shipment processes was ensured.

RPA (Robotic Process Automation) Projects

These projects have been designed for the purpose of efficiency in processes that are carried out by reiterative data entries into multiple systems. As a result of the workshops organized in 2022 for Robotic Process Automation (RPA) activities, processes that can be handled within the scope of RPA were identified and nearly 50 processes have been subject to automation by RPA throughout the Group.

Big Data Platform

With this project, a platform was deployed for collecting and analyzing data from machines in a single environment, data analysis, finding correlations among them, identifying root causes, and taking actions to reduce internal failures, and thus, creating a fundamental infrastructure for big data platform required for data analytics.

Information Security

In a digital age, it is highly crucial to ensure data security, access data in an uninterrupted and consistent manner, and proactively prevent potential cyberattacks, therefore, we carry out various projects and activities on Cyber Security, System Continuity, Infrastructure and Operational Development areas at Assan Alüminyum every year. We have ISO 27001 Information Security Standards certification and we manage our information security practices in line with the requirements of the applicable standards. In compliance with the Personal Data Protection Law, we meticulously approach the processes of classifying, securing and anonymizing data when requested.

In line with the joint work carried out with the Kibar Holding Risk Department, we determine the information security risk map of both Assan Bilişim and other Group companies on a yearly basis. Action plans for the relevant risks are prepared and reported at certain intervals. In addition, risk analyses and forms are prepared throughout the Group in compliance with the processes of the ISO 27001 certificate. Actions are planned for items with a high Risk Score.



Better People

At Assan Alüminyum, we listen to the expectations of our employees, business partners, customers and suppliers and constantly improve our processes in order to be a preferred employer and business partner.

We organize individual health webinars for women and men, carry out activities for raising awareness about gender equality in addition to activities for equality in language, employee experience projects, and special webinars for parents in order to improve the welfare of our employees.

Gender Equality and Equal Opportunities

In line with our ambition to become a respectful, fair, and inclusive employer, we strive for making all these values a permanent part of our corporate culture. We provide equal opportunities to all candidates by conducting the recruitment processes in an objective and fair manner. We use different career platforms and databases to promote diversity.

As required by Kibar Holding Human Resources Policy, we have zero tolerance policy towards any discrimination that may occur due to individual differences such as language, religion, race and gender. For wages, we do not discriminate against gender and determine wages based on job families. Equal pay policy applies to equal

work regardless of gender. In the reporting period, there was not any case of discrimination or any complaint about discriminatory practices.

At Assan Alüminyum, we carry out various activities in order to increase women's employment and prevent gender inequality. In 2022, 25 women were recruited as new employees. The rate of female employees increased by 17% compared to 2020. Also, the rate of female executives has reached 14%. In order to facilitate the work life of female employees, we provided dedicated rooms for breastfeeding employees at the workplace.

WE Are Equal Project

Within the scope of the gender equality project, "WE Are Equal," introduced by Kibar Group, we implement and disseminate the decisions and actions taken into our internal processes through WE Are Equal Company Committee established at Assan Alüminyum.

With the project that is implemented with the motto of "Equal Society, Equal Future", we carry out activities to increase gender equality awareness and ensure equality in communication. We provide one-on-one mentorship to all women and men based on their needs under "WE Are Equal" motto.

In line with these goals during 2022:

- Training activities on corporate gender equality approach were organized and "WE Are Equal" Guide was published.
- Workshops were organized by the participation of managers and higher level of management staff.
- Webinars with special topics for diseases specific for women and men. (e.g., breast cancer, stress-induced heart attack, sexually transmitted infections, etc.)
- An online training session on Gender Equality was provided by AÇEV intended for all employees.
- All committee members participated in Diversity and Inclusivity training activities moderated by Ali Nadir.
- Mentorship and psychological support were provided to parents and soldiers.
- Paternity leave period was increased to 14 days.
- Sexist elements in job titles were removed.
- KAG DER Equal Opportunity Model (FEM) certification process was introduced.
- PwC Equal-Salary certification process was introduced.
- Information Guide on Domestic Violence and Violence at the Workplace as well as the Corporate Responsibility Policy Against Violence were published.
- Various support and relief efforts were developed for the victims of violence.
- Disciplinary actions up to the termination of the contract of employment were put in place against perpetrators of violence following court decision.

The project will continue with various other informative webinars, training activities, workshops, and similar activities in the upcoming periods.

Human Rights and Employer Approach

Human rights at Assan Alüminyum are ensured by the Universal Declaration of Human Rights and the UN Global Compact as well as any other applicable provisions contained in national and international legislation. Our company is an employer respecting human rights, employee peace, and attaches great importance to occupational health & safety.

Kibar Holding's Code of Conduct booklet, which is applicable to all employees, includes rules regarding human rights as well as expectations from employees. The code of conduct (i.e., ethics) training, which has been provided annually until 2020, began to be provided through the online training platform as of 2021 due to the COVID-19 and continued through this platform in 2022.

With the defined processes and systems, all kinds of discrimination, child labor, forced and compulsory labor practices are prevented and strictly monitored.

At Assan Alüminyum, we expect our suppliers and business partners to comply with the relevant norms. Accordingly, we monitor the performance of our suppliers and support our suppliers in improving their conditions. We ensure our expectations from our suppliers in ethical matters by compliance to the Group's Procurement Code of Business Conduct and our Framework Agreements. Within the framework of ASI, a risk assessment regarding trade union rights and human rights was carried out in the operations of Assan Alüminyum and its business partners. As a result of the evaluation, no human rights violation was observed.

Employee Development, Talent & Performance Management

With the approach of "lifelong learning," we strengthen the competences, professional knowledge, and skills of our employees and we offer them opportunities to discover their strengths and areas for development. We carry out training and development activities in alignment with Kibar Holding.

In 2022, we provided 86,778 person*hours of training for our employees and 14.7 hours of training per employee. We also provided our employees with 40,564 hours of OHS training and 1,134 hours of environmental training.

Performance Management

In addition to helping us regularly monitor the performance of our employees, our performance management system allows both our employees and departments throughout the organization to efficiently operate in order to achieve our business objectives. The system facilitates the manner of doing business and achieving targets with its active and transparent targets structure supporting regular feedback. In 2022, 1,291 employees received feedback.



Talent Management

With our talent management practices, we evaluate the requirements and targets of the employees and our company together and create career development plans accordingly. We use the advantage of being a multi-company group, we support our employees in each talent group with rotations and position changes between companies.



Shift Supervisor Development Program

The "Shift Supervisor Development Program" was created in order to develop competencies and awareness of the shift supervisors, who are the first managers of the site employees, in various topics, including leading the team, developing the team, and giving feedback. With this program introduced in 2019, 110 Shift Supervisors participated in a comprehensive leadership program. During the period between 2020 and 2021, training activities to support employee development have been organized. The third and final module of the program will be introduced in 2023 with training activities on performance management assessment for "team leaders".

Coach-Like Leadership and Value-Driven Leadership Training

The "Coach-Like Leadership Training" and the "Value-Driven Leadership Training" activities were carried out at Assan Alüminyum in 2021 to help our managers/executives acquire basic coaching skills such as active listening and questioning, recognition, feedback, and determination of strengths and areas for development.

The Coach-Like Leadership Training aims at creating a culture in line with the fundamental values and leadership

approach of our organization, development of coaching skills of our managers, building an organization leading to happy employees, encouraging our employees to be involved in transformation and development processes, and supporting the coaching processes of participants within the company.

Similarly, the Value-Driven Leadership

Training aims at some key benefits such as defining the coaching objectives and the role of the leader as a coach, defining the framework of coaching approach, offering a comprehensive coaching approach, highlighting the importance of awareness about change, assessment of strengths and areas for development as a coach, consideration of the required conditions for effective reconciliation, introduction of a framework for coaching meetings, observation of a coaching practice by using the coaching approach and framework, coaching trial by using the coaching framework, development of listening and questioning skills, discovering the nature of change process brought by coaching, and review of coaching approach by focusing on choices and the role of trust in making a difference.

In 2022, 34 employees participated in the "Coach-Like Leadership Training" and the "Value-Driven Leadership Training" programs.

Our Future Is Within

Kibar Group has the "Our Future Is Within" platform in order to ensure the visibility of positions opened within the organization and prioritize existing employees in career development. Positions opened in Group companies are shared on this platform, ensuring that employees are informed about the opportunities. This also allows for familiarity and career mobility among the Group companies. In 2022, 12 employees used the platform.

"Power Is Within Us" Platform

At Kibar Group, all employee development programs are carried out under the "Power Is Within Us Development Programs". This platform supports the development of employees with the culture of lifelong learning and learning from each other. Being able to manage all training processes from a single source, the Platform offers a personalized learning experience, allowing employees to follow their individual development progress and access different resources at any time and from any place. The Platform also provides support in learning analytics by allowing detailed reporting of training records. In addition, training activities are carried out more efficiently with digitalized training processes and the corporate memory is maintained.

Managerial Development Program

In 2022, 36 employees from Assan Alüminyum were included in the "Managerial Development Program," which was implemented to support the career and leadership skills of managers and executive level employees at Kibar Group.

Specialist Development Program:

In 2022, 92 employees from Assan Alüminyum participated in the "Specialist Development Program", which is carried out to support the competencies of employees at the expert level.

Leadership Development Program:

In 2022, 5 employees from Assan Alüminyum participated in the "Power Is Within Us Leadership Development Program", which is carried out to strengthen the leadership skills of directors and higher level managers at Kibar Group and determine and exhibit the behaviors expected from Kibar Group leaders.

Development Ambassadors: With the Development Ambassador Training Program carried out at Kibar Group, it is aimed at perpetuating the culture of sharing and contributing to the career and personal

development of employees. Employees called Development Ambassadors, who volunteer for sharing their knowledge and experiences within the scope of the program, provide classroom training within the company or among other Group companies. With a "lifelong learning" approach in the program, various projects are introduced for continuous improvement of professional knowledge and skills as well as individual competencies of employees. In 2022, 17 employees from Assan Alüminyum participated in the program.



**Power Is Within Us
Development
Program:**

18



**Managerial
Development
Program:**

36



**Specialist
Development
Program:**

92



**Leadership
Development
Program:**

5



**Development
Ambassadors:**

17

Employee Engagement and Communication

At Assan Alüminyum, we believe that an inclusive work environment is key to the development and improvement of employee engagement and thus, we include the expectations, opinions, and suggestions of our employees in decision-making processes. Employee opinions have been collected through the Employee Opinion Survey conducted by an independent institution since 2014. There was a decrease in the employee satisfaction score compared to 2021 with environmental conditions and other influences based on the results of the survey conducted in 2022. We take necessary actions by receiving feedback through employee focus group meetings.

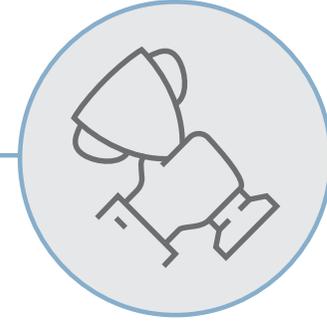
Apart from employee opinions, we also carry out improvement studies through the suggestions received in the employee suggestion system. In 2022, 1,390 suggestions were submitted to the employee suggestion system and 1,072 of these suggestions were put into practice.

We aim to make employees feel the value of working together through various communication platforms. Among our most important communication channels are the internal communication meeting held every

year, the management meeting held throughout the Group, the internal network Porttaka and the "Kibarca" magazine, both digital and printed. Our internal communication practices are defined in the "Employee Inclusion Procedure" In addition, we communicate new practices or other news and information to all employees under the title ALUBİZ via e-mail and Mobiliz mobile phone application.

Introduced in 2020 at Kibar Group, BİZPlus Appreciation, Recognition and Rewarding Platform is an online recognition and rewarding platform. With BİZPlus, we ensure that all company employees are appreciated and rewarded for their outstanding efforts and contributions in different categories. With BİZPlus, managers can reward their colleagues in their teams in 6 different categories on the platform. In 2022, 518 of our employees were awarded within the scope of BİZPlus.

Launched in 2014 with the motto, "Real career begins with real internship," the K-Team Young Talent Internship Program aims to bring young talents to Kibar Group and prepare them for business life. Since the beginning of the program, 92 young talents have had internship opportunities at Assan Alüminyum and 22 participants were recruited.



Asım Kibar Mavi Damla (Blue Drop) Awards

As one of the practices developed for employees to put their creative and innovative ideas into practice, Mavi Damla Awards aim to help discover and reward innovative ideas as well as promoting success stories. Introduced with the motto, "Each successful project begins with a drop of idea and creates a ripple effect", Mavi Damla Awards contribute to the Group's achievement in strategic targets as well as recognition and rewarding of competency-based success. In 2022, we participated in Asım Kibar Mavi Damla Awards with a total of 7 projects and 4 of our projects were awarded in various categories.

