

Sustainability Report 2023



Contents

About the Report

Executive Messages

Introduction

Sustainability at Assan Alüminyum

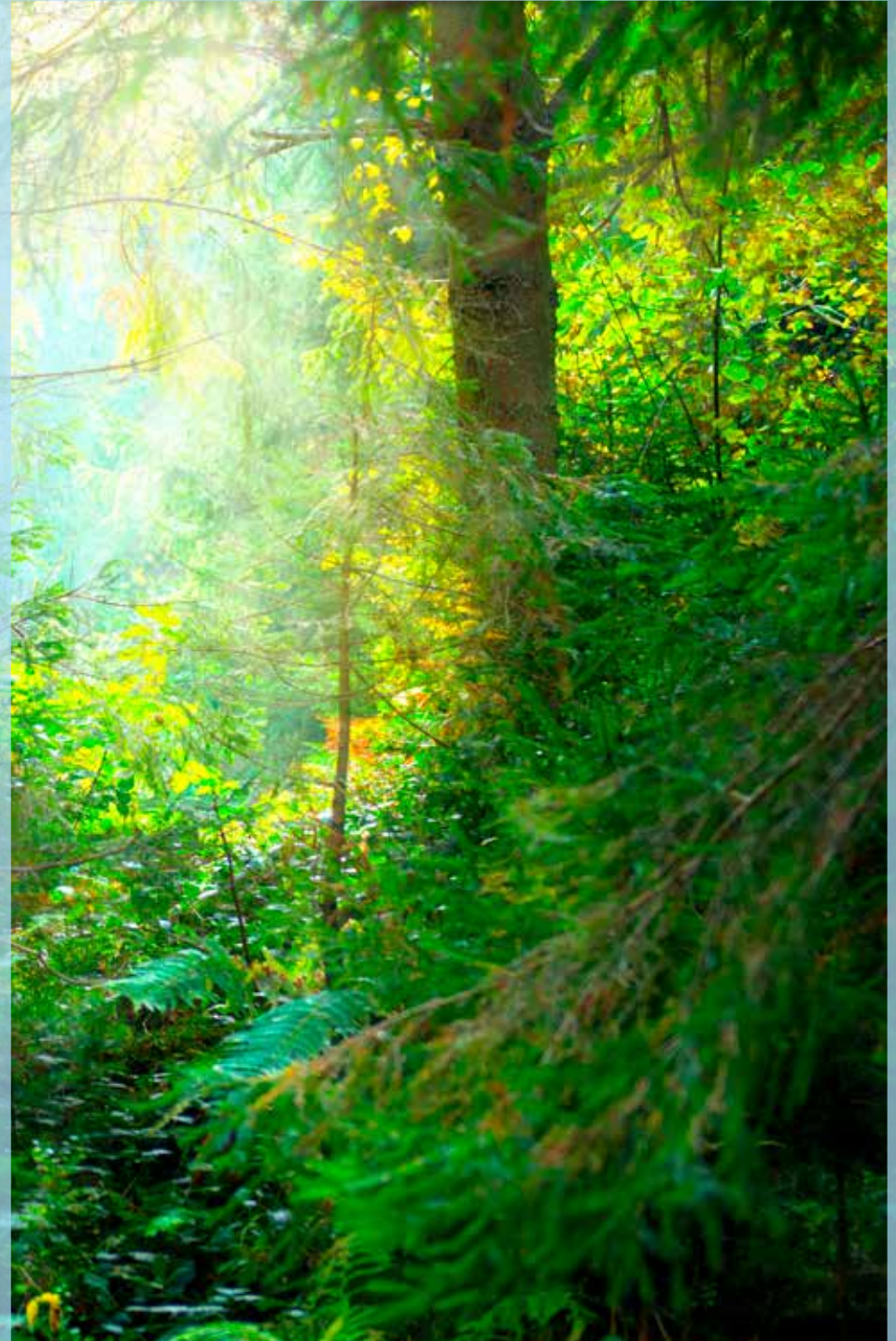
More Satisfied Stakeholders

Better People

A Better World

Our Management Approach

Annexes



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, 2023 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 2023 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 2023 report, we dedicated a special section to our ASI certification. Some environmental and social performance indicators included in the 2023 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 are welcome to share your opinions or suggestions about this report with us via e-mail: sustainability@assanaluminyum.com





Message from the CEO

Dear Valued Stakeholders,

We proudly share with you the 2023 Sustainability Report of Assan Alüminyum.

The earthquake disaster that struck 11 provinces in 2023 had a profound impact on our country. We once again wish God's mercy on our citizens who lost their lives in the earthquake, and our condolences to their relatives and our nation. The Kibar Group has been involved in the scene since the first moment of the earthquake and we have supported and continue to support the healing of the wounds.

The Kibar Group has have a sustainability-oriented business culture. Rather than defining sustainability as a set of activities, we view it as a way of doing business that aligns all our activities with sustainability principles. We see sustainability as a cornerstone of our corporate strategy. We approach sustainability with a risk and opportunity-oriented approach and act in accordance with sustainability principles in all our operating regions. Our objective is to achieve a stable economic growth model that considers social and environmental factors within our Group. We adhere to universal principles, particularly the United Nations Sustainable Development Goals and the Global Compact. Our Kibar Group 2025 Sustainability Strategy is aligned with these principles. It comprises 36 targets addressing critical topics such as environment and energy projects, gender equality, local projects that contribute to the development of our regions, corporate social responsibility projects, and education. We are pleased to report that our activities are aligned with our sustainability strategy and that we are making steady progress towards our goals.

Assan Alüminyum, a leading company within our Group, is one of the most prominent manufacturers in the global flat aluminium industry. With an annual installed sheet and foil capacity of 360 thousand tons in the flat

rolled aluminium sector and an annual aluminium pre-painting capacity of 60 thousand tons in its roll coil pre-painting facilities, Assan Alüminyum is the leading company in Türkiye. Assan Alüminyum is also one of the two largest producers in Europe, with an aluminium foil production capacity of 130 thousand tons. With 1,700 employees and exports to over 70 countries, Assan Alüminyum is a leading company in its sector and ranks 39th in the ISO 500 Türkiye's Largest Industrial Enterprises 2022 list.

Assan Alüminyum has integrated the Kibar Group's sustainability principles into all its processes. The company employs a comprehensive sustainability strategy across its entire operations, from production to management, from supply chain to recycling. The company continues to pursue its goals of decent work and economic growth, with the creation of employment opportunities, investments, and training programs.

Assan Alüminyum is committed to resource efficiency in line with its sustainability approach of "Producing the Future, Without Consuming It". It is dedicated to minimizing the environmental impact of its operations through innovation and R&D studies and renewable energy generation. Its products and technologies, which contribute to the future of the world, make it one of the most important actors in its sector on a global scale.

The Kibar Group will continue to grow steadily, add value to the economy, and create employment within the framework of sustainability principles through innovative investments in the sectors in which we operate. I would like to express my gratitude to our customers, business partners, stakeholders, and colleagues for their support as we continue to pursue our sustainability goals.

Haluk Kayabaşı
CEO
Kibar Holding



Message from the General Manager

Dear Valued Stakeholders,

We are pleased to present our fifth sustainability report to you.

The most significant event of 2023 was the earthquake that occurred in our country on February 6. The earthquake, which affected 11 provinces, has been met with a robust response from our organization. We are working diligently to mitigate the effects of the earthquake. We believe that the collective action of society is essential in the aftermath of major disasters. We are grateful for the unwavering support of our employees and business partners as we work to heal the wounds of those affected by the disaster.

The growing importance of sustainability has highlighted the advantages of aluminium. Furthermore, there is an increase in aluminium consumption per capita in developing countries as a result of urbanization, industrialization, and rising income levels. Based on these factors, we anticipate that the aluminium products market will continue to grow in the coming period.

As Assan Alüminyum, we maintain our position as a leader in the sector with an annual production capacity of 360 thousand tons and an extensive export network spanning over 70 countries. We are currently ranked 39th in the ISO Industrial Companies ranking. The newly commissioned cold rolling line and the comprehensive modernization of the existing cold rolling line provide significant added value. By the end of the year, we had become the manufacturer with the largest continuous casting capacity in Europe and America, with 22 casting lines. This was made possible by the investment plans we had put into operation by the end of the year.

A review of the World Economic Forum's 2021 report reveals that while climate change was identified as the second-highest risk from 2014 to 2016, it became the top risk from 2017 to 2021. It is well-known that the risk of climate change is both a risk in itself and a trigger for other risks. Climate change and the risks it brings

with it have the potential to disrupt supply chains, logistics, and operational processes. It is now imperative for all companies to conduct a comprehensive assessment of their climate risks. At Assan Alüminyum, we conduct comprehensive risk assessments to identify and mitigate potential risks, including those related to natural disasters, energy and water supply, and fire. These assessments are conducted annually and reviewed to ensure they remain current. We analyze the potential effects of various climate scenarios on our operations. We integrate climate change-related risks into our processes, including setting targets, allocating financial resources, and making new investment decisions.

In 2023, we are pleased to be the first company in our industry to report on climate change and environmental performance through CDP. In the CDP assessment, we achieved a "B" score for our environmental performance, which is above the global average and the average of the metal sector.

As a member of the European Aluminium Association, we have adopted the 2050 carbon neutrality target and are closely following the Green Deal agenda. In alignment with the Green Deal's objective of eliminating net greenhouse gas emissions by 2050, we initiated the Decarbonization Program in 2023. As part of the program, we are implementing measures to reduce our carbon footprint.

The transition to a low-carbon economy is fundamentally changing the way companies do business and their strategies. We assess the potential impact of this transition on our operations and the risks it may bring, which is expected to create a more sustainable and competitive business environment in the long term. As we develop our decarbonization strategy, we refer to the decarbonization roadmap published by the European Aluminium Association in line with the Paris Agreement. By continuously evaluating our strategies, we aim to ensure our company's resilience to both climate change and new climate-related regulations. We

consider the financial implications of investing in low-carbon technologies, the necessity for innovative technology, evolving customer expectations, changes in the supply chain, and the need to comply with increasingly stringent legislation and regulations. To overcome these challenges, we adopt a risk-oriented perspective, engage in strategic planning, maintain flexibility in operational processes, and encourage innovation.

Furthermore, we are capitalizing on new business opportunities created by the growing awareness of climate change. We are developing new alloys with the objective of reducing the environmental impact of our products. Due to its infinite recyclability, lightness, and durability, aluminium is a material that supports a low carbon footprint. In 2023, we received a USD 90 million worth of green loan support from the International Finance Corporation (IFC) for our investments to determine the carbon footprint of our product groups. Consequently, we became the inaugural company in our sector to secure 100% climate-labeled green loan support. We intend to redirect the proceeds from our green loan financing towards our renewable energy investments. Our production approach is in harmony with nature, and we produce without consuming the future. The Performance Standard Certificate, granted by the Aluminium Stewardship Initiative (ASI) to organizations and businesses operating in accordance with sustainability principles, serves to confirm the maturity our company has reached in our sustainability journey. Our Tuzla and Dilovası flat aluminium production facilities and recycling plant continue to operate in accordance with ASI standards.

We are aware of the role of innovation in combating climate change and are committed to playing our part in this crucial area. As part of our research and development activities, we are developing innovative products that will support the low-carbon economy. Our goal is to reduce our carbon footprint through the use of a special alloy developed exclusively for us by our R&D center. In 2023, we continued our efforts to develop new recycling-friendly aluminium with a 50% lower carbon footprint compared to equivalent products.

Energy efficiency is a crucial aspect of the fight against climate change. Our projects result in a reduction in energy and emission intensity while increasing energy efficiency. In 2023, our Manavgat Hydroelectric Power Plant generated 108,015 MWh of electricity from renewable energy sources. We created our I-REC International Renewable Energy Certificates in conjunction with our production, and purchased additional certificates for the remainder of our electricity consumption. This approach allows us to offset all of our Scope 2 emissions. In 2023, we successfully completed 23 energy efficiency projects, resulting in the saving of 3.9 million kWh of energy. Consequently, we have prevented 1,263 tons of emissions on an annual basis.

In addition to our activities focused on environmental sustainability, we also have initiatives that aim to create environmental and social benefits through our corporate social responsibility projects. One such initiative is our Biodiversity Conservation Project, carried out in collaboration with Kocaeli University. This project saved the 'Blue Star' (*Amsonia orientalis*) plant from extinction. The "Sea Daffodils" (*Pancratium maritimum*) plant was also reproduced in a laboratory environment and reintroduced to nature, thus ending its threat of extinction. Additionally, we were the primary sponsor of the play "Kum Zambakları" (Sea Daffodils) presented at Zorlu PSM, which draws attention to the destructive impact of humans on nature. We have received four different sustainability, business, and communication awards from the national and international arenas for our Sand Lilies Project, which contributes to both environmental and social sustainability.

Ensuring a healthy and safe working environment for our employees is a key priority for us in terms of sustainability. The "Life Safety" approach was adopted with the objective of establishing a business culture where employees feel healthy and safe not only at work but also in their personal lives. In 2021, we launched our second five-year strategic plan for the Life Safety Culture Change Program, which we launched in 2015. In 2023, we provided 47,033 person-hours of OHS training to our employees in order to expand our OHS culture.

We place a high value on gender equality and the advancement of women in the workplace. It is our responsibility to increase the ratio of female employees in our sector. In 2023, we initiated the Women Employment in the Field Project in this context. As part of the project, we conducted training and awareness-raising activities with the objective of increasing the ratio of female employees in the field. In 2023, our number of female employees increased by 14% compared to the previous year, while our female manager ratio reached 18%.

At Assan Alüminyum, our goal is to offer our customers robust and reliable products. Our goal is to expand our sustainability approach across our entire value chain. In this regard, we participate in the K-Star Supplier Development Program, initiated by Kibar Holding. We ensure that our sustainable purchasing approach is also adopted by our suppliers through our work within the scope of the program.

As part of our social responsibility approach, we strive to contribute to the benefit of society. In this context, we endorse the United Nations' Sustainable Development Goals. We strive to enhance social welfare in the regions where we operate through the implementation of social responsibility projects.

We believe that sustainability is a long-term journey. I would like to express my gratitude to all our employees, business partners, customers, and other stakeholders for their support on this journey we have embarked on with the motto "More Satisfied Stakeholders," "A Better World," and "Better People." We are grateful for the trust and support we receive from our stakeholders, which enables us to continue working with determination to move forward.

Best Regards,
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 2023, 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 global economies 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 one of the leading producers in the global 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 2022. 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 manufacturer in Türkiye 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 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

Güvenilir İş ortaklarımız, ihtiyaçlarını karşılayan yüksek kaliteli ürün ile hizmet sunacağımıza ve ihtiyaç duyduklarında onlara destek olacağımıza güvenebilirler.

Esnek Müşteri ihtiyaçlarını anlamak ve uyum kabiliyetimizle bu ihtiyaçları karşılayan çözümler sunmak için özenle çalışırız.

Yenilikçi Tecrübe ve uzmanlığımızı kullanarak ürün ve süreçlerimizin her boyutunda faydalı yenilikler yaparız.

Sürdürülebilir Uzmanlıklarımızı müşterilerimizle birleştirerek alüminyumun avantajlarını daha sürdürülebilir bir geleceği birlikte şekillendirmek için kullanırız.

Creating the Future through

Flexibility

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



Creating the Future through

Innovation

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



Creating the Future through

Sustainability

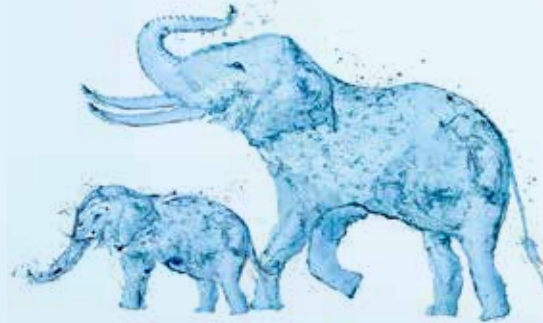
We build a more sustainable future, together with our business partners, by using our joint expertise and aluminium's advantages.



Creating the Future through

Reliability

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.