Within the scope of the Dissemination of the Feedback Culture Program of Kibar Group, activities for raising awareness about feedback and dissemination of the feedback culture as well as executive training activities continued.

BizFlex

With BiZflex Flexible Social Benefits Program, we are able to do shopping throughout the year out of many products, book travels and events with gift vouchers that we choose from various categories based on our preferences at the beginning of each year. In 2022, 95% of our employees participated in the program.

Social Life

We aim to improve employee engagement by providing a happy and inclusive working environment. We support practices that will enrich the social lives of our employees and increase the culture of sharing.

We have implemented various programs for our company employees to be able to maintain a good work-life balance and support them in case of personal emergencies, including Emergency Advance System, AVİTA Employee Support Program, and Private Health Insurance Policy covering the entire family.

It's OUR Job, It's OUR Life

This project was introduced for the purpose of defining a new working model to keep up with the changing business world and ensure a work-life balance. With the remote working model becoming a common practice and next generations replacing their predecessors in business life, one of the risks arising globally is the potential loss of qualified workforce or failure to bring them back to the company. With this project intended for eliminating such risks, 3 different working models were defined based on the nature of the work independent of the individuals as a result of a comprehensive and inclusive process involving both employees and managers as follows:

- Hybrid working: Roles working remotely for about 2 to 3 days and at the office for the remaining workdays;
- Remote working: Roles working remotely for 4 days and at the office for 1 day; and
- Office working: Roles working at the office for 4 days and remotely for 1 day.

Avita, Kibar Group's employee support program, provides 24/7 free consultancy support to Group employees and their families. Within the scope of the program, consultancy services in various subjects, including psychology, medical, legal, healthy

diet, ergonomics, technology, veterinary, social life, and general information services, etc. are provided. Whenever required, by reference of the clinical psychologists at the call center, face-to-face psychological support is also provided up to 6 free sessions. Data privacy principles are followed in the program, which can be accessed through various channels such as phone, website, and mobile app.

We also have social clubs at Assan Alüminyum. For our employees who wish to join, we offer various group sessions such as yoga, kickboxing, and folk dance activities at Assan Alüminyum Sports Club.

Kibar Group Sports Fest contributes to improving communication among employees and building a "BiZ" culture within the Group as well as encouraging employees to participate in various sports activities. As a tradition since 2016, the Sports Fest includes eight branches as football, volleyball, basketball, tennis, table tennis, swimming, athletics, and bowling. In the reporting period, 141 individuals from Assan Alüminyum participated in the activities in the following branches: Basketball, Table Tennis, and Volleyball.

Occupational Health & Safety

At Assan Alüminyum, our main goal for occupational health & safety (OHS) is to create a healthy and safe working environment and a shared culture of occupational safety in which our employees take action in a healthy and safe manner not only in our own working areas, but also in their social lives, with a “life safety” approach.

Another primary goal for our OHS strategy is to build a risk mitigation culture by the participation of all stakeholders. OHS Hazards Identification and Risk Management Procedure, ISO 45001 Occupational Health & Safety Management System, and Fine-Kinney risk analysis methodology are used as reference for risk assessments.

Hazards and risks arising out of our operations are defined by the “Hazards Identification and Risk Management Procedure”. Risks and hazards are periodically reviewed. Methods are defined and monitored to take proactive actions for high priority and high-risk business processes.

OHS processes at Assan Alüminyum are managed under the leadership of the OHS and Environmental unit (OHS-E) and a workplace physician. Actions are taken and continuous improvement is aimed for preventing accidents and potential risks for occupational diseases. A total of 31 members and 9 employee representatives take part in 2 OHS Committees at Assan Alüminyum and the Committees hold regular meetings once a month.

Main OHS risks at Assan Alüminyum are liquid metals, machinery and equipment with rotational operation, lifting & conveyance equipment, and noise. When defining risks and hazards, our corporate culture is considered by taking into account various factors such as the organization of our business operations, work load, and working hours. Both internal and external previous incidents, including emergency cases, and their root causes as well as any potential emergency cases are individually evaluated when defining the risks and hazards.

Risks and hazards to which our employees, contractors, visitors, and all relevant parties having access to our operations at the workplace may be exposed as well as any other stakeholders who are in close proximity to our work sites and may be affected by our operations in addition to risks and hazards to which our employees may be exposed in other sites that are not directly under our control are also taken into consideration. Elimination of risks and/or mitigation of risks to an acceptable minimum risk level are intended.

The levels of knowledge, skills, training, expertise, and experience which have an impact on achieving the intended outputs of the OHS and environmental management system and that all employees must acquire are identified and defined in job descriptions as well as in the “Function-Based Environmental Competencies Table” and the “Office Employees OHS & E Competency Definition Table”. Refresher training activities are organized as a result of periodic examinations to ensure the acquisition of the necessary competencies.

For compulsory Environmental & OHS training, annual training plan is created by the OHS & E Unit. Employees participate in distance learning and classroom training activities in addition to hands-on OHS & Environmental training (DOJO) activities. The Vienna Test System (VTS) is used for assessing perception and attention of our employees based on the risks inherent in their job definitions. In the reporting period, our employees received 22,293 hours of OHS training while the employees of our contractors received 500.5 hours of OHS training.

Assan Alüminyum’s OHS practices are also applicable to the employees of subcontractors. Competencies/certificates, if any, required to be acquired by the contractor/subcontractor personnel working on behalf of Assan Alüminyum based on their job descriptions are defined in relevant contracts and the “Occupational Health & Safety and Framework Agreement for Contractors”. Contractors/subcontractors are expected to submit the necessary documentation related to such qualifications before starting the relevant contract works.

Office ergonomics is also among the matters taken into consideration as part of risk management and practices are developed to improve the conditions for our office workers. In the training session titled “Working on Equipment with A Display Screen”, maintaining the correct posture, correct sitting position, taking effective breaks as well as behaviors and exercises for protecting human health. The workplace physician is consulted for selecting the best office furniture.

Life Safety Captainship

Life Safety Captainship is an oversight mechanism established to ensure the participation of site employees in site supervision related to OHS and environment at Assan Alüminyum. With this mechanism, we aim to increase individual awareness by enabling site workers to look at their work and workspace from outside, create a team spirit by observing other colleagues, and take action by ensuring that the observed behaviors are acknowledged by the unit managers.

For the “Life Safety” cultural change program, which was introduced in 2015, we implemented the second 5-year strategic plan in 2021 by the participation of all our stakeholders. During the data collection process, we collected the opinions of over 800 individuals by various methods. With this program, The “LEADERSHIP” concept is promoted, the scope of the current practices is intended to be extended, and activities related to social life are planned to be increased through digital applications.

As a result, compared to the figures in 2015:

- LTI was improved by 71%;
- WAS was improved by 45%; and
- TRI was improved by 54%.

The “Severe Incident Potential” (COP) The project was introduced for the purpose of taking proactive actions by focusing on risks that may potentially lead to severe consequences if such risks occur.

“**Life Safety Coaching**” practices, which were introduced to adopt the management principles as a role model on the site, have continued.

“**Life Safety Coaching**” practices continued based on the lessons learned by our employees related to their own work environments and employee suggestions for improvement were received based on the belief that “the one who does the job knows the best” in addition to taking actions against “Unsafe Behavior” by aiming for each individual to warn his or her co-worker and thus learning together based on the principle that teams protect their individual

members. **Every day, 58 individuals in all locations** carry out oversight activities as a “**Life Safety Coaching**”.

ISO 14001 Environmental Management and ISO 45001 OHS Management systems audits were successfully completed. Thus, we have taken the first step to transform our OHS development journey into a more tangible/systematic practice in all areas of impact (including our suppliers in particular).

In 2022, a new project was introduced for the development of our suppliers in areas related to OHS and environment and the selected suppliers were included in due diligence and supplier development activities for further improvement.

Employee Health

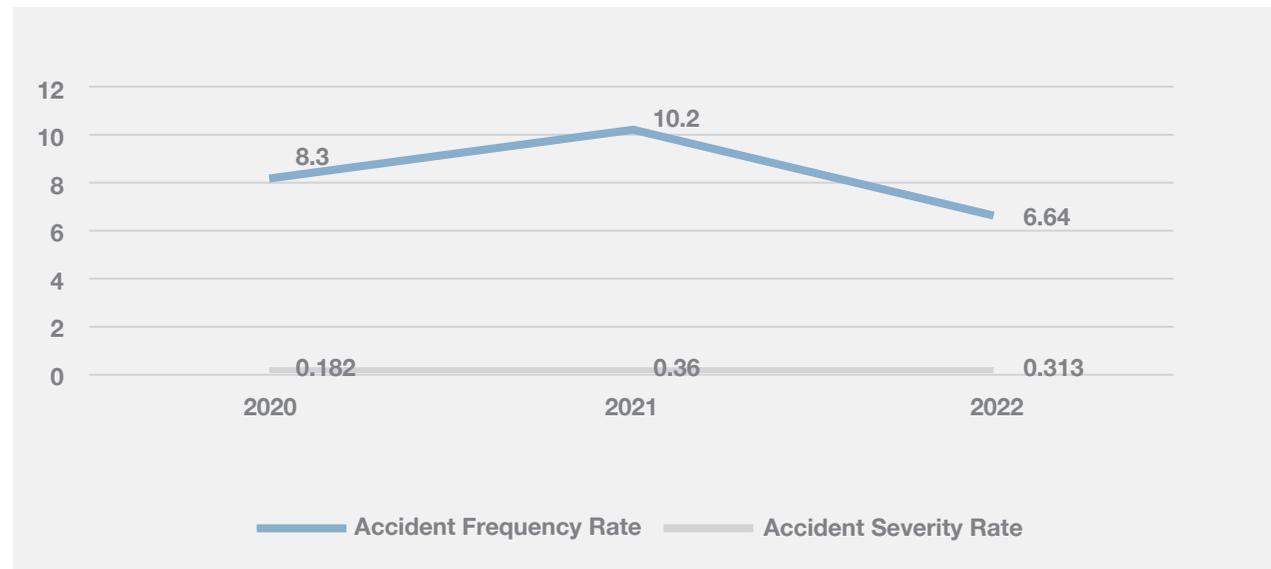
Assan Alüminyum offers its employees integrated health benefits and support. Our company offers both private health insurance and complementary health insurance policies. Personal accident insurance is provided to each employee with 100% employer contribution. In both our locations, we have full-fledged health centers with full-time physicians and health officers.

All employees receive 4-hour training on the Causes of Occupational Diseases, Application of Protection Principles and Techniques, Physical, Chemical, Biological and Psychosocial Risk Factors, Working on

Equipment with A Display Screen, and Office Ergonomics following recruitment and once a year thereafter. Employees are also provided support for stress management by webinars and yoga classes.

The relevant procedures, action plans, guidelines, and risk maps related to natural disasters, epidemics and pandemics are subject to periodic revisions for monitoring and mitigation of risks. Actions and measures to be taken against all risks are communicated to employees through the Occupational Health & Safety Manual, Life Safety Program Information Guide, ISO 14001 Environmental Management

System Information Guide, and training activities. We give our employees the option for rejecting dangerous works and allow them to report all risks and take action against such risks through the Accident Around the Corner System. All occupational accidents that occur despite the measures taken are examined in detail by occupational safety experts and relevant unit representatives regardless of their severity. Following risk assessments, necessary corrective and preventive actions (CAPAs) are implemented. In the reporting period, accident frequency score (i.e., injury rate) was 6.64 and Weighted Accident Score (WAS) was 0.296, respectively.



Sustainability in Supply Chain

Purchasing operations at Assan Alüminyum are managed in alignment with Kibar Group. Kibar Group strives to ensure that corporate code of conduct and sustainability principles are adopted by the supply chain; therefore, we prefer suppliers offering high technology and energy efficient products and services. The sustainability performance of the Group's wide supply network is constantly monitored and improved.

All matters taken into consideration in purchasing processes are defined by corporate documents and procedures. Purchasing procedures of Kibar Group were developed in compliance with the United Nations Global Compact. Procurement Code of Conduct, which is an integral part of Kibar Group's Code of Conduct, is binding for all suppliers. Applicable rules and principles required to be followed by all suppliers on Anti-Corruption and Anti-Bribery, Forced Labor, Child Labor, Harassment, Wages, Working Hours, Non-Discrimination, Local Communities, Occupational Health & Safety, Environment, Biodiversity, Integrity, Quality and Continuous Development, and Information Security are defined in detail within the scope of Kibar Group's Code of Business Conduct.