Assan Alüminyum in 2023



Global pioneer in continuous casting (CC)



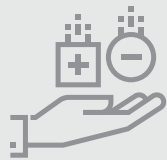
The 39th largest industrial company of Türkiye



The 2nd largest foil producer of Europe



273,439 tons of production



360,000 tons annual production capacity



600+ customers



Export to more than 70 countries



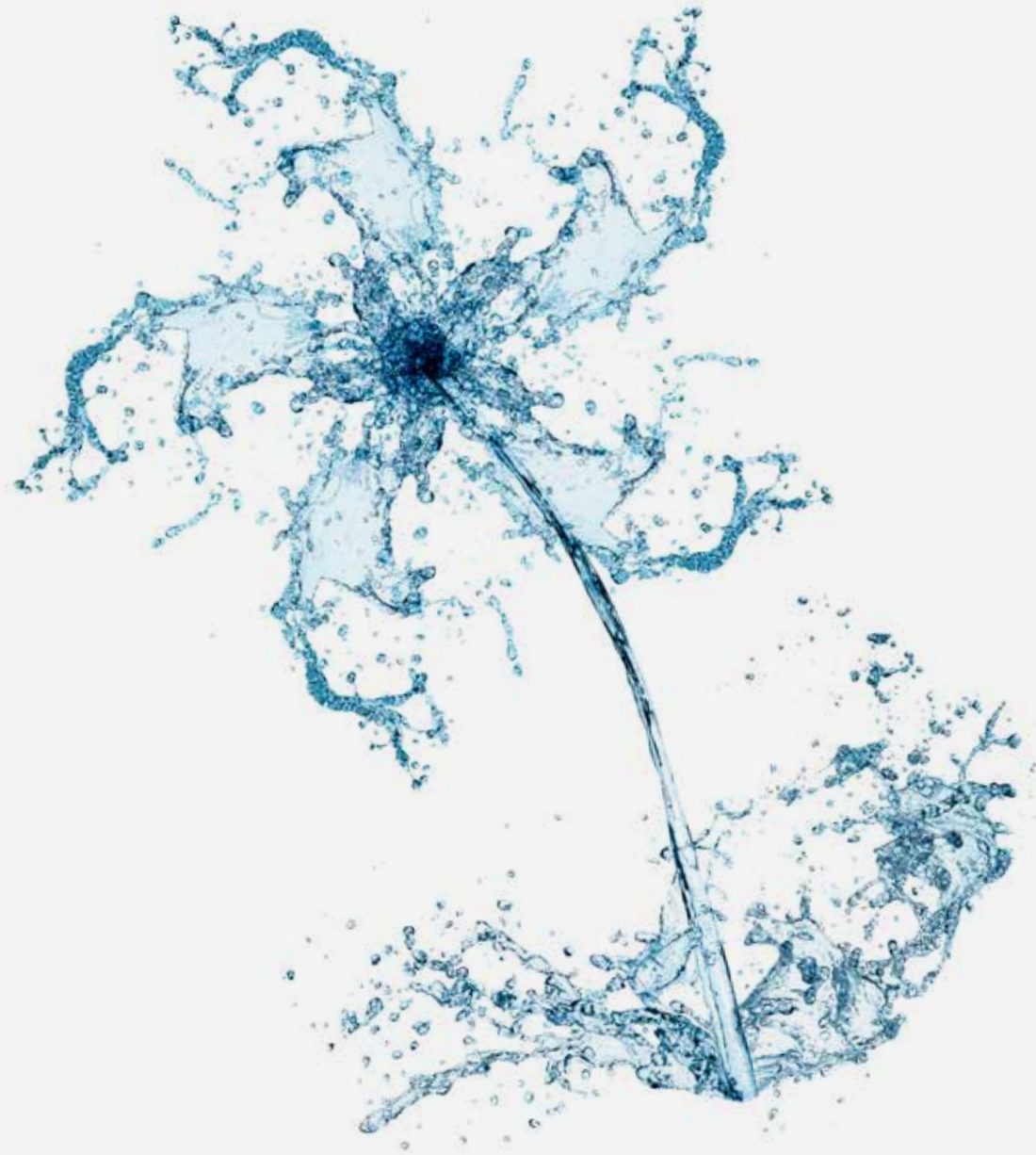
%76 export volume



1,700 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. We follow the Aluminium Stewardship Initiative (ASI) criteria closely in line with our sustainability priorities.



Sürdürülebilirlik Odak Alanlarımız ve Öncelikli Konularımız



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	2023 Realization
 MORE SATISFIED STAKEHOLDERS	Working towards the target of “0” customer complaints	Compared to 2019, the number of complaints decreased by 20%.
	Ensuring the continuity of the existing product and process certifications	Continuity of all certificates was ensured.
	Completing the ASI certification	The ASI Performance Standard Certification process was successfully completed in 2022. In 2023, certificate continuity was provided with an interim audit.
	Maintaining academic cooperation for R&D	Assan Alüminyum R&D Center, in short and medium term projects;
	Izmir Institute of Technology, Marmara University, Gebze Technical	The K-STAR Supplier Sustainability Program is the most comprehensive program ever implemented in terms of supplier scope, sectoral dimensionality and the value chain it touches. Preliminary work began in 2022 and the program was launched in 2023.
 BETTER PEOPLE	Increasing employee commitment by 5 points for office employees and 4 points for site employees in 2020	In 2023, there was a decrease compared to 2022. Employee focus group
	Designing and implementing a new leadership program for each first and mid-level manager responsible for the management of site and office employees	Leadership Development, Expert Development and Executive Development trainings continue in 2023.
	Ensuring performance above EA averages by improving the Occupational Health & Safety statistics	Process for 2025 target is being monitored.
	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 within the scope of the Biodiversity Conservation Project, the Sea Daffodils.
		The reintroduction project was completed. Biodiversity Conservation As an extension of our project, we organized the theater play Kum Zambakları (Sea Daffodils) we supported.
 A BETTER WORLD	Reducing our energy intensity (GJ/tons) by 5% compared to the 2017-2019 averages within 5 years	In 2023, there is no decrease or increase in GJ/ton energy intensity.
	Reducing our carbon footprint through our own renewable energy production	With our Manavgat Renewable Energy Power Plant and another clean energy power plant for the remaining part, our Scope 2 market-based emissions were offset by obtaining an I-REC certificate for our entire electricity consumption in 2023.
	Continuing to support biodiversity activities	An agreement was reached with Kocaeli University for the continuity of project support.
	A better understanding of our environmental impact by conducting the life cycle assessment (LCA) of our products	Completed.
	Developing projects to reduce our primary aluminium use	An alloy has been developed that is produced from 100% non-primer materials, has a low carbon footprint and meets quality criteria.

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. Strategy and Marketing Director represents our company in the Sustainability Working Group.

As Assan Alüminyum, our impacts on our material sustainability issues are monitored on an annual basis by the Holding Sustainability Committee and on a weekly basis by the Sustainability Management. Targets and related developments are evaluated.



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.



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.



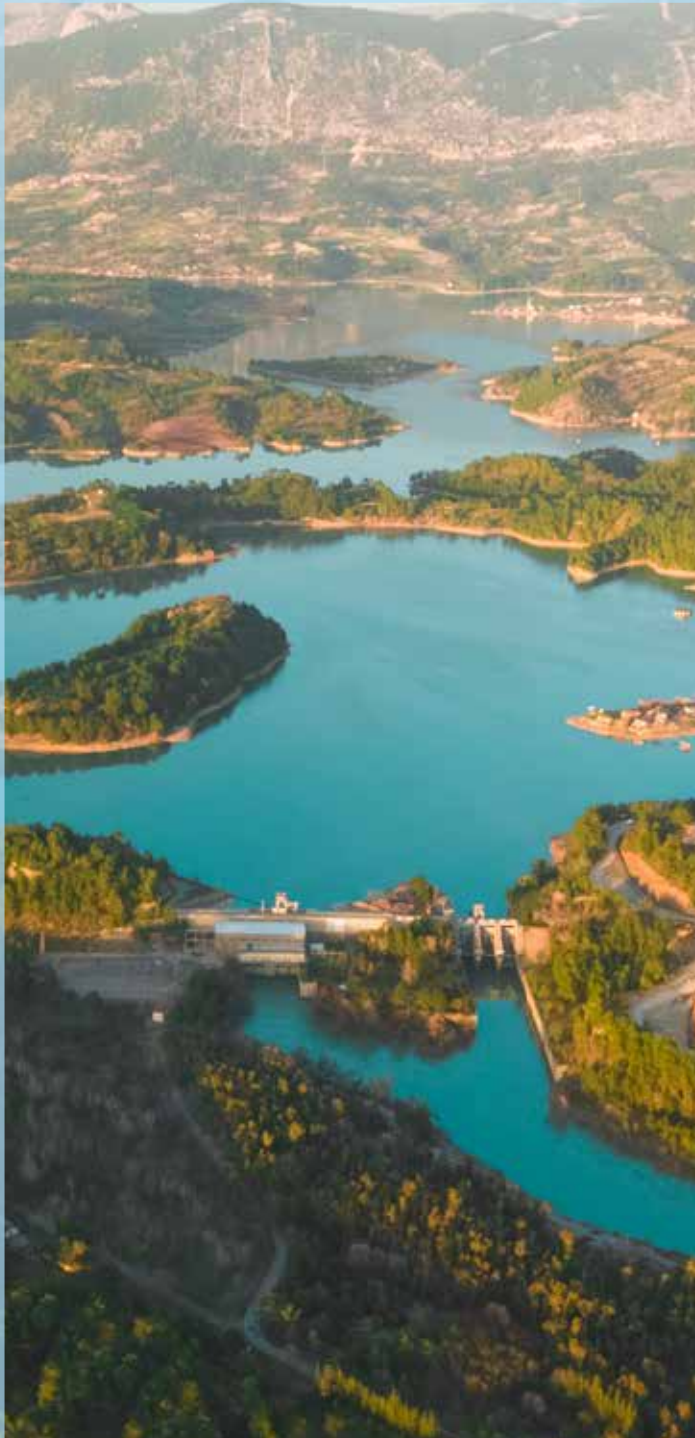
We implement practices that support and strengthen women's employment and increase the number of female employees and the rate of female executives. We carry out various practices and awareness-raising activities in order to encourage women's active participation in business life.