In addition, the Kibar Group Framework Agreement, which is signed by all suppliers, ensures that the sustainability priorities are also adopted by the suppliers. Supplier performance evaluation and supplier risk assessments, which include legal and environmental risks, are regularly carried out every year based on certain criteria. Supplier audits and site visits are organized in line with these assessments. The supplier is expected to be able to prove that it fully complies with all legal regulations and supplier certifications are reviewed in this respect. Process audits are carried out on various topics referred to in applicable Code of Conduct and Framework Agreements, and up-to-date data are requested from suppliers whenever required for follow-up. The performance scorecard created after the performance evaluation is shared with the suppliers and necessary planning activities are carried out for areas that need further improvement.

We carry on our collaborations with suppliers for the development of new products and efficient use of raw materials.

At Assan Alüminyum, we support local suppliers to the greatest extent possible in order for our operations to further contribute to the national economy. In 2022, 85.9% of our 3,565 suppliers consisted of domestic suppliers.



Supplier SELECTION CRITERIA

Supplier selections are made by considering the rules specified in the Group Purchasing Procedure and the Approved Suppliers List. The following criteria for the supplier firm are considered:

- Development;
- Prospect, stability, and continuity;
- References, reputation, and experiences;
- Flexibility and support,
- Quality assurance;
- Financial structure,
- Authorization documents, e.g., licenses, distributorship, agency, etc.;
- Technological competence;
- Kibar Group Procurement Code of Conduct;
- Partnership structure and other factors required by the relevant business area.

Before the company is added to the Approved Suppliers List for procurement items that may affect product and production quality, the Purchasing department and related company units conduct preliminary interviews, and the Quality and R&D departments carry out audit and assessments. The sample production and testing phase began with suppliers that achieve satisfactory scores. Suppliers that receive positive results after these stages are added to the Approved Suppliers List. In the supplier selection stage, the supplier classification is made regarding information security and audits are conducted for approved suppliers.

In 2022, 146 suppliers were evaluated at Assan Alüminyum.

Supplier Sustainability Program (K-Star)

In 2022, the foundations of the K-Star were laid as a large-scale project with an extensive scope, which will allow the supplier ecosystem consisting of over 5,000 Kibar Group suppliers from various industries and size to grow in parallel with our sustainability goals, gather momentum, both in individual industries and within Kibar Group, with the support of all relevant units and top management. This project aims at extending the scope of the sustainability principles and goals within the Kibar ecosystem and transforming the responsible procurement principles into business processes.

The K-Star Program aims at extending the scope of sustainable procurement approach in line with the sustainable development goals and communicating the relevant actions throughout our ecosystem in compliance with our principle of "we encourage our stakeholders" by including the supplier network in the projects. K-STAR (Kibar Sustainable Tomorrow for Accelerated Results) project aims for providing guidance to our stakeholders in their sustainability journey by shining upon them the Kibar Star.

In the project, sustainability is not only considered from an environmental aspect but also from all other aspects and intended to become a concept integrated into our extensive ecosystem within the framework of the vision created.

The main stages of activities to be carried out within the scope of the project:

- Analysis of the needs of Kibar Group suppliers within the framework of sustainable procurement;
- Determination of the sustainable procurement principles, creation of assessment criteria, process steps as well as program monitoring structure;
- Designing the Supplier Rewarding and Incentive approach; and
- Implementation, monitoring, and assessment of the program.

After the maturity levels and action plans for the suppliers are clearly defined within the scope of the project, supplier development plans by category and industry will be created and monitored in terms of governance, social, and environmental. Preliminary activities for the project began in September 2022 and the project was launched in January 2023.

Social Responsibility

We contribute to the UN Sustainable Development Goals by carrying out activities for creating a common interest through local communities within the framework of our social responsibility approach. Our company is a member of Kibar Volunteers social responsibility group. Within this scope, we provide training support for schools as well as equipment and supplies, e.g., books, laptops, etc., for students.

Art in the Factory

Since 2017, we have supported the students studying at the fine arts department of universities as well as exhibiting their artwork in our production plants and offices.

In 2022, we organized a workshop with the participation and contribution of the students of Marmara University Faculty of Fine Arts, Painting Department within the scope of our “Art in the Factory” project. We purchased 50 paintings created by the students.

With the project, we aim to support both art and young artists as well as students and contribute to their education.

We carry out this project every year and

give these artworks as a gift to our customers during our special events and customer visits after having exhibited them in our production plants. As the first project in Türkiye in terms of bringing art into factories, we plan to carry on the project with the students of the Faculty of Fine Arts, Painting Departments every year.

Children’s Theater

One of our social sustainability projects that we focus on contributing to local communities is the sponsorship of the children’s theater. Sponsored by Assan Alüminyum in 2022, Tiyatro Gilima’s theater play titled “Doğa Zabıtası” (The Nature Police) welcomed many students as the audience.

With a total of 4 theater plays covering various topics, including climate change, planting trees, and recycling, staged at Dilovası Municipal Cultural Center and Tuzla Ulubatlı Hasan Primary School, we aimed at inspiring children to love nature and raising environmental awareness.

In line with our vision of leaving behind an inhabitable environment for next generations, we will continue such activities where art and nature find a common ground. We plan to carry out these activities in different schools every year.

UNICEF

Empowering Girls as Future Leaders Training Support

We provided training support to 1,000 disadvantaged girls by donating to UNICEF’s Empowering Girls as Future Leaders project. We supported the disadvantaged adolescent girls in participating in a 6-week skills development training activities within the scope of the program introduced by UNICEF to empower girls in Türkiye.

In 2022, we allocated resources worth TRY 635,400 for social investment supports.

We continue to contribute positively to a sustainable future with the second phase of our “Biodiversity Preservation Project” that we conduct in collaboration with the Biology Department of Kocaeli University. In the second phase, the ‘Sea Daffodil’, a.k.a. Pancratium maritimum, which grows in the coastal parts of Turkey and was added to Red List of Threatened Species by the International Union for Conservation of Nature, has been saved from extinction. At the same time, we are very happy to be supporting art by becoming the main supporter of the play staged at Zorlu PSM, that carries the same name with this plant: Kum Zambakları (Sea Daffodils). We continue to take responsibilities for the future of our planet, with our activities on all dimensions of sustainability.

A Better World

We are consuming the resources of our planet at an alarming rate. Extreme weather conditions due to climate change have a negative impact on access to resources as well as on operations. Reduced biodiversity disrupts the balance of nature. All these challenges necessitate finding creative solutions to the scarcity of resources. A comprehensive analysis of environmental risks also brings about some opportunities for organizations. Green processes, products, and services both offer innovative solutions to resourcing problems and provide companies with a competitive advantage.

At Assan Alüminyum, we consider leaving behind an inhabitable and clean environment for future generations as our primary responsibility. With our motto, “We produce without consuming the future,” we align our processes and products with the “green economy”. We address the risks caused by climate change based on a proactive approach and take necessary measures by identifying the effects of such risks on our processes.

We reduce our carbon footprint by our integrated recycling plant and offset the amount of energy used in production by clean energy generated by our renewable energy power plant.

In 2022, we allocated around TRY 4.63 million for environmental expenditures.

[Please click here for our Environmental Policy.](#)



Our Approach to Biodiversity

Biological diversity or biodiversity can be defined as the variety of species in a given environment and variability of ecosystems formed by such species. Conservation of biodiversity is a key concept of sustainability. Each and every ecosystem is more stable and healthier within the maximum gene pool, i.e., maximum biodiversity, of species naturally found in a given environment. This genetic variability serves as a safety mechanism and ensures the survival of the ecosystem in addition to allowing the ecosystem to recover from some potential challenges and crises. Once the species in an ecosystem begin to become extinct, the entire ecosystem is threatened.

At Assan Alüminyum, we actively observe the impact of our operations on natural balance and introduce practices and measures to mitigate such impact.

Our company does not have production activities in areas sensitive to biodiversity and under protection.

We also consider the impact of all our new investment and purchasing decisions on biodiversity.

In 2020, we conducted a biodiversity impact assessment study through an independent institution in Tuzla and Dilovasi

regions whereas the results of this study shows that our activities did not have a negative impact on the biodiversity of Level 3 habitat type 7 different endemic species in Tuzla region and 6 different endemic species in Dilovasi region.

In the first phase of the “Biodiversity Conservation Project” in cooperation with Kocaeli University Biology Department, we restored the endangered Blue Star (*Amsonia orientalis*) plant in the nature. In the second phase, we prevented the extinction of the endangered plant species called "Sea Daffodil"

(*Pancratium maritimum*), which grows throughout the coastal sands of Türkiye and was recently added to the Red List of Threatened Species by the International Union for Conservation of Nature (IUCN). We also supported performing arts as the main sponsor of the play titled “Kum Zambakları” Sea Daffodils, which was staged in Zorlu PSM Center and shared the same name with the plant restored in the nature with the project.

“Why Is Biodiversity Important?”



In addition, we support various reforestation campaigns throughout the year. We donate young trees on behalf of all participants to neutralize the carbon footprint created during customer activities. We contribute to reforestation by planting trees by the volume corresponding to the volume of wooden pallets used in packaging of our products. In 2022, we created another Assan Alüminyum Memorial Forest consisting of 5,000 saplings, corresponding to the volume of wooden pallets used in the packaging of our products, through the Aegean Forest Foundation.

We planted 5,000 trees as a gift to our exhibition guests and 1,680 trees to offset the carbon footprint of our employees caused by air travel.

Our Approach Combating Climate Change

It is estimated that the demand for aluminium will increase by 50% by 2050. Keeping in mind the fact that the amount of emissions created by the aluminium industry corresponds to 2% of human-induced emissions, we implement emission reduction activities.

Extreme weather conditions caused by climate change increase the uncertainties about the management of natural disaster risks. They cause disasters such as heavy rain, hail, snow, tornadoes, lightning, flash floods, city floods to be more frequent, more severe, longer-lasting and effective everywhere.

For the efficient management of such risks, we create action plans in line with the “Climate Change: Risks and Opportunities” activity carried out by Kibar Holding Risk Management Directorate, in which the risks and opportunities emerged by climate change for Group companies are analyzed. In the risk assessment activities that began in 2022, we reviewed the actions to be taken for the risks contained in the company’s risk map and are likely to be triggered as they are directly or indirectly associated with climate change.

At Assan Alüminyum, we have adopted a proactive approach for the management of climate risks. We closely follow national and international developments regarding climate change. We are working towards becoming a key actor in this field by transforming our experience coming from initiatives and collaborations that we actively participate into innovative processes.

Climate change also increases the uncertainties about the management of natural disaster risks. It causes disasters such as heavy rain, hail, snow, tornadoes, lightning, flash floods, city floods to be more frequent, more severe, longer-lasting and effective everywhere. Natural disaster risks (especially flood risk due to excessive precipitation and lack of water due to drought risk), which are likely to be triggered due to climate change and also contained in the company’s risk map, Energy & Water Supply Risk, and Fire Risk as well as actions to be taken against these risks were reviewed within the scope of the risk assessments for 2022.

We evaluate new business opportunities that emerge along with the increase in climate change awareness. Aluminium, which is an eco-friendly material by nature, stands out in terms of green transformation as a preferred material as it reduces the carbon footprint and other environmental impacts of the projects in which it is used. We also plan to carry out EPD and LCA activities, which are currently performed for determining the current carbon footprint of our product groups, for certain alloys in the upcoming period.

Energy and Emission Management

Our energy efficiency activities constitute the most crucial stage of combating climate change. We meticulously monitor our energy efficiency and implement projects and investments to ensure efficiency.

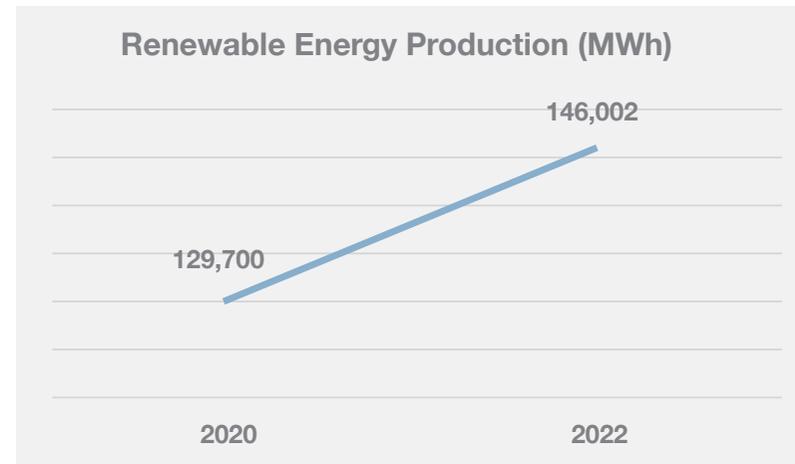
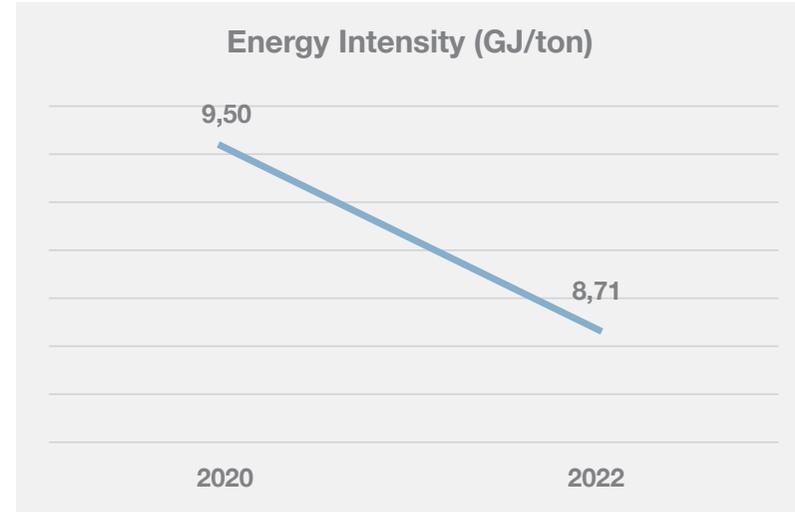
In line with our strategy to reduce greenhouse gas emissions, we are actively working to identify and reduce our current emissions, both on a product basis and from our activities. We attach great importance to energy efficiency projects.

Within the scope of 23 energy efficiency projects completed in 2022, we achieved energy savings by 3,505,193 kWh/year and prevented carbon emissions by 1,868 tons/year, which are equal to an amount to be offset by 84,000 trees. Therefore, we have achieved energy savings by 25.7 million kWh within the scope of over 120 projects implemented during the last 7 years.

In 2022, we generated 146,002 MWh electricity from renewable energy sources at Manavgat Hydroelectric Power Plant. In our renewable energy power plant, we produce clean electrical energy equivalent to our annual use and with the I-REC International Renewable Energy Certificates, we can balance all of our Scope 2 emissions resulting from our production activities.

In 2022, our energy intensity was 8.71, emission density was 0.68, and NOx-SOx emissions were 633 tons, respectively.

In order to help prevent climate change and save our forests, we created an Assan Alüminyum Memorial Forest with 5,000 trees through the Aegean Forest Foundation.



Water Management

Global water consumption is increasing day by day. Climate change, more frequent extreme weather conditions, and pollution of clean water resources due to global warming cause gradual depletion of clean fresh water resources.

One-third of the countries around the world do not have access to water resources or their access is too limited. 18% of the world population do not have access to clean water. Reduction in water resources lead to various negative effects including emigration and epidemics. Limited water resources require us to develop a common mind for the efficient use of this natural resource.

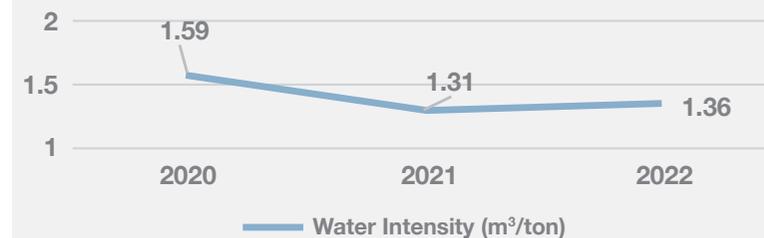
Assan Alüminyum's operating regions are not located in a protected wetland. There is no water source under stress, no water resource that we consume most of, and no receiving environment that is adversely affected by our wastewater. However, we ensure the sustainable use of water in our operations with our 5-year water consumption targets.

We use water in our operations for cooling machinery and equipment, cleaning the boards, dampening the wood, and fire extinguishing systems. We measure the amount of water consumption and chemical parameters on a daily basis. We analyze water resources on a weekly basis. Cooling water towers and chemical conditioning devices are controlled by independent institutions.

In order to ensure the efficient use of water, we monitor loss/leakage rates, develop efficiency projects, and strive for the reduction of discharge water volumes by improving our water treatment processes. We also carry out quality control of wastewater. We control the quality of the water discharged at our Tuzla plant by analyzing it in the company laboratory every week.

We carry out detailed water analysis twice a month. We measure consumptions on a monthly basis and compare them with previous values and intervene in case of abnormal consumption. With the water saving projects carried out in 2022, we achieved an 18.5% reduction in water consumption per ton compared to 2020 and our water density was 1.36 m³/ton.

Water Management (m³/ton)



Waste Management and Circular Economy

We carry out our operations meticulously in compliance with international strategies and standards such as European Aluminium “Circular Economy 2030 Action Plan,” strategy documents such as CEFLEX “Designing for a Circular Economy”, and Aluminium Stewardship Initiative (ASI) standards.

Our waste management and circular economy approach focus on two aspects: production of aluminium from secondary resources for production and efficient management of wastes generated in our processes. Since primary aluminium (from ore) production can only meet 5% of the total demand in Türkiye, we are trying to increase the use of secondary aluminium and aluminium scrap in order to reduce import dependency in supply and ensure effective waste management. Since recycled aluminium requires 95% less

energy in production than primary aluminium, this application allows us to reduce our carbon footprint.

We consider our recycling plant as a crucial step for the mitigation of environmental impact of our products. We include the recycling raw materials in our production by processing them at our integrated recycling plant. Thus, we contribute to circular economy and reduce our carbon footprint.

We received the Zero Waste Certificate for our plants from the Ministry of Environment, Urbanization and Climate Change within the framework of compliance with the applicable regulations. In 2022, our total waste amount was 16,363 tons.

All of the wastes generated as a result of our operations are processed and recovered at the recycling plant. The recovery rate of wastes was 100% in 2022. There was no significant loss or leakage incident at our plants in 2022.

Product life cycle analyses (LCAs) and environmental product declarations (EPDs) are provided for all foil, sheet, and pre-painted aluminium product groups. The environmental impacts of our products, from raw materials to recycling/disposal steps, are calculated in accordance with ISO 14040/44 standards.

With the Business World Plastic Reduction Initiative membership, we made a commitment to gradually reduce the consumption of single-use plastics used in the office spaces and completely abandon the use of such plastics at the end of 2023.



Our Management Approach

The objective of our management approach at Assan Alüminyum is to keep up with the rapidly changing global conditions and create sustainable value for all our stakeholders. We strive to become an agile, innovative, and trustworthy organization, respecting people and the environment. We defined our management principles as resource efficiency, effective leadership, and transparent communication and we carry on our operations in line with these principles.

Corporate Governance

We have adopted an accountable, ethical, and transparent management approach. Our Executive Board consists of 5 members and is the highest level strategic decision-making body of Assan Alüminyum. The Board is responsible for determining corporate targets, ensuring compliance with corporate governance principles, determining and managing strategic orientations, and ensuring the functionality of risk management and control systems. The General Manager of Assan Alüminyum, as the chief executive, is responsible for the implementation of the strategies determined by the Executive Board.

Risk Management

At Assan Alüminyum, risk is defined as any kind of uncertainty that may cause positive or

negative deviation. We refer to ISO 31000 Corporate Risk Management System standards for our corporate risk management procedures. We also manage the risks related to sustainability in compliance with the ASI Performance Standard. Corporate risk management, which is an integral part of the decision-making mechanism, is based on the analysis of not only risks but also opportunities.

Assan Alüminyum's risk management approach focuses on human rights and ethics. In this context, a large part of our corporate risk map consists of risks related to human rights, fire, natural disaster, occupational health and safety, environment, loss of an employee, occupational disease, and misconduct. In the corporate risk inventory, risks related to environmental, social, and governance aspects are evaluated. Analyses and assessments under the following topics included in the corporate risk inventory can be given as examples: Environmental Risk, Fire Risk, Natural Disaster Risk, Occupational Health & Safety Risk, Misconduct Risk, Disruption of Peace at the Workplace Risk, Risk of Failure to Protect Fundamental Human Rights, Employee Rights and Sociocultural Rights, Economic and Political Risks. Reputational risks are also included in risk management activities. All risks identified are

measured and analyzed together with their impact and consequences.

The Corporate Risk Map is updated annually through workshops with the participation of the representatives of the relevant units. The development of medium and high-level risks is monitored quarterly and shared with the Company Risk Committee. Every six months, follow-up activities are carried out for defined actions and necessary revisions are made. With monthly activity reports, key risk indicators (KRI) based on specific subjects/processes are subject to follow-up. In addition, the KRI values that are exceeded are submitted to the committee's attention at the Kibar Holding Risk Committee meetings on a quarterly basis.

In 2022, we initiated a joint activity with Kibar Holding for detailed analysis of the impact of climate risks on our operations.

Internal Audit & Control

At Assan Alüminyum, internal audit and control activities are conducted to check compliance with the applicable legislation, corporate policies and principles as well as the strategic targets. Internal audit and control processes are carried out by the Internal Audit Department under the coordination of Kibar Holding and are based on International

Internal Audit Standards and Kibar Holding's Code of Conduct. Audits performed by the Internal Audit VP are conducted in a risk and process-oriented manner. Internal audits are carried out in 4 areas: process audits, compliance audits, financial audits, and information technology audits. The risks identified with the audits are communicated to the relevant units together with the suggestions for improvement.

Corruption and misconduct issues were taken into consideration in all audits at Assan Alüminyum in 2022. In the reporting period, no fines or corruption and/or misconduct incident due to illegal activity was reported.

Business Ethics

Kibar Group's Code of Conduct provides the basic guidelines for activities related to business ethics at Assan Alüminyum. The Code of Conduct defines the responsibilities of the employees under applicable laws, against internal and external stakeholders, code of conduct in work life as well as the fundamental rights and obligations of the employees.

Kibar Group's Code of Conduct is composed of 7 main subjects as integrity, confidentiality, justice, quality and continuous development, conflict of interest, our responsibilities, and receiving/giving presents while all these subjects are defined in detail. The Code of Conduct document also contains case studies and examples of behavior expected from employees.

At Assan Alüminyum, all employees receive ethics training at certain intervals. Employees' perception and awareness are kept in check by posters with a theme, "Do you think it is ethical?" placed in common spaces at the workplace.

At Assan Alüminyum, Code of Conduct Consultants have been assigned to provide support for all kinds of needs and questions of employees about the implementation of the Code of Conduct. A dedicated Ethics Hotline was created to be called, either within the Group or from outside, in case of any violation against the Code of Conduct. Reports that are made through this hotline are directly communicated to the Ethics Committee. All notifications received by the Ethics Committee by phone, e-mail and/or mail are handled and evaluated confidentially, appropriate units are assigned to take necessary actions, and all activities are carried out meticulously.

During the recruitment process at Kibar Group companies, employees are provided with a "Code of Conduct Manual," which explains the ethical principles of Kibar Group together with case examples. The last page of this manual is signed by the employee in order to confirm that the employee has thoroughly read and understood the content, and then returned to the Human Resources department. In addition, all employees receive ethics training at certain intervals. Kibar Holding's Code of Conduct manual, which is made available to all employees in hard copy and also shared through the

portal, contains the applicable rules and principles as well as expectations from the employees. In 2022, Ethics Training was provided online.

The Ethical Committee takes all necessary measures to prevent any form of negative consequences such as retaliation, pressure, and intimidation that may be directed against individuals who have reported any ethical violation.

[Please click here to access Kibar Holding's Code of Conduct.](#)

Anti-Bribery and Anti-Corruption

Assan Alüminyum does not tolerate bribery and corruption in any way due to its high business ethics understanding. Our approach to fight against bribery and corruption is defined in Kibar Holding's Code of Conduct. Compliance with the Code of Conduct is the responsibility of all Assan Alüminyum managers and employees. All Assan Alüminyum employees are obliged to report any breach of code of conduct or any suspicion of bribery and corruption as soon as they become aware of such acts. Anti-bribery and anti-corruption approach is also binding upon all relevant stakeholders, including suppliers and business partners in particular, in addition to our employees.