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.



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.



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.



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.



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.



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	<ul style="list-style-type: none"> Audits One-to-one meetings and visits Supplier CoC
OUR CUSTOMERS	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> Evaluation meeting with Kibar Holding top management (monthly) Assan Alüminyum Board Meeting (4 times a year) Workshops with management staff
OUR EMPLOYEES	<ul style="list-style-type: none"> 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	<ul style="list-style-type: none"> 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.



As Assan Alüminyum, we participated in the evaluation of CDP 2023, one of the world's most important environmental reporting platforms. We broke new ground in Türkiye by using the CDP platform to measure and report Türkiye's environmental performance in the aluminium sector.



The United Nations Global Compact (UNGC), of which we are a signatory, is one of our most important guides in the field of sustainability. Our UNGC membership empowers us to act in compliance with international standards in corporate governance, respect for human rights, environmental responsibility, business ethics and social responsibility.

Affiliated Organizations

Active Memberships



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.



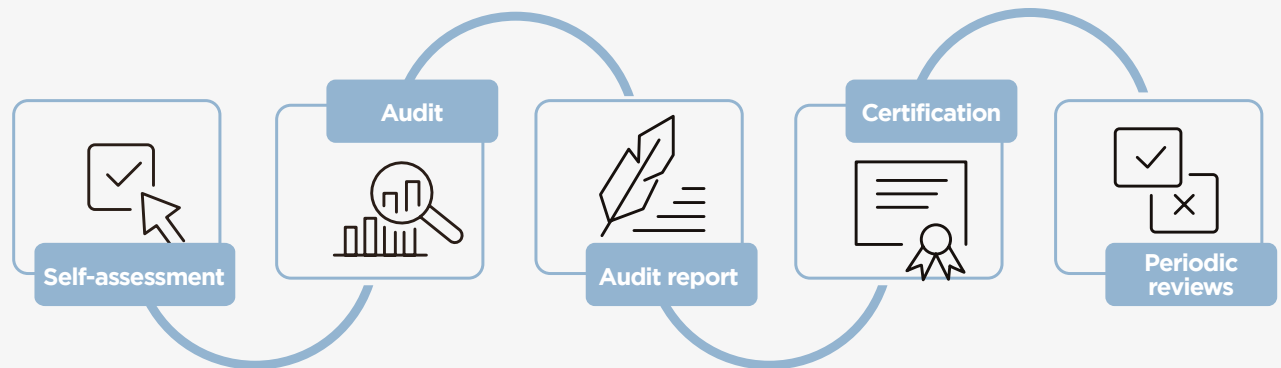
The ASI Performance Standard audits are carried out to check performance in the following areas:

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

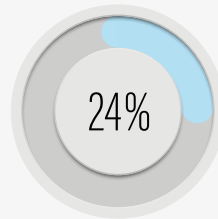
customer satisfaction with our products that support the low-carbon economy. Aluminium is one of the most abundant elements in the world and is the second most used metal. It is also a 100% and infinitely recyclable material. As it is lighter compared to its alternatives, it offers logistic advantages 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.

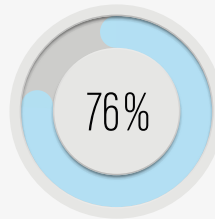


Our Sales

Domestic:

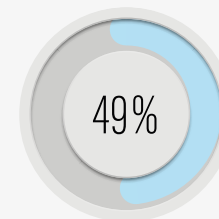


Exports:

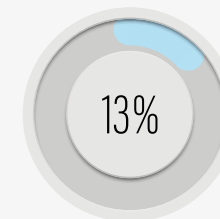


Regions We Export to

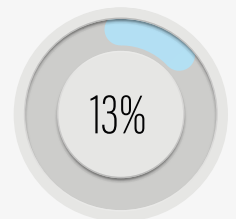
EU:



North America:



Other:



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.

Our products have a superior barrier effect against gas, moisture and light, extending the life of food in the packaging industry and preventing waste. Our aluminium products are 100% recyclable. While reducing carbon emissions thanks to its light weight, it increases the service life of products in industrial applications and the automotive sector with its corrosion resistance.

In 2023, 17 document audits were conducted by independent organizations and the continuity of all our certificates was ensured. During the period, there were no complaints or incidents about our products and services due to violations of legal regulations and voluntary principles and codes regarding health and safety conditions.

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

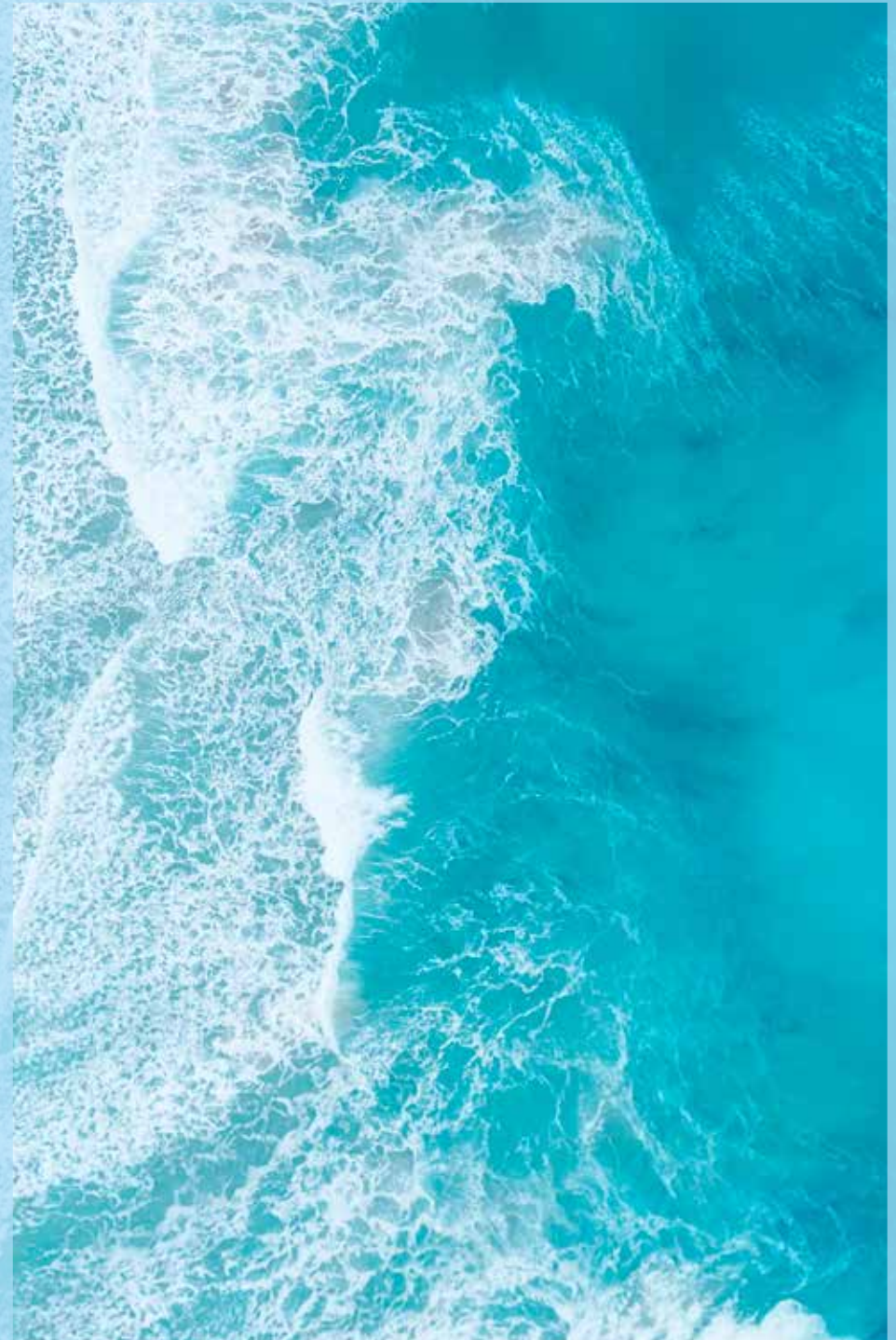
ensures energy savings by the high rate and has 50% less carbon footprint compared to equivalent products. We also aim at reducing our carbon footprint by our product weight reduction activities and logistics solutions.