Kibar Group's code of conduct also covers anti-corruption activities and the Code of Conduct Manual is subject to review on a yearly basis. The corporate risk map of our company includes misconduct risks and

necessary risk assessments are conducted in this context. The efficiency of the internal audit environment for corruption risks is evaluated during both process audits and inspection & investigation activities whereas the results are reported accordingly. In addition, auditors assigned for the independent audit service provided constantly every year provide information about risks identified and their suggestions while we constantly improve our ways of doing business in the light of such insights.

In 2022, there was not any confirmed corruption case.

Business Continuity and Emergency Preparedness

Management of operational risks at Assan Alüminyum is carried out with the coordination of Risk Management,

Insurance Management, and Risk Engineering departments within Kibar Group. The Risk Engineering department established within the Group's insurance and brokerage company identifies and monitors the findings that create operational risks in the production sites and presents its suggestions for the mitigation of these risks.

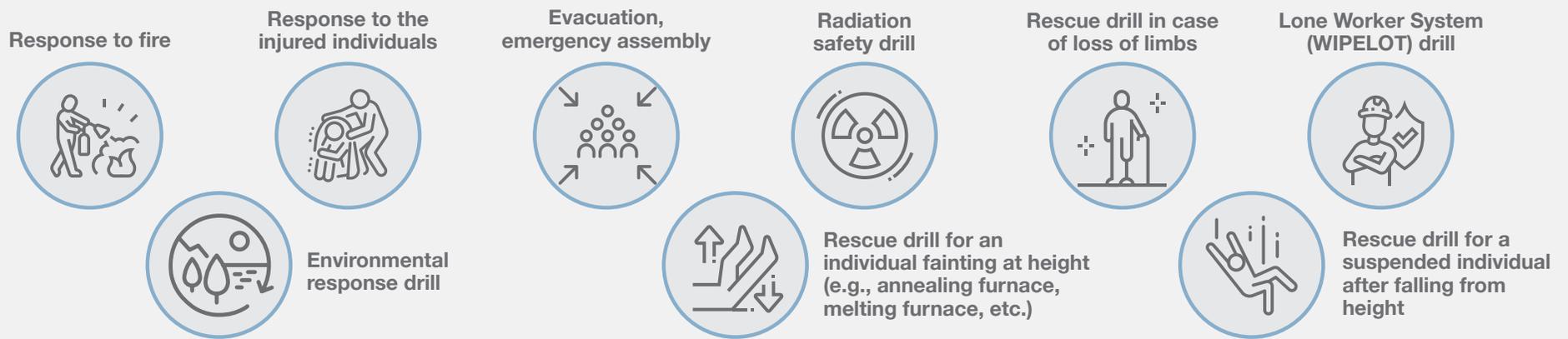
Action plans determined for the effective management of operational risks are created by the participation of all relevant departments. The management procedure for such kind of risks in case of an incident is communicated to all employees.

At Assan Alüminyum, business continuity plans have been developed and implemented to ensure the continuity of business processes, products & services,

and return all business processes back to normal operation in case of any interruption, crisis or disaster. The business continuity management system of Assan Alüminyum was certified within the scope of TSE ISO 22301 standard. Exercises and training activities organized on a yearly basis aim at improving the effectiveness of business continuity programs.

Our company has implemented emergency management procedures and plans as well as having dedicated teams. Emergency drills are conducted based on an annual plan. In addition, necessary control processes are carried out based on a monitoring & measurement plan to ensure that the equipment to be used in case of any potential emergency is always readily available. Emergency teams are provided with necessary training and equipment.

Annual emergency drills, exercises & training activities





Annexes

Awards in 2022

- Kibar Dış Ticaret received the championship (1st place) awards in “Flat Rolled Aluminium Products” and “Export Champions” categories in the Metallic Stars of Export Awards, organized by Istanbul Ferrous and Non-Ferrous Metals Exporters’ Association with its exports of Assan Alüminyum products in addition to achieving the highest export figures.
- Zeynep Sarsan, Assan Alüminyum CFO, was listed among The Most Influential 50 CFOs of Türkiye at the CFO Summit 2022.

- At Asım Kibar Mavi Damla (Blue Drop) Awards, Assan Alüminyum project teams received the first place award in the category of “Innovation and Leaders of the Future”, the second place award in the category of “Making a Difference for the Customer”, the third place award in the category of “Digitalized”, and the third place award in the category of “Adding Value with Efficiency”.

Performance Indicators

GRI 2-7, 404-1, 405-1

Employee Demographics	2020	2021	2022
Total Number of Employees	1,507	1,535	1,688
Female	89	105	111
Male	1,418	1,430	1,577
Female Employee Rate	6	7	7
White-Collar Employees			
Female	87	102	105
Male	198	189	213
Blue-Collar Employees			
Female	2	3	6
Male	1,220	1,241	1,364
Total Number of Employees by Age Groups			
30 years and under	284	303	320
30-50	1,167	1,126	1,220
50 years and over	45	110	148
Senior Executives			
Total Number of Senior Executives	45	44	50
Total Number of Female Senior Executives	6	7	7
Female Executive Rate	14	16	14
Parental Leave			
Number of Female Employees on Maternity Leave	7	12	4
Number of Male Employees on Paternity Leave	107	93	78
Number of Female Employees Returning from Maternity Leave	7	2	4
Number of Male Employees Returning from Paternity Leave	107	91	80

Training Activities	2020	2021	2022
Employee Training Activities - Number of Participant (person)			
Blue-Collar	361	11,177	8,998
White-Collar	656	3,273	2,783
Female	238	1,070	931
Male	779	13,380	10,850
Employee Training Activities - Total hours (person*hours)			
Blue-Collar Female	3	36	156
White-Collar Female	463	2,434	6,076
Blue-Collar Male	654	20,683	68,516
White-Collar Male	933	4,579	12,030
Total Training Hours	2,053 	27,732 	86,778
Number of Employees Trained	1,017 	14,450 	11,781
Annual Training Hours Per Employee	2 	18 	7.4
Employee Engagement			
Suggestion Systems			
Number of Suggestions	3,669	2,092	1,390
Number of Suggestions Implemented	324	155	1,072
Number of Employees Participating in Performance Evaluation			
Blue-Collar Female	2	3	5
White-Collar Female	82	97	95
Blue-Collar Male	1,220	1,243	1,263
White-Collar Male	192	184	183
Total	1,496	1,527	1,291

Confirmed by the 2021 Limited Assurance Report. Confirmed by the 2022 Limited Assurance Report.

Performance Indicators

Occupational Health & Safety	2020	2021	2022
Injury Rate			
Female	0	0	0
Male	8.76	10.76	7.03
Total	8.3	10.2	6.64
Accident Severity Rate			
Female	0	0	0
Male	0.182	0.36	0.31
Total			0.30
Occupational Disease Rate (ODR)			
Female	0	0	0
Male	0	0	0
Contractor Female Employee	0	0	0
Contractor Male Employee	0	0	0
Total Lost Time			
Contractor Female Employee	15	10	6
Contractor Male Employee	52	45	2

Occupational Health and Safety Training	2020	2021	2022
Total Hours of OHS Training Provided to Employees	37,183	26,181	40,564
Total Hours of OHS Training Provided to Contractor Employees	624.5	1,302	3,656
Occupational Health and Safety Management	2020	2021	2022
Number of Established OHS Committees	2	2	2
Total Number of Members in Established OHS Committees	31	31	31
Number of Employee Representatives in Established OHS Committees	9	9	9
Economic Performance Indicators	2020	2021	2022
R&D Budget (TRY)	18,737,490	52,504,367	26,559,767
Number of Patents Received	2	2	2
Number of Suppliers	2,174	3,022	3,565
Local Supplier Rate (%)	87	85.5	85.9

Confirmed by the 2021 Limited Assurance Report. Confirmed by the 2022 Limited Assurance Report.

Performance Indicators

GRI 303-3, 303-5, 302-1, 302-3, 305-1, 305-2, 305-4, 305-7, 301-, 301-2, 301-3

Environmental Performance Indicators	2020	2021	2022
Resource Efficiency			
Total production(tons)	256,151	286,063	268,122
Amount of raw materials consumed (tons)	360,049	346,929	325,440
Amount of non-primary aluminium/recovered raw materials used as input (tons)	124,469	133,066	128,505
Non-primary aluminium raw material / Total raw materials (%)	35	38	39
Total Water Consumption by source			
Well water (m ³)	359,812	326,973	323,861
Municipal water (m ³)	46,409	48,074	41,788
Total amount of water consumed (m ³)	406,221	375,047	365,649
Water Intensity (m ³ /ton)	1.59	1.31	1.36
Combating Climate Change			
Direct energy consumption			
Natural gas-m ³	48,108,038	48,727,720	47,294,417
Natural gas-GJ	1,828,105	1,851,653	1,677,792
Direct energy consumption Total (GJ)	1,828,105	1,851,653	1,677,792
Indirect energy consumption			
Electricity-kWh	165,090,158.00	180,995,527	182,905,045
Electricity-GJ	594,325	651,584	658,458
Indirect energy consumption Total (GJ)	594,325	651,584	658,458
Total energy consumption (GJ)	2,422,430	2,503,237	2,336,251
Renewable energy production amount (kWh)	129,700	88,300	146,002
Energy intensity (GJ/ton)	9.50	8.80	8.71
Scope 1 emissions (tons)	99,507	101,127	97,177
Scope 2 emissions - location based (tCO ₂ e)	78,090	85,602	86,502
Scope 2 emissions - market based (tCO ₂ e)	-	0	0
Greenhouse gas (GHG) emission density	0.704	0.652	0.685
NOx, SOx, and other significant air emissions*	175	203	633

Confirmed by the 2021 Limited Assurance Report. Confirmed by the 2022 Limited Assurance Report.

Performance Indicators

Waste Management	2020	2021	2022
Total water discharge by quality and destination	137,778	167,416	185,935
Water channel	137,778	167,416	185,935
Hazardous waste amount (tons)	10,126	11,148	11,800
Recovery	10,084	11,148	11,800
Landfill	43	0	0.12
Waste Incineration	0	0	0
Non-hazardous waste amount (tons)	4,090	4,226	4,563
Recovery	4,090	4,226	4,563
Landfill	4,090	4,226	0
Total amount of waste (tons)	14,216	15,374	16,363
Management Approach			
Environmental Training Activities			
Environmental training hours provided to employees	1,955	1072.5	3,615
Environmental training hours provided to contractor personnel	488.5	623.5	2,282.50
Number of employees participating in environmental training	2,039	759	1,374
Number of contractor employees participating in environmental training	1,249	1,247	2,323
Number of trees planted	0	8,010	6,860
Environmental Budget	13,520,571	4,633,114	65,671,150
Environmental investment expenditures (TRY)	10,017,328	464,815	52,581,408
Environmental management expenditures (TRY)	3,503,243	4,168,299	13,089,742

GRI Content Index



CONTENT INDEX
ESSENTIALS SERVICE

2023

GRI CONTENT INDEX					
Statement of use	Kibar Holding has reported in accordance with the GRI Standards for the period January 1, 2022-December 31, 2022.				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
General Disclosures					
Corporate Profile					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Kibar Holding, page 8; About Assan Alüminyum, page 9			
	2-2 Entities included in the organization's sustainability reporting	Introduction and About This Report, page 4			
	2-3 Reporting period, frequency and contact point	sustainability@assanaluminyum.com			
	2-4 Restatement of information	GRI content Index: There is no restated information in the report.			
	2-5 External Audit	GRI content Index: External audit was not received.			
	2-6 Activities, value chain and other business relationships	About Assan Alüminyum, page 9			
	2-7 Employees	Employee Demographics, page 53			
	2-8 Workers who are not employees	We regularly cooperate with contractor companies for basic auxiliary works (road, food, etc.); the number of employees in this scope is 145. In 2022, due to the intensive investments, the number of contractor company employees varied throughout the year, but was realized as close to 1000 people.			
	2-9 Governance structure and composition	Corporate Governance, page 49			
	2-10 Nomination and selection of the highest governance body	Corporate Governance, page 49			
	2-11 Chair of the highest governance body	Corporate Governance, page 49			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management, pages 16-17			
	2-13 Delegation of responsibility for managing impacts	Sustainability Management, pages 16-17			