Management Systems and Certifications

- ASI: Aluminium Stewardship Initiative Performance Standard
- ISO 9001: Quality Management System
- IATF16949: 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
- UKCA: United Kingdom Conformity Assessed Certificate
- Kosher: Kosher Food Conformity Certificate
- ISPM15: Wood Packaging Materials Compliance Certificate, Authorized Obligation Status
- TSE COVID-19 Safe Production Certificate
- Zero Waste Certificate

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



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: 333

Customer Satisfaction Survey Score: 85

Percentage of Customers Participating
in Customer Satisfaction Surveys: 64%

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 officially registered R&D Center. 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.

In 2023, we allocated over TRY 59 million for our R&D activities.



2023 Highlights

Activities for the Development of Recycling Friendly 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 aluminium portfolio used by Assan Alüminyum. In this context, a new project was launched in 2023. With this project, it is aimed to use 50% to 85% of second aluminium and scrap aluminium in the new alloy.

Production of Aluminium Alloy by Twin Roll Continuous Casting Technique

In cooperation with Marmara University, microstructure optimization with controlled solidification was studied for the production of 3104 aluminium alloy used in the production of beverage cans with twin roll continuous casting technique.

Increasing Corrosion Resistance of Recycling Friendly Aluminium Alloys Project

A new project was initiated to improve the corrosion resistance and product life of our new alloys that increase the use of scrap and secondary aluminium.

Alloy and Process Development Project for Foil Products

Launched in 2023, the project aims to produce foil with low anisotropy coefficient and low earing value. Attention is paid to ensure that the new alloy is suitable for the use of high levels of scrap and secondary aluminium.

Development of a New Alloy Produced from Secondary and Scrap Aluminium

In 2023, a new alloy compatible with scrap and secondary aluminium compositions was developed as part of the project. The new alloy was produced in Tuzla and Dilovası plants and started to be shipped to customers. It is aimed to replace a significant portion of 1050 alloy, which has a high carbon footprint and is mainly produced from energy-intensive primary aluminium, with the new alloy while maintaining similar product properties.

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. We organize trainings to improve the competencies of this team in the process of data-based analysis. We have created a large process pool and created exemplary projects where we can get results in analytical studies. We take firm steps in this journey that calls for continuous development.

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 2023, 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.



Cast'n Roll

The “Cast & Roll” program implemented at Assan Alüminyum is a supply chain transformation project that focuses on sustainability and aims to revise the end-to-end supply chain process. In line with the goal of digitalization and automation of all business processes, the “Cast & Roll” program includes fifteen information technology projects. This project contributes to strengthening the agile structure and enables us to create more value for our business partners through process improvements.

Data Analytics

Since 2021, the Data Analytics Project, which we have been conducting since 2021, aims to perform data analytics in a user-friendly and fast manner, to create automatic warnings with algorithms to be saved in the program, to detect quality problems at the preliminary stages, and to increase efficiency by reducing internal failures. Within the scope of the project, it is aimed to collect data in a single environment by investing in a data lake technology that can collect data, and to facilitate the analysis of data and the identification of root causes. The project is expected to form the basis for comprehensive projects involving

artificial intelligence and machine learning technologies in the future.

CRM

Assan Alüminyum uses the CRM (Customer Relations Management) system, which aims to improve customer experience by increasing sales effectiveness and efficiency. Functions such as recording interactions with all existing and potential customers such as visits, fair meetings, business partners meetings, phone calls, transferring positive or negative feedback of customers to corporate memory, consolidation of information in different areas on the system such as business development activities, financial status, quality management and providing easy and fast access to this information on mobile, ensuring that all price offers are sent through the system according to the specified standards can be managed through this platform.

Customer Portal

This is a customer satisfaction-oriented, one-way information sharing platform that aims for fast communication with customers. It is a system where customers can track order, shipment and invoice information. In 2023, financial data was also included in the system.

RPA (Robotics Process Automation) Projects

These are projects designed to ensure efficiency in processes that are operated by entering data into more than one repetitive system. In 2023, approximately 28 processes across the Group were automated with RPA.

Big Data Platform

Big Data Platform was established to collect and analyze data from machines in a single environment, to find relationships between them, to identify root causes and to create an environment that can take actions to reduce internal failures. The platform provides the basic infrastructure for the big data environment required for data analytics studies.

Churn Forecasting Project

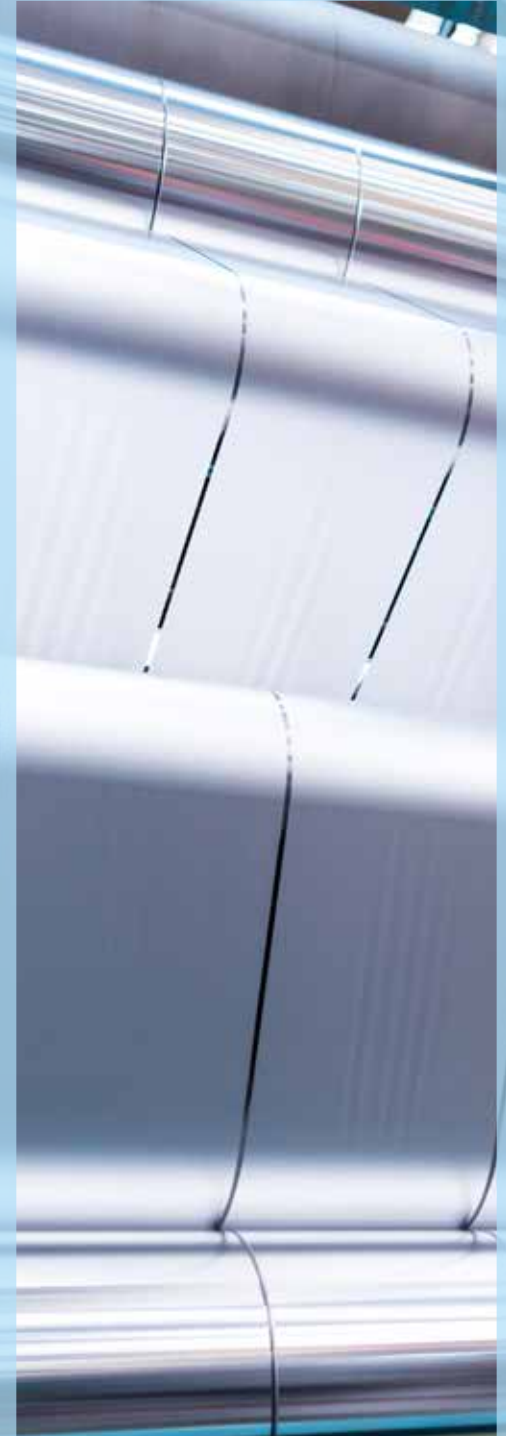
The Churn Forecasting Project was designed to predict the tendency of employees in the current system to leave their positions using a data-driven approach. With artificial intelligence and machine learning technologies, it is aimed to objectively determine the intention of employees to leave their positions. In this way, optimization of workforce planning, reduction of employee turnover costs and stability within the organization will be ensured. Preparations were completed in 2023 and the project is planned to be commissioned in 2024.

CV Analytics Project

We aimed to automatically analyze applications in recruitment and prioritize and evaluate them in a more efficient manner. Thanks to the use of artificial intelligence technology, qualified candidates will be identified more quickly and our recruitment processes will become more efficient. Designed in 2023, the project is planned to be launched in 2024.

Quality Defect Detection in Stretching Machines

A project has been designed to detect quality defects in tensioning machines by a user independent artificial intelligence. Defect evaluation will be performed with computer vision technology and the quality defect will be reported by the model. In this way, an evaluation independent of employee experience will be provided and customer satisfaction will be increased. The start of the project is set for 2024.



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.

We provide information security trainings to our employees on an annual basis. The content of the training we provide within the framework of awareness programs specifies the path to be followed in cases of information security breaches.

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.

Highlights in 2023

- With the DLP, Data Classification, SoC, SOAR and Service Tree structures put in place to proactively manage the Cyber Security phenomenon, structures were created in which security components are monitored on a 24/7 basis, all security and infrastructure components can be combined and monitored under a consolidated platform, and early warning and intervention rules are defined.
- Cyber Intelligence software (SOCRADAR) and the necessary structure and adaptations were put in place to be informed about possible attacks as soon as possible.

- The competency set was increased vertically through partnerships with specialized companies, and gap analyses and project design studies were carried out for the continuous development of cyber maturity.
- Data can create value as long as it is accessible and consistent. For this reason, accessibility is of critical importance. Accordingly, infrastructure modernization efforts and cloud technologies were used to create a hybrid structure, ensuring ease of management and sustainability.
- In order to prevent end-user attacks that increase with the phenomenon of remote working, efforts were focused on the security of communication channels.

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 2023, the number of newly recruited female employees was 37. While our female employee ratio increased by 14% compared to 2022, our female manager ratio was 17%. We attach importance to facilitating the working life of our female employees. In this context, we provide milk rooms for breastfeeding employees.

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.

We care about raising awareness on women's employment and organize trainings in this regard. In this context, we launched the Women's Employment in the Field Project in 2023. With this project, training and awareness-raising activities were carried out to increase the ratio of female employees in the field.

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.

Until 2020, we periodically provided face-to-face ethics training every year, and since the pandemic, we have been continuing this training online. These trainings continued in 2023 as well. 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 2023, we provided a total of 63,442 hours of training to our employees. The number of training hours per employee was 28.9. In addition, we organized 47,033 hours of OHS training and 6,745 hours of environmental training during the period.

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 2023, we provided performance feedback to 290 employees.

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.

Our Featured Training Programs

Coaching Leadership and Value-Based Leadership Training

Assan Alüminyum has been conducting "Coaching Leadership Training" and "Value-Oriented Leadership Training" since 2021 in order for our managers to acquire basic coaching skills such as effective listening and asking questions, appreciation, feedback, identification of strengths and aspects open to development.

With Coaching Leadership Training, we aim to create harmony with the core values and leadership behaviors of your organization, to improve the coaching skills of managers, to create a new organization that will make our employees happy, to ensure that our employees participate in the change and development process and own this process, and to support the coaching processes of the participants.

The Values-Based Leadership

Training aimed at competencies such as identifying the purposes of coaching and the role of the leader as a coach, identifying the structure of the coaching approach, presenting a comprehensive coaching approach, emphasizing the importance of being aware of change, assessing strengths and development opportunities as a coach, reviewing the coaching approach with a focus on the role of choices and trust, developing the ability to reflect on the conditions for effective negotiation, introducing a framework for coaching conversations, observing a coaching practice using the coaching approach and framework, practicing coaching using the coaching framework, developing effective listening and questioning skills, and developing skills in creating change.

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 2023, 26 employees benefited from the platform.

“Power Is Within Us” Platform

The 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 2023, 74 employees participated in the “Güç BİZde (The Power is Ours) Managerial Development Program”, which was implemented to support the career and leadership skills of managers and managers in Kibar Group.

Expert Development Program

In 2023, 122 employees participated in the “Güç BİZde Expert Development Program” carried out to support the competencies of employees at the expert level.

Leadership Development Program

Güç BİZde Leadership Development Program is carried out to strengthen the leadership skills of managers at the director and above level within Kibar Group and to determine and demonstrate the behaviors expected from Kibar Group leaders. In 2023, 2 employees participated in the program.

Development Ambassadors

With the Development Ambassador Training Program carried out the 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. 8 employees were included in the Development Ambassadors Program in 2023.



**Power Is Within Us
Development
Program:**

991



**Managerial
Development
Program:**

74



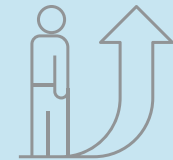
**Specialist
Development
Program:**

122



**Leadership
Development
Program:**

2



**Development
Ambassadors:**

8

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.

We take necessary actions by receiving feedback through employee focus group meetings. In 2023, 1,474 suggestions were submitted to our suggestion system by our employees. Among these suggestions, 1,091 were implemented.

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 Porttakal 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. Within the scope of BizPlus, 584 employees were rewarded during the period.

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, 54 young talents have found internship opportunities at Assan Alüminyum and 6 participants were recruited in 2023 from the employees who became K-team in 2022.

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 2023, we participated in Asım Kibar Mavi Damla Awards with a total of 8 projects and 5 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 BİZflex 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 2023, 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. 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 "BİZ" 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, 183 individuals from Assan Alüminyum participated in the activities in the following branches: Basketball, Table Tennis, and Volleyball.

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 detailed analyzes carried out in the project, flexible and

remote working conditions were made permanent for all positions. In this way, we aimed to increase the satisfaction and quality of life of our employees.

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.

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.

We ensure our OHS-E performance with ISO 14001 Environment and ISO 45001 OHS Management systems. We continue our OHS-E development journey with systematic steps in all areas we impact, including our suppliers.

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. Actions are taken and monitored through the QDMS Integrated Management System and the OHS Board.

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 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. Employees are informed about the rules through theoretical orientation, DOJO and on-the-job orientation training. In addition, all employees receive the Assan OHS Handbook.

In the reporting period, our employees received 47,033 hours of OHS training while the employees of our contractors received 269 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 Coaching

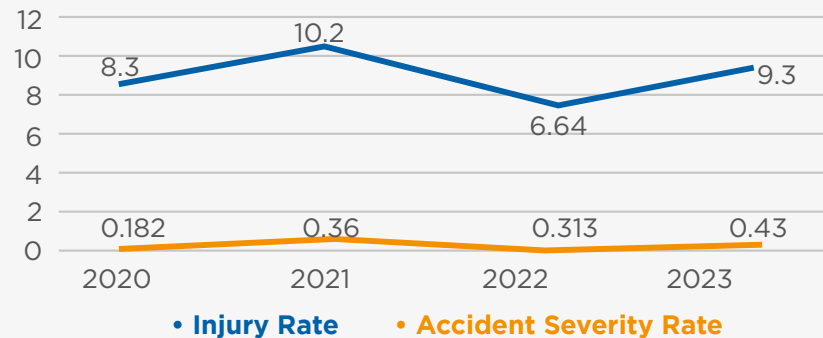
Life Safety Coaching is an oversight mechanism established to ensure the participation of site employees in site supervision related to OHS and environment at Assan Alüminyum. With this mechanism, we aim to increase individual awareness by enabling site workers to look at their

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.



“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”.

The “Serious Incident Potential” (COP) project, which we initiated to take proactive actions by focusing on hazards that are likely to result in serious consequences if realized, and the “Life Safety Coach” practice, which was introduced to reflect leadership role modeling to the field, continued in 2023.



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. They can also submit

suggestions to the big step/small step suggestion 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 2023, our accident frequency rate was realized as 9.3 and our accident severity rate as 0.43.

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. Audit activities continue every two years.

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. As of 2023, 86% of our 4,870 suppliers are local suppliers.

Supplier SELECTION CRITERIA

Supplier selections are made by considering the rules specified in the Group Purchasing. 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.

At Assan Alüminyum, 6,978 active suppliers were examined and 1,224 supplier companies were evaluated as of the end of 2023. Our suppliers are evaluated in terms of different sectoral criteria and their development is monitored in line with the set targets.

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. 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.

With the K-STAR project, we aim to extend our climate strategy to our supply chain. We collect carbon emissions and footprint data from our suppliers through surveys. The surveys also help us understand our suppliers' awareness on climate and sustainability. Based on the responses, we take various actions according to the mature level of our suppliers.

Preliminary activities for the project began in September 2022 and the project was launched in January 2023 and first round is completed in July 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. As part of our sustainability efforts, we continue to add value to society, especially in the regions where we operate. 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. 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 an innovative project in terms of bringing art into factories, we plan to carry on with the project with fine arts students every year.

UNICEF Future Leader Girls Education Support

In 2023, we continued to contribute to UNICEF's Leading Girls of the Future project, supporting the education of 1,000 disadvantaged girls. As part of UNICEF's program to empower girls in Türkiye, we supported the participation of disadvantaged adolescent girls in

a six-week skills development training program.

Support to Women of Toroslar Enterprise Production, Management and Development Cooperative

In order to support the empowerment of the local community and women's labor and initiative, we provided support for the establishment of an industrial kitchen to the Women of Torosların Enterprise Production, Management and Development Cooperative in Manavgat, where our renewable energy production facility is located. In this way, we take responsibility for the economic empowerment of women in the region and the development of gender equality in production.

Women-Friendly Brands A Stitch for Goodness Project Support

Within the scope of the "A Stitch for Goodness" project implemented by the Women Friendly Brands Platform after the February 6, 2023 earthquake, a stitching ceremony was held with our

CFO Zeynep Sarsan. The stitches were transformed into cardigans by women in the earthquake regions. At the same time, we purchased cloth bags produced by women in the earthquake region through the Women Friendly Brands Platform and presented them to our customers at our AluExpo fair.