GRI Content Index

GRI CONTENT INDEX					
Statement of use	Kibar Holding has reported in accordance with the GRI Standards for the period January 1, 2022-December 31, 2022.				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)					
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management, pages 16-17			
	2-15 Conflicts of interest	Code of Ethics, page 38			
	2-16 Communication of critical concerns	Introduction and About This Report, page 4; Stakeholder Relations, page 18; Code of Ethics, page 38			
	2-17 Collective knowledge of the highest governance body	Corporate Governance, page 49			
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, page 49			
	2-19 Remuneration policies				
	2-20 Process to determine remuneration				
	2-21 Annual total compensation ratio		2-21 a; 2-21 b; 2-21 c	Confidentiality constraints	Since Kibar Group does not disclose salary information, we do not answer this question for confidentiality reasons.
	2-22 Statement on sustainable development strategy	Our Sustainability Strategy: Vision 2025, pages 14-15			
	2-23 Policy commitments	Initiatives We Support, page 19			
	2-24 Embedding policy commitments	Sustainability at Assan Alüminyum, pages 13-14; Initiatives We Support, page 19			
	2-25 Processes to remediate negative impacts	Our Approach to Biodiversity, pages 44-45			
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Relations, page 18			
	2-27 Compliance with laws and regulations	Internal Audit and Control, Business Ethics, page 49-50			
	2-28 Memberships associations	Supported Sustainability Initiatives, Memberships and Partnerships, page 19			
2-29 Approach to stakeholder engagement	Stakeholder Relations, page 18				
2-30 Collective bargaining agreements	GRI Content Index: There is no collective labor agreement at Assan Alüminyum				

GRI Content Index

PRIORITIES					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Material Topics					
GRI 3: Material topics 2021	3-1 Process to determine material topics	Our Sustainability Strategy: Vision 2025, pages 14-15			
	3-2 List of material topics	Our Sustainability Strategy: Vision 2025, pages 14-15			
R&D, Innovation and Digitalization	R&D, Innovation and Digitalization				
GRI 3: Material topics 2021	3-3 Management of material topics	R&D and Innovation, page 26; Digitalization, page 28			
Customer Satisfaction	Customer Satisfaction				
GRI 3: Material topics 2021	Management of material topics	Customer Satisfaction page 25			
GRI 417: Marketing & Labeling 2016	417-1 Product and service information and labeling requirements	More Satisfied Stakeholders, Product Quality and Safety, page 23			
	417-2 Incidents of non-compliance related to product and service information and labeling	GRI Content Index: No such non-compliance during the reporting period			
	417-2 Incidents of non-compliance related to product and service information and labeling	GRI Content Index: No such non-compliance during the reporting period			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints of breach of customer privacy and loss of customer data	GRI Content Index: There were no incidents of breach of confidentiality of customer information during the reporting period.			
Product Quality and Safety	Product Quality and Safety				
GRI 3: Material topics 2021	3-3 Management of material topics	Product Quality and Safety, page 23			
GRI 416: Customer Health and Safety	416-1 Health and safety impacts of products and services	Product Quality and Safety, page 23			
	416-2 Violations of legal regulations and voluntary principles and codes for the health and safety conditions of products and services	GRI Content Index: There was no such non-compliance during the reporting period.			
Occupational Health and Safety	Occupational Health and Safety				
GRI 3: Material topics 2021	3-3 Management of material topics	Occupational Health and Safety, pages 37-39			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety, pages 37-39			
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety, pages 37-39			
	403-3 Occupational health services	Occupational Health and Safety, pages 37-39			
	403-4 Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety, pages 37-39			

GRI Content Index

PRIORITIES					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Material Topics					
İş Sağlığı ve Güvenliği	İş Sağlığı ve Güvenliği				
GRI 3: Öncelikli Konular 2021	403-5 OHS Trainings given to employees	Occupational Health and Safety, pages 37-39; Occupational Health and Safety Trainings, page 54			
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Occupational Health and Safety, pages 37-39			
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to labor relations	Occupational Health and Safety, pages 37-39			
	403-8 Workers covered by occupational health and safety management system	Occupational Health and Safety, pages 37-39			
	403-9 Work-related injuries	Performance Tables, Occupational Health and Safety page 54			
	403-10 Work-related diseases	Performance Tables, Occupational Health and Safety page 54			
Sustainable Supply Chain	Supply Chain Management				
GRI 3: Material topics 2021	3-3 Management of material topics	Sustainability in Supply Chain, pages 40-41			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability in Supply Chain, pages 40-41			
GRI 308: 2016 Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	Sustainability in Supply Chain, pages 40-41			
	308-2 Adverse environmental impacts in the supply chain and actions taken	Sustainability in Supply Chain, pages 40-41			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	Sustainability in Supply Chain, pages 40-41			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability in Supply Chain, pages 40-41			
Employee Development and Talent Management	Employee Development and Talent Management				
GRI 3: Material topics 2021	3-3 Management of material topics	Employee Development and Talent Management, page 32			
GRI 404: Education and Training 2016	404-1 Training Hours per Employee per Year	Employee Development and Talent Management, page 32; Performance Tables-Trainings, page 53			
	404-2 Talent management and lifelong learning programs	Employee Development and Talent Management, pages 32-34			
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development and Talent Management, page 32			
Gender and Equal Opportunity	Gender and Equal Opportunity				
GRI 3: Material topics 2021	3-3 Management of material topics	Gender and Equal Opportunity, page 31			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and staff	Employee Demographics, page 53			
	405-2 Ratio of basic salaries and wages for men and women	"GRI Content Index: Gender pay gap at Assan Alüminyum There is no equal pay for equal work. The principle of equal pay for equal work is applied."			
"GRI 406: Discrimination Opposition 2016"	406-1 Incidents of discrimination and corrective measures taken	GRI Content Index: There were no incidents of discrimination during the reporting period.			

GRI Content Index

PRIORITIES					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Material Topics					
Resource Efficiency	Resource Efficiency				
GRI 3: Material topics 2021	3-3 Management of material topics	Water Management, pages 47			
GRI 303: Water and Wastewater 2018	303-1 Interactions with water as a shared resource	Water Management, pages 47			
	303-2 Management of impacts related to water discharge	Water Management, pages 47			
	303-3 Water withdrawal	Environmental Performance Indicators, page 55			
	303-5 Total water consumption	Environmental Performance Indicators, page 55			
Renewable Energy Use	Renewable Energy Use				
GRI 3: Material topics 2021	3-3 Management of material topics	Energy and Emissions Management, page 46			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Indicators, page 55			
	302-3 Energy density	Environmental Performance Indicators, page 55			
	302-4 Reducing Energy Consumption	Energy and Emissions Management, page 46			
	302-5 Reduction in energy requirements of products and services	Energy and Emissions Management, page 46			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Environmental Performance Indicators, page 55			
	305-2 Indirect (Scope 2) greenhouse gas emissions	Environmental Performance Indicators, page 55			
	305-4 Greenhouse gas intensity	Environmental Performance Indicators, page 55			
	305-5 Reducing greenhouse gas emissions	Energy and Emissions Management, page 46			
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Environmental Performance Indicators, page 55			
Environmentally Friendly Products	Environmentally Friendly Products				
GRI 3: Material topics 2021	3-3 Management of material topics	Our Approach to Combat Climate Change, page 45; R&D and Innovation, pages 26-27			

GRI Content Index

PRIORITIES					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Material Topics					
Circular Economy	Circular Economy				
GRI 3: Material topics 2021	3-3 Management of material topics	Waste Management and Circular Economy, page 48			
GRI 301: Materials 2016	301-1 Raw materials used by weight or volume	Environmental Performance Indicators, page 55			
	301-2 Recycled raw materials used	Environmental Performance Indicators, page 55			
	301-3 Recycled products and their packaging materials	Environmental Performance Indicators, page 55			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy, page 48; Environmental Performance Indicators, page 56			
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy, page 48; Environmental Performance Indicators, page 56			
	306-3 Waste produced	Waste Management and Circular Economy, page 48; Environmental Performance Indicators, page 56			
	306-5 Waste diverted to disposal	Waste Management and Circular Economy, page 48; Environmental Performance Indicators, page 56			
Corporate Governance and Business Ethics	Governance Principles: Corporate Governance and Business Ethics				
GRI 3: Material topics 2021	3-3 Management of material topics	Corporate Governance, page 49; Business Ethics, page 50			
Effective Risk Management	Effective Risk Management				
GRI 3: Material topics 2021	3-3 Management of material topics	Risk Management, page 49			
Business Continuity	Business Continuity				
GRI 3: Material topics 2021	3-3 Management of material topics	Business Continuity and Emergency Preparedness, page 51			

ASSAN ALÜMİNYUM 2022 SUSTAINABILITY REPORT-REPORTING PRINCIPLES

This reporting principles (the “Reporting Principles”) provides information on the data preparation and reporting methodologies of indicators within the scope of the limited assurance in the Assan Alüminyum San. Ve Tic. A.Ş.’s (the “Company” or “Assan Alüminyum San. Ve Tic. A.Ş.”) Assan Alüminyum 2022 Sustainability Report (the “2022 Sustainability Report”).

These indicators include social indicators and environmental indicators. It is the responsibility of the Company’s management to ensure that appropriate procedures are in place to prepare

the indicators mentioned above in line with, in all material respects, the Guidance.

The information in this Reporting Principles covers the period from January 1,2022 to December 31, 2022 (fiscal year 2022) and the relevant operations in Türkiye under the responsibility of Assan Alüminyum. Except for the OHS indicators, the contractor company excludes information about its employees.

General Reporting Principles

In preparing this guidance document, consideration has been given to following

principles:

- Information Preparation – to highlight to users of the information the primary principles of relevance and reliability of information; and
- Information Reporting – to highlight the primary principles of comparability / consistency with other data including prior year and understandability / transparency providing clarity to users.

Key Definitions and Reporting Scope

For the purpose of this report, the Company defines:

Type	Indicator	Scope
Social Indicators	İnsan Kaynakları	
	Human Resources	Raporlama döneminde Assan Alüminyum’da, İnsan Kaynakları veri platformu ile takip edilen, Sosyal Güvenlik Kurumu’na İşe Giriş Bildirgesi yapılan, toplam çalışan sayısını ifade eder. Toplam çalışan sayısına stajyer çalışanlar dahil edilmemiştir.
	Total number of employees (#)	It means the total number of employees working in Assan Alüminyum and Companies during the reporting period. Intern employees are not included in the total number of employees.
	Number of employees by gender (#)	It means the number of employees classified as men and women in the total number of employees in Assan Alüminyum and Companies during the reporting period.
	Number of white collar employees by gender (#)	It means the number of white-collar male and female employees included in the total number of employees in Assan Alüminyum and Companies during the reporting period.
	Number of blue collar employees by gender (#)	It means the number of blue-collar male and female employees included in the total number of employees in Assan Alüminyum and Companies during the reporting period.
	Number of senior executives by gender (#)	It means the number of people in the titles of “CEO, CFO, Vice President, General Manager, Assistant General Manager, Director, Consultant and Manager”, which Assan Alüminyum defines as “senior level” in the reporting period, classified by gender.
	Ratio of female managers (%)	It means the ratio of female executives among the total number of senior executives in Assan Alüminyum and Companies, defined as “senior”, with the titles of “CEO, CFO, Vice President, General Manager, Assistant General Manager, Director, Consultant and Manager” in the reporting period.
	Number of employees on maternity/paternity leave by gender (#)	It means the number of female employees who took maternity leave within the scope of the Regulation on Part-Time Work to Be Done After Maternity Leave or Unpaid Leave and the number of male employees who took paternity leave within the scope of Labor Law No. 4857 in the reporting period.
	Number of employees returning from maternity/paternity leave by gender	It means the number of female employees who returned from maternity leave within the scope of the Regulation on Part-Time Work to Be Done After Maternity Leave or Unpaid Leave and the number of male employees who returned from paternity leave within the scope of Labor Law No. 4857 in the reporting period.