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

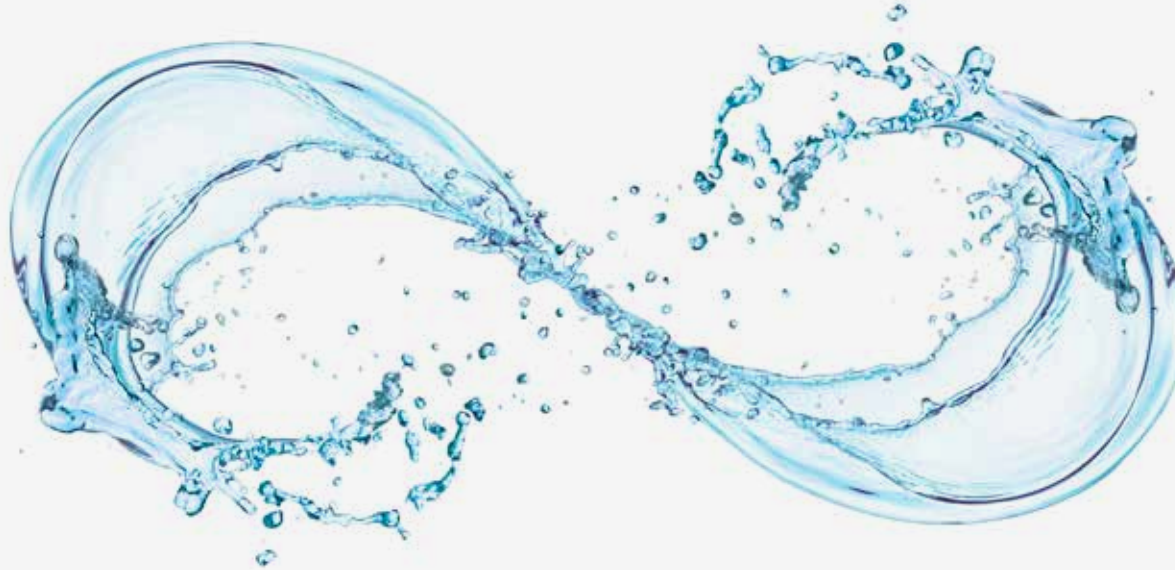
inhabitable and clean environment for future generations as our primary responsibility. With our motto, “We produce without consuming the future,” we align our processes and products with the “green economy”. We address the risks caused by climate change based on a proactive approach and take necessary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

As Assan Alüminyum, we take the necessary measures to minimize the environmental impact of our operations, and we implement projects that will improve our performance, combat climate change and contribute to the circular economy.

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 2023, we allocated around TRY 65.7 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.



We monitor our biodiversity efforts at the Board level and guarantee them with ASI Certification. 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 Dilovası 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 Dilovası region.

We are committed to supporting biodiversity activities. 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. With our 360-degree corporate social responsibility project, we have won numerous communications, sustainability and business awards in the national and international arena with our Sea Daffodils project.

In 2023, we spent 1.83 million TL under the Biodiversity Conservation Project. In this context, we carried out the Art in the Factory Project in cooperation with Marmara University. We sponsored numerous projects and organizations such as the International Aluminium Symposium, Teknofest 2023, Kocaeli University Green Chess Green Industry Chess Tournaments, Women-Friendly Brands Platform A Stitch for Goodness Project, Symposium on Employee Safety and Wellbeing in the Metallurgical Industry.

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 2023, we created another Assan Alüminyum Memorial Forest of 5,300 saplings through the Aegean Forest Foundation in return for the amount of wooden pallets used in packages.

In 2023, we renewed our biodiversity report with special consultants. Our factories had no impact on biodiversity. Our biodiversity report also includes

Türkiye's national perspective on biodiversity and information on endangered species in our country.

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 2023, within the scope of risk assessment studies, we reviewed the actions to be taken for risks that are directly or indirectly related to climate change, that are likely to be triggered, and that are also included in our company's risk map.

We carry out the company's processes of identifying and evaluating climate-related risks and opportunities in accordance with the ISO 31000 Risk Management System Standard and the methodology detailed in the Assan Alüminyum Company Risk Management procedure. In addition, we also take into account international best practices on the subject. In this context, we adopt the TCFD (Task Force on Climate-related Financial Disclosures) approach, especially when creating the inventory used to record risks.

While evaluating the risks included in the climate change risk and opportunity analysis, we make an assessment for each risk item separately, taking into account its impact on the company's activities, strategy and financial planning. We continue our scenario-based risk assessment studies. In 2024, we plan to complete the decarbonization roadmap and include possible scenarios in the assessments of the risks identified. In addition, risks and opportunities related to the transition to a low carbon economy are already in the inventory.

At Assan Alüminyum, we have adopted a proactive approach for the management of climate risks. We closely follow national and international developments regarding climate. Adopting a climate transition plan in line with the 1.5 °C target. 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 2023.

We find it valuable to raise awareness on the root causes of climate change and its importance in the context of sustainability. We reinforce this approach with our ASI Performance Standard Certificate.

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. With the products we produce in accordance with the circular economy, we create opportunities in many areas within the scope of sustainability. In order to minimize the effects of regulations on greenhouse gas emissions, we proactively act together with sector associations and continue to set targets.



Green Loan Support from IFC

As Assan Alüminyum, we received green loan support from the International Finance Corporation (IFC) to invest in a sustainable future. With the 100% climate-labeled green loan supported investment, it will be possible for our company to grow in accordance with international sustainability principles and reduce its carbon footprint. With this support, which aims to slow climate change within the scope of the Green Finance Framework we have adopted, we aim to increase our contributions to sustainability and facilitate access to green financing instruments. We aim to use the proceeds from the Green Loan financing to finance investments in renewable energy generation and storage capacity.

Carbon Footprint Tracking Project

At Assan Alüminyum, the Carbon Footprint Tracking Project has been initiated in order to record the carbon footprint of aluminium supply, thus assigning the emissions arising from our operations to the product and taking part in the right product at the right price. Within the scope of the project, carbon footprint calculations will be requested from suppliers and processed as input to the system. In this way, activity and product-based

emission tracking will be ensured. The project will be implemented in 2024.

New Casting Lines Project

At Assan Alüminyum, casting line investments, which make a significant contribution to industrial efficiency and competitiveness, continued in 2023. A total of three casting line investments were realized, two at the Dilovası Plant and one at the Tuzla Plant.

Rolling Oil Exhaust Recovery System

The Rolling Mill Oil Exhaust Recovery System, which was realized at the Dilovası Plant, aims to recover rolling mill oil with the newly purchased rolling mill and reduce environmental impacts. Within the scope of the project, an air purification system was installed for rolling mill exhaust to separate and recover hydrocarbons from rolling oil. The cold rolling machines at the Dilovası Plant were also included in the project. Thanks to the project, both cost savings and environmental sustainability will be supported.

High Rack Coil Storage System

The High Rack Coil Storage System has been developed to solve material flow problems caused by new investments and inadequacy of existing stock areas and to automatically feed newly purchased machines. This system aims to prevent possible work accidents and create a more efficient and healthy

working environment by storing the coils on high shelves.

Casting Lines Filtration System

A Casting Line Filtration System has been installed at the Dilovası Plant in order to reduce the flue gas emission levels that may be generated by the two newly installed casting lines when they process internal scrap. The system aims to reduce emission levels below the legal limits set by future regulations.

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.

As a member of the European Aluminium Association, we adopt the 2050 net zero target. We closely follow the requirements of the EU's new growth strategy, the Green Deal, which aims to completely eliminate net greenhouse gas emissions by 2050 and end the dependence of economic growth on resources. In line with this goal, we have started working on projects to reduce our carbon footprint with the company-wide Decarbonization Program. The demands of our customers and

industry associations play an important role in our decarbonization efforts.

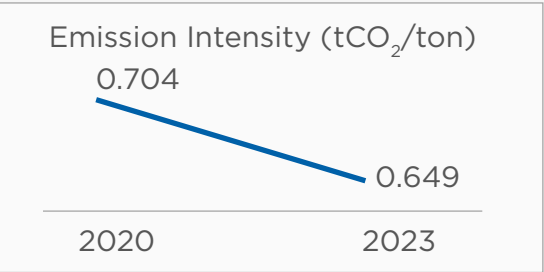
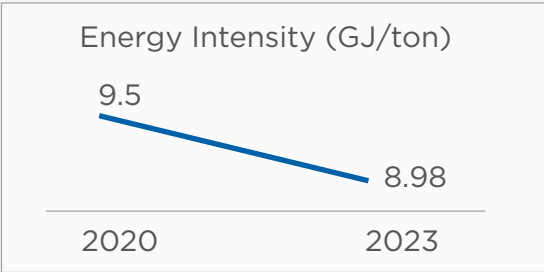
In line with our strategy to reduce greenhouse gas emissions, we are actively working to identify and reduce our current emissions, both on a product basis and from our activities. We attach great importance to energy efficiency projects.