ASSAN ALÜMİNYUM 2022 SUSTAINABILITY REPORT-REPORTING PRINCIPLES

Type	Indicator	Scope
Social Indicators	Occupational Health & Safety	
	Injury rate by gender (%) (direct employment)	It is calculated by multiplying the ratio of the total number of accidents realized in the reporting period to the total number of
	working hours by one million. Injury Rate, Accident Frequency Rate (LTI) and Accident Frequency Rate (KSO) refer to the same thing.	Represents the total number of days lost due to occupational accidents occurring in a certain period of working time during the reporting period.
	Occupational disease rate by gender (%) (direct employment)	It means the ratio found by multiplying the ratio of the number of men and women who are directly employed in the reporting period to the total working time, who fall under the definition of "occupational disease" within the scope of the Occupational Health and Safety Law No. 6331, by the value of thousand.
	Occupational disease rate by gender (%) (contractor's employees)	It means the ratio found by multiplying the ratio of the number of men and women who are contractors employees in the reporting period to the total working time, who fall under the definition of "occupational disease" within the scope of the Occupational Health and Safety Law No. 6331, by the value of thousand.
	Work-related deaths by gender (direct employment)	It refers to the number of employees who are directly employed in the reporting period, who fall under the definition of "death work accident" within the scope of the Occupational Health and Safety Law No. 6331.
	Work-related deaths by gender (contractor's employees)	It refers to the number of employees who are employed by contractors in the reporting period, who fall under the definition of "death work accident" within the scope of the Occupational Health and Safety Law No. 6331.
	Total number of lost days by gender (direct employment) (#)	In the reporting period, it refers to the total number of lost days, followed by the notifications made to the Social Security Institution, that happened to directly employed female and male employees during a work-related activity and prevented them from coming to the workplace for three or more working days.
	Total number of lost days by gender (contractor company employee) (#)	In the reporting period, it refers to the total number of lost days, followed by the notifications made to the Social Security Institution, that happened to male and female employees of the contractor company during a work-related activity and prevented them from coming to the workplace for three or more working days.
	Total number of employees participating in ohs trainings	It refers to the total number of directly employed employees, who participated in OHS Trainings and were followed and recorded on the training tracking platform of Assan Alüminyum Human Resources during the reporting period.
	Total number of contractor's employees participating in ohs trainings	It refers to the total number of employees of the contractors, who participated in the OHS Trainings, which were followed and recorded on the training tracking platform of Assan Alüminyum Human Resources during the reporting period.
	Number of ohs committees established	It refers to the number of Occupational Health and Safety Committees formed by Assan Alüminyum and Companies in the reporting period, in accordance with the Regulation on Occupational Health and Safety Committees No. 28532, to work on issues related to occupational health and safety at work.
	Total number of members in ohs committees established	It refers to the total number of members of the Occupational Health and Safety Committee, which was formed by Assan Alüminyum and Companies to work on occupational health and safety issues in the workplace in accordance with the Regulation on Occupational Health and Safety Boards No. 28532.
	Number of representatives serving in ohs committees established	It refers to the number of employee representatives in the Occupational Health and Safety Committee, which was formed by Assan Alüminyum and Companies to work on occupational health and safety issues in the workplace in accordance with the Regulation on Occupational Health and Safety Boards No. 28532.

ASSAN ALÜMİNYUM 2022 SUSTAINABILITY REPORT-REPORTING PRINCIPLES

Type	Indicator	Scope
Social Indicators	Training Activities	
	Number of participants in employee trainings by gender	It refers to the number of male and female participants who participated in employee trainings, followed and recorded on the training tracking platform of Assan Alüminyum Human Resources during the reporting period.
	Total hours of employee trainings by gender	It refers to the total number of training hours attended by male and female employees who participated in employee trainings, followed and recorded on the training tracking platform of Assan Alüminyum Human Resources during the reporting period.
	Total hours of employee training by gender and category (#)	It refers to the total number of training hours attended by male and female blue-collar and white-collar employees who participated in employee trainings, followed and recorded on the training tracking platform at Assan Aluminum during the reporting period.
	Total Training Hours	In the reporting period, it refers to the total training hours of male and female employees who participated in the employee trainings, followed up and recorded on the training tracking platform at Assan Aluminum.
	Number of Employees Provided Training	It refers to the total number of male and female employees who participated in employee trainings, followed up and recorded on the training tracking platform at Assan Aluminum during the reporting period.
	Annual training hours per employee	In the reporting period, it refers to the number of training hours per employee who participated in employee trainings, followed and recorded on the training tracking platform at Assan Aluminum.
	Employee Engagement	
	Number of employee under performance review	It refers to the number of male and female employees who participated in the performance evaluation, who were followed and recorded on the performance evaluation platform of Assan Alüminyum Human Resources during the reporting period.
	Suppliers	
	Number of local suppliers	It refers to the total number of local suppliers that Assan Alüminyum and Companies work with, which can be mapped with Assan Alüminyum's financial reporting systems during the reporting period.
	Local supplier ratio (%)	It refers to the ratio of the number of local suppliers that Assan Alüminyum and Companies work with within the total number of suppliers, which can be mapped with Assan Alüminyum's financial reporting systems during the reporting period.
	Combating Climate Change	
	Direct Energy Consumptions	
	Natural Gas (m3)	It means the total amount of natural gas purchased during the reporting period and used in heating, kitchen and other operations requiring natural gas in the relevant locations. It is reported in metercube (m3).
	Natural Gas (GJ)	It means the total amount of natural gas purchased during the reporting period and used in heating, kitchen and other operations requiring natural gas in the relevant locations. It is reported in gigajoule (GJ).
	Total direct energy consumption (GJ)	It means the total amount of natural gas, diesel and gasoline purchased for the locations included in the scope during the reporting period and used in the relevant locations. It is reported in gigajoule (GJ).

ASSAN ALÜMİNYUM 2022 SUSTAINABILITY REPORT-REPORTING PRINCIPLES

Type	Indicator	Scope
Social Indicators	Combating Climate Change	
	Indirect Energy Consumption	
	Electricity (KWh)	It means the total amount of electricity purchased during the reporting period and used in air conditioning, lighting, electrical appliances and other operations requiring electricity. It is reported in kilowatt-hour (KWh).
	Electricity (GJ)	It means the total amount of electricity purchased during the reporting period and used in air conditioning, lighting, electrical appliances and other operations requiring electricity. It is reported in gigajoule (GJ).
	Total indirect energy consumption (GJ)	It means the electricity consumption in GJ purchased and used for the locations included in the scope during the reporting period.
	Total energy consumption (GJ)	It means the sum of the Total Direct Energy Consumption and the Total Indirect Energy Consumption consumed by the Companies during the reporting period.
	Renewable energy production (KWh)	It refers to electricity generation from renewable energy sources generated by the companies during the reporting period.
	It is reported in kilowatt-hour (KWh).	It means the total amount of direct and indirect energy consumption consumed by Assan Aluminum to produce a unit of product during the reporting period. It is reported as GJ/tonne.
	Scope 1 emissions (tonnes CO2e)	It means greenhouse gas emissions due to Total Direct Energy Consumption at the relevant locations of the Companies during the reporting period. The company calculates its Scope-1 emissions in accordance with the standard "TS EN ISO 14064-1:2018 Greenhouse Gases-Part 1: Guidance and Specifications for the Establishment Level Calculation and Reporting of Greenhouse Gas Emissions and Removal".
	Scope 2 emissions (due to total location based) (tonnes CO2e)	It means greenhouse gas emission due to Total Indirect Energy Consumption at the relevant locations of the Companies during the reporting period. The company calculates its Scope-2 emissions according to the standard "TS EN ISO 14064-1:2018 Greenhouse Gases-Part 1: Guidance and Specifications for the Establishment Level Calculation and Reporting of Greenhouse Gas Emissions and Removal".
	Scope 2 emissions (market based) (tonnes CO2e)	It means the greenhouse gas emission due to the Indirect Energy Consumption remaining after the electricity obtained from renewable energy sources with the I-REC certificate produced and purchased at the relevant locations of the Companies in 2021 and 2022. The company calculates its Scope-2 emissions according to the standard "TS EN ISO 14064-1:2018 Greenhouse Gases-Part 1: Guidance and Specifications for the Establishment Level Calculation and Reporting of Greenhouse Gas Emissions and Removal".
	Greenhouse gas (GHG) emission intensity (Ton CO2e/ton)	It means the amount of Scope-1 and Scope-2 Emissions, equivalent to carbon dioxide emitted to the atmosphere by Assan Aluminum to produce one unit of product during the reporting period.
	Resource Efficiency	
	Total production amount (tons)	It refers to the amount of production followed by Assan Aluminum's production tracking platform and TUIK Reporting during the reporting period.
	Well water consumption (m3)	It refers to the total well water consumption used by the companies at the relevant locations during the reporting period. It is reported in m3.
	Municipal water consumption (m3)	It refers to the total municipal consumption used by the Companies at the relevant locations during the reporting period. It is reported in m3.
Total water consumption (m3)	It refers to the total water consumption (municipal water and well water) used by the Companies at the relevant locations during the reporting period.	
Water density (m3/ton)	It means the total water consumption consumed by Assan Aluminum to produce a unit ton of product during the reporting period.	

ASSAN ALÜMİNYUM 2022 SUSTAINABILITY REPORT-REPORTING PRINCIPLES

Type	Indicator	Scope
Social Indicators	Combating Climate Change	
	Waste Management	
	Total amount of hazardous wastes (tonnes)	It refers to the amount of hazardous waste generated by the companies, which is tracked by the MOTAT (Mobile Waste Tracking System) available on the Ministry of Environment portal (Integrated Environmental Information System) during the reporting period.
	Hazardous wastes Energy recovery (tonnes)	It refers to the amount of hazardous waste generated by the companies and sent to energy recovery, followed by the MOTAT (Mobile Waste Tracking System) available on the Ministry of Environment portal (Integrated Environmental Information System) during the reporting period.
	Hazardous wastes Recovery (tonnes)	It refers to the amount of hazardous waste generated by the companies and sent for recycling, followed by the MOTAT (Mobile Waste Tracking System) available on the Ministry of Environment portal (Integrated Environmental Information System) during the reporting period.
	Total amount of non-hazardous wastes (tonnes)	It refers to the amount of non-hazardous waste generated by the companies, which is tracked from the invoices received from the Ministry of Environment portal (Integrated Environmental Information System) and licensed waste processing facilities during the reporting period.
	Non-hazardous wastes Energy recovery (tonnes)	It refers to the amount of non-hazardous waste generated by the companies and sent to energy recovery, followed by the MOTAT (Mobile Waste Tracking System) available on the Ministry of Environment portal (Integrated Environmental Information System) during the reporting period.
	Non-hazardous wastes Recovery (tonnes)	It refers to the amount of non-hazardous waste generated by the companies and sent for recycling, followed by the MOTAT (Mobile Waste Tracking System) available on the Ministry of Environment portal (Integrated Environmental Information System) during the reporting period.
	Non-hazardous wastes Waste collection site (tonnes)	It refers to the amount of non-hazardous waste generated by the companies and sent to the landfill, followed by the MOTAT (Mobile Waste Tracking System) available on the Ministry of Environment portal (Integrated Environmental Information System) during the reporting period.
	Total waste (tonnes)	It refers to the total amount of hazardous waste and non-hazardous waste generated by the companies during the reporting period.

Data Preparation

Social Indicators

Distribution of Female Executives

In the reporting period, the ratio of the number of female employees with the titles of “CEO, CFO, Vice President, General Manager, Assistant General Manager, Director, Consultant and Manager”, which Assan Alüminyum defines as “senior level”, to the total number of employees with these titles is calculated according to the formula below:

- Ratio of Female Senior Executives (%) = Number of Female Senior Executives/Total Number of Senior Executives

Occupational Health and Safety Data

- The number of accidents and fatalities are tracked by Company breakdown and direct employment & contractor classification through tables listing Social Security Institution notifications.
- No occupational disease was encountered during the relevant period.
- There were no fatal accidents during the relevant period.
- The following definitions and formulas are used in the calculation of occupational health and safety indicators.

Formulas:

Injury Rate = Number of Lost Time Accidents (1 Day and Over Accidents)*1,000,000/Total Hours Worked (including overtime)

Accident Severity Rate (ASR) = Total Number of Days Lost in Accidents*1,000/Total Hours Worked (including overtime)
ASR = LDR (due to lack of occupational disease)
Total Number of Days Lost in Accidents*1,000/
Total Hours Worked (including overtime)

Working hours are calculated on the payroll, which is an official document issued periodically by the employer every month, where the wages paid by Assan Alüminyum to employees are recorded together with all taxes and deductions. Overtime, short-time working allowance, paid & unpaid leave, paid & unpaid rest, annual leave, marriage leave, paid maternity leave (mother & father) and unpaid maternity leave (mother & father) hours are not included in the total working hours.

The total number of accidents with lost working days includes accidents with 3 or more lost working days with reference to the International Labor Organization (ILO).

Supplier Data

Kibar Holding's Local Supplier & Foreign Supplier Ratio is calculated according to the formulas below:

- Local Supplier Ratio (%) = Number of Local Suppliers/Total Number of Suppliers
- Foreign Supplier Ratio (%) = Number of Foreign Suppliers/Total Number of Suppliers

Data Preparation

Environmental Indicators

Water Consumption

The water consumption of Assan Aluminum Tuzla Plant also includes the water consumption of Assan Hanil Tuzla and İspak Tuzla plants.

Water is distributed to all facilities by the auxiliary enterprises of Assan Aluminum Tuzla Facility and includes mains water, well water, utility water, cooling water and hot water consumption.

Water Density

Water density corresponds to the total amount of water consumed as a result of tonne production and is calculated according to the formula below.

- $\text{Water Density (m}^3\text{/tonne)} = \frac{\text{Water Consumption (m}^3\text{)}}{1 \text{ Production Tonne (tonne)}}$

Waste Density

Waste density corresponds to the amount of hazardous and non-hazardous waste produced to generate an income of one million TRY and is calculated according to the formula below.

- $\text{Waste Density (ton/ tonne)} = \frac{\text{Waste Amount (ton)}}{1 \text{ Production Tonne (tonne)}}$

Recycled/Recovered Waste Ratio

Recycled/Recovered Waste Ratio corresponds to the amount of recycled/recovered hazardous and non-hazardous waste within the total amount of waste and is calculated according to

the formula below.

- $\text{Recycled/Recovered Waste Ratio (\%)} = \frac{\text{Amount of Recycled and/or Recovered Waste (tonnes)}}{\text{Total Waste Amount (tonnes)}}$

Direct Energy Consumption by Fuel Type

Natural Gas

The natural gas supply unit is invoiced in “m³” and the natural gas activity data is converted into gigajoule (GJ) units. The following formula is used for conversion. The monthly average “Net Calorific Value (NKD)-Lower calorific value” data is obtained in terms of “kcal/m³” and from the natural gas distribution companies that supply natural gas and the general directorates of the relevant organized industrial zone.

$[\text{Activity Data (m}^3\text{)} * \text{NKD (kcal/m}^3\text{)} * 4184 \text{ (joules/kcal)} * 0.000000001 \text{ (GJ/joules)}]$

Motorine

The diesel supply unit is invoiced in terms of “tons” and “liters”. The following formula is used in the conversion of diesel oil activity data in “tons” to gigajoules (GJ). The NKD value is taken from the “2006 IPCC Guidelines for National Greenhouse Gas Inventories/Volume 2 Energy/Chapter 1 Introduction”.

$[\text{Activity Data(ton)} * 0.001 \text{ (Gg/ton)} * \text{NKD(TJ/Gg)} * 1000 \text{ (GJ/TJ)}]$

The following formula is used in the conversion of diesel fuel activity data in “liters” into gigajoules (GJ). Annual average “density” value in “kg/liter” is taken from the company that supplies diesel oil. The NKD value is taken from the “2006 IPCC Guidelines for National Greenhouse Gas Inventories/Volume 2 Energy/Chapter 1 Introduction”.

$[\text{Activity Data (liter)} * \text{Density(kg/liter)} * 0.000001 \text{ (Gg/kg)} * \text{NKD(TJ/Gg)} * 1000 \text{ (GJ/TJ)}]$

Gasoline

Gasoline supply unit is invoiced in “liter” and the following formula is used in converting gasoline activity data to gigajoule (GJ). The annual average “density” value in “kg/liter” is taken from the company that supplies gasoline. The NKD value is taken from the “2006 IPCC Guidelines for National Greenhouse Gas Inventories/Volume 2 Energy/Chapter 1 Introduction”.

$[\text{Activity Data (liter)} * \text{Density(kg/liter)} * 0.000001 \text{ (Gg/kg)} * \text{NKD(TJ/Gg)} * 1000 \text{ (GJ/TJ)}]$

Indirect Energy Consumption

The amount of electrical energy is reported as “kWh” and the conversion factor of “1 kWh electricity=0.0036 GJ” of the International Energy Agency is used in its conversion to “GJ” unit.

Data Preparation

Environmental Indicators

Energy Density

Energy density corresponds to the direct and indirect energy consumption consumed to generate one million TRY of income and is calculated according to the formula below:
Energy Density (GJ/tonne) = Direct and Indirect Energy Consumption (GJ) / 1 tonne production (tonne)

Greenhouse Gas Emissions (Scope 1, Scope 2 and Scope 3 Emissions)

Scope 1 Emissions

- Among the energy consumption sources for Assan Alüminyum. Natural gas, diesel, gasoline are the primary fuel sources and the scope 1 emission inventory consists of these sources. The data is obtained by the breakdown of the meter, invoice, receipt and vehicle identification system of the service providers.

- Diesel for stationary combustion is consumed by the generator, fire pumps and consumption data is obtained from service providers' invoices. Gasoline and diesel consumption of company vehicles is obtained from the invoices of the vehicle identification service provider.

- The following formula is used to calculate emissions (Scope 1) from direct fuel combustion.
[Fuel Emission (tonCO₂e) = Activity Data (FV) * Emission Factor (tonCO₂e/FV) * Oxidation Factor (YF)

Scope 1 emissions are calculated with reference to the “2006 IPCC Guidelines for National Greenhouse Gas Inventories/ Volume 2 Energy/ Chapter 2 Stationary Combustion”.

- In all calculations (natural gas, diesel, gasoline) within Scope 1 Emissions, the oxidation factor has been used with reference to the “Communiqué on Monitoring and Reporting of Greenhouse Gas Emissions”.

Scope-2 Emissions

- Electricity consumption data for Assan Alüminyum is reported as the total electricity consumption of company locations. The data is obtained through monthly breakdown follow-ups of the companies and invoice statements taken from location-based electricity distribution companies.

Scope-2 emissions have been calculated based on the Monthly Electricity Production-Consumption Reports of 2022 published by Turkish Electricity Transmission A.Ş. (TEİAŞ, <https://www.teias.gov.tr/tr-TR/aylik-elektrik->

uretim-tuketim-raporlari) and IPCC Climate Change 2014 Mitigation of Climate Change-Chapter 7 Energy Systems.

Greenhouse Gas Emission Density

Greenhouse gas emission density corresponds to the equivalent of tons of carbon dioxide emitted into the atmosphere as a result of earning one million TRY and is calculated according to the formula below:

- Greenhouse Gas Emission Density (tons CO₂e/million TRY) = Total Greenhouse Gas Emissions (tons CO₂e) / Production (tonne)

Re-Statement of Op

Measuring and reporting validated data inevitably involves a degree of estimation. A re-statement of opinion may be considered where there is a change of more than 5% in the data at company level.



**Limited Assurance Report
to the Board of Directors of Assan Alüminyum San. Ve Tic. A.Ş.**

We have been engaged by the Board of Directors of Assan Alüminyum San. Ve Tic. A.Ş. (the “Company” or “Assan Alüminyum”) to perform a limited assurance engagement in respect of the Selected Sustainability Information (the “Selected Information”) stated in the Assan Alüminyum Sustainability Report 2022 (the “Sustainability Report 2022”) for the year ended 31 December 2022 and listed below.

Selected Information

The scope of the Selected Information for the year ended 31 December 2022, which is subject to our limited assurance work, set out in the pages 53., 54., 55. and 56. of the Sustainability Report 2022 with the sign is summarised below:

Social Indicators

- Total number of employees
- Number of employees by gender
- Ratio of female employees
- Number of white-collar employees by gender
- Number of blue-collar employees by gender
- Number of senior executives by gender
- Ratio of female managers (%)
- Number of employees on maternity/paternity leave by gender
- Number of employees returning from maternity/paternity leave by gender
- Injury rate by gender (%) (direct employment)
- Accident severity rate by gender (%) (direct employment)
- Occupational disease rate by gender (%) (direct employment)
- Occupational disease rate by gender (%) (contractor's employees)
- Work-related deaths by gender (direct employment)
- Work-related deaths by gender (contractor's employees)
- Total number of lost days by gender (#) (direct employment)
- Total number of lost days by gender (#) (contractor's employees)
- Total number of employees participating in ohs trainings
- Total number of contractor's employees participating in ohs trainings
- Number of ohs committees established

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- Total number of members in ohs committees established
- Number of representatives serving in ohs committees established
- Number of participants in employee trainings by gender
- Total hours of employee trainings by gender
- Total hours of employee training by category (#)
- Total training hours
- Number of employees provided training
- Annual training hours per employee
- Number of employee under performance review
- Number of local suppliers
- Local supplier ratio (%)

Environmental Indicators

- Natural Gas (m3)
- Natural Gas (GJ)
- Total direct energy consumption (GJ)
- Electricity (KWh)
- Electricity (GJ)
- Total indirect energy consumption (GJ)
- Total energy consumption (GJ)
- Renewable energy production (KWh)
- Energy density (GJ/tonnes)
- Scope 1 emissions (tonnes co₂e)
- Scope 2 emissions (due to total location based) (tonnes co₂e)
- Scope 2 emissions (market based) (tonnes co₂e)
- Greenhouse gas emissions density (tonnes co₂e/tonnes)
- Total production output (tonnes)
- Well water consumption (m³)
- Municipal water consumption (m³)
- Total water consumption (m³)
- Water density (m³/ton)
- Total amount of hazardous wastes (tonnes)
- Hazardous wastes Energy recovery (tonnes)
- Hazardous wastes Recovery (tonnes)
- Total amount of non-hazardous wastes (tonnes)
- Non-hazardous wastes Energy recovery (tonnes)
- Non-hazardous wastes Recovery (tonnes)
- Non-hazardous wastes Waste collection site (tonnes)
- Total waste (tonnes)



Our assurance was with respect to the year ended 31 December 2022 information only and we have not performed any procedures with respect to earlier periods or any information other than Selected Information marked with  in the Sustainability Report 2022 and, any other elements included in the 2022 Sustainability Report and, therefore, do not express any conclusion thereon.

Criteria

The criteria used by the Company to prepare the Selected Information is set out in section "Assan Alüminyum Sustainability Report 2022 – Reporting Principles" (the "Reporting Principles") on pages 63, 64, 65, 66, 67, 68, 69 and 70 of the Sustainability Report 2022.

The Company's Responsibility

The Company is responsible for the content of the Sustainability Report 2022 and the preparation of the Selected Information in accordance with the Reporting Principles. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Selected Information that is free from material misstatement, whether due to fraud or error.

Inherent Limitations

Non-financial performance information is subject to more inherent limitations than financial information, given the characteristics of the subject matter and the methods used for determining such information.

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. The precision of different measurement techniques may also vary. Furthermore, the nature and methods used to determine such information, as well as the measurement criteria and the precision thereof, may change over time. It is important to read the Selected Information in the context of the Reporting Principles.

In particular, the conversion of different energy measures to MWh and energy used to carbon emissions is based upon, inter alia, information and factors generated internally and/or derived by independent third parties as explained in the Reporting Principles. Our assurance work has not included examination of the derivation of those factors and other third-party information.



Our Independence and Quality Management

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior.

Our firm applies International Standard on Quality Management 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Our Responsibility

Our responsibility is to form a limited assurance, based on limited assurance procedures, on whether anything has come to our attention that causes us to believe that the Selected Information has not been properly prepared in all material respects in accordance with the Reporting Principles. We conducted our limited assurance engagement in accordance with International Standard on Assurance Engagements 3000 (Revised), *Assurance Engagements other than Audits or Reviews of Historical Financial Information*, and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410, *Assurance Engagements on Greenhouse Gas Statements*, issued by the International Auditing and Assurance Standards Board.

A limited assurance engagement is substantially less in scope than a reasonable assurance engagement under ISAE 3000 and ISAE 3410. Consequently, the nature, timing and extent of procedures for gathering sufficient appropriate evidence are deliberately limited relative to a reasonable assurance engagement.

The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, analytical procedures, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

Given the circumstances of the engagement, in performing the procedures listed above we:

- made inquiries of the persons responsible for the Selected Information;
- understood the process for collecting and reporting the Selected Information. This included analysing the key processes and controls for managing and reporting the Selected Information;
- evaluated the source data used to prepare the Selected Information and re-performed selected examples of calculation;
- performed limited substantive testing on a selective basis of the preparation and collation of the Selected Information prepared by the Company and
- undertook analytical procedures over the reported data.



Limited Assurance Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that Company's Selected Information for the year ended 31 December 2022, is not properly prepared, in all material respects, in accordance with the Reporting Principles.

Restriction of use

This report, including the conclusion, has been prepared for the Board of Directors of the Company as a body, to assist the Board of Directors in reporting Assan Alüminyum San. Ve Tic. A.Ş.'s performance and activities related to the Selected Information. We permit the disclosure of this report within the Sustainability Report 2022 for the year ended 31 December 2022, to enable the Board of Directors to demonstrate they have discharged their governance responsibilities by commissioning a limited assurance report in connection with the Selected Information. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Board of Directors of Assan Alüminyum San. Ve Tic. A.Ş. as a body and Assan Alüminyum San. Ve Tic. A.Ş. for our work or this report save where terms are expressly agreed and with our prior consent in writing.

PwC Bağımsız Denetim ve
Serbest Muhasebeci Mali Müşavirlik A.Ş.

Baki Erdal, SMMM
Partner

Istanbul, 11 July 2023