With 23 energy efficiency projects we completed in 2023, we saved 3,938,433 kWh/year of energy and prevented 1,263 tons/year of emissions. Thus, the amount of savings we have achieved with nearly 160 projects we have implemented in the last 9 years has reached 21.8 million kWh.

We attach importance to process analysis and optimization studies in ensuring energy efficiency. In this context, in 2023, leakage air control studies were carried out in compressed

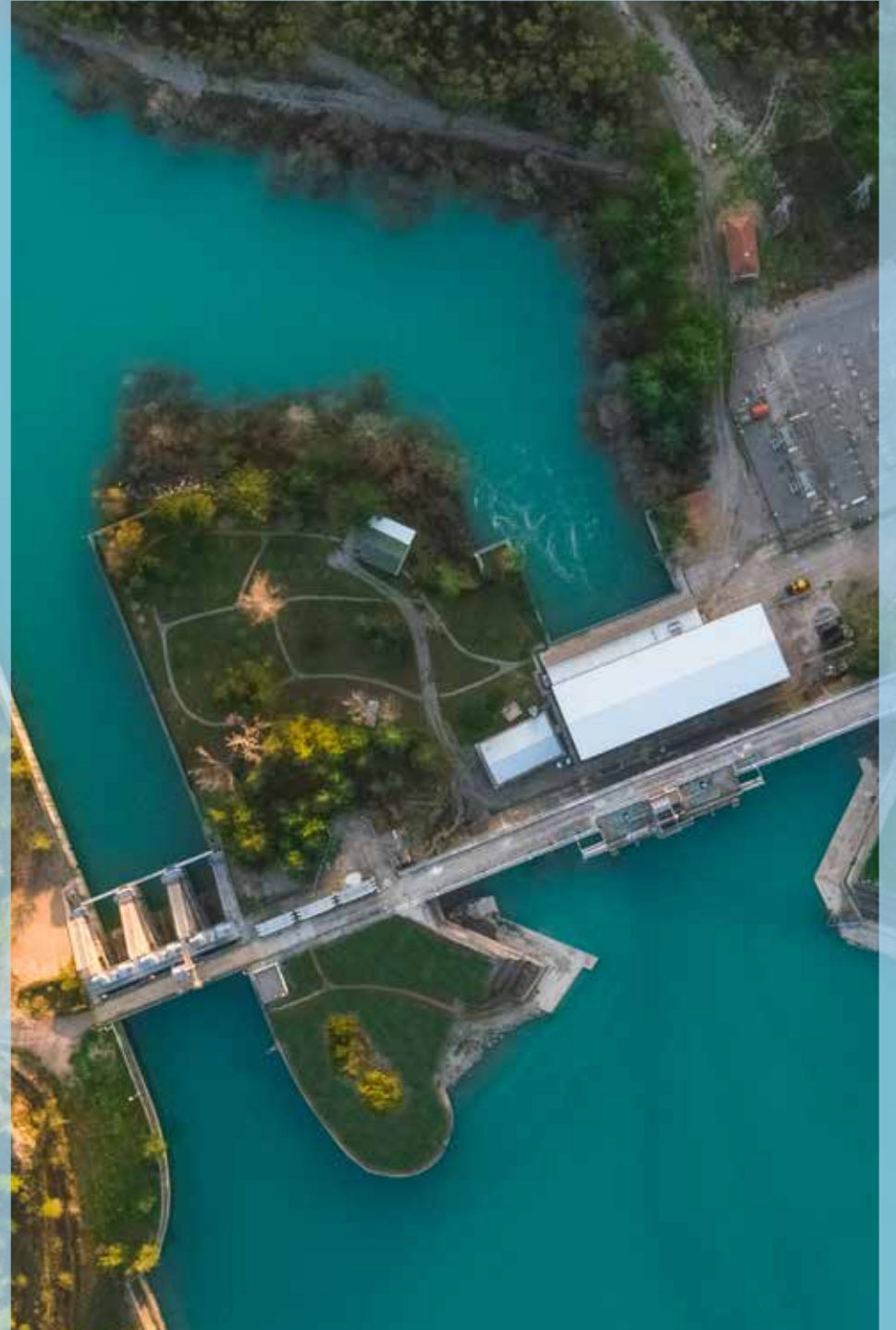
air systems, the use of LED luminaires was increased, and motion sensors were switched to save light.

In 2023, we generated 108,015 MWh of electricity from renewable energy sources at our 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. By 2025, we aim to increase our capacity to 58 MWh by investing in solar panels at our Manavgat facility.



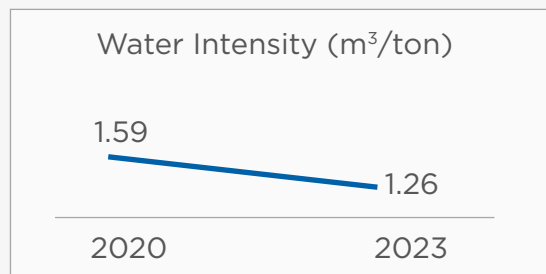
In 2023, our energy intensity was realized as 8.98 with a 6% decrease compared to 2020. We managed to reduce our emission intensity from 0.70 in 2020 to 0.65 in 2023 with a 7% reduction. NOx-SOx emissions amounted to 606 tons.

We are creating Assan Alüminyum Memorial Forests through the Aegean Forest Foundation to help prevent climate change and save our forests.



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 meticulously monitor our water footprint.

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 reuse the wastewater we treat at the Tuzla wastewater recovery facility as process water. In this way, we ensure 50%-60% recovery of wastewater. 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.

In our operations, we need a significant amount of water for production, especially for cooling purposes. In recent years, we have implemented a number of water efficiency projects that have resulted in significant savings. As part of our sustainability goals, we aim to further reduce water intensity.

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 we realized during the period, we reduced our water intensity by 21% compared to 2020 to 1.26 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.

Aluminium products are 100% recyclable after completing their useful life. At the end of their useful life, their carbon emissions are lower than other materials thanks to their light weight. 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. The revenue we generate from our recycling-friendly alloy products accounts for 1.7% of our 2023 turnover.

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 2023, our total waste amount was 16,245 tons. We continued to recover all of the waste generated by processing it in recycling facilities. During the period, there were no leakage or leakage incidents within the scope of our facility activities.

All our foil, sheet and painted product groups have product life cycle (LCA) studies and environmental product declarations (EPD). The environmental impact of our products, from raw materials to recycling/disposal steps, is calculated in accordance with ISO 14040/44 standards.

Within the scope of the Business World Plastic Reduction Initiative membership, the consumption of single-use plastics used in office areas was gradually reduced and ended by 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

Kibar Holding Board of Directors optimizes the balance of risk, growth and return in its strategic decisions and acts with a risk management approach that supports global developments and current management elements. The Risk Committee established by the Board of Directors is responsible at the highest level for taking ethical and effective management systems for early detection of risks and taking the necessary measures. The Risk Committee is responsible for establishing and overseeing the relevant policies and procedures and monitoring the activities under the coordination of the Risk Management Directorate.

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.

In order to incorporate the risk management strategy into senior management's decision-making process, risks that require immediate attention are identified and then risk management is performed on each function and operation. Risk management activities aim to increase employee risk awareness and encourage employees to assess and disclose potential risks through the risk suggestion system.

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. At the end of each year, a risk assessment questionnaire is conducted to obtain the views of executive level employees.

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.

Climate Risks and Opportunities

Risk Areas

Water and energy risks

In Türkiye, 35% of the electricity generated in 2020 was generated using coal and its derivatives, while 24% was generated by dams and rivers. A number of measures are being taken worldwide to reduce carbon emissions. These efforts are taking important steps in the fight against climate change. On the other hand, the decline in water used in hydroelectric power plants may increase energy costs and highlight risks related to energy supply. In this context, we aim to balance our energy consumption with renewable energy investments.

Türkiye is among the countries that will experience water stress in 2021. This indicates that access to water, both for households at home and for companies

in their production processes, may become more expensive or more difficult. However, we plan to install alternative cooling equipment if water stress reaches a level that significantly reduces water intake.

Risks related to greenhouse gas emissions

Greenhouse gas emissions bring operational and financial risks. Failure to convert furnaces to electric furnaces for Scope 1 emissions and failure to convert the country's electricity infrastructure to clean energy for Scope 2 emissions are among our greenhouse gas emission risks. In addition, rising prices of low-carbon primary and secondary aluminium due to limited availability are among our Scope 3 emissions risks.

Opportunity Areas

Resource efficiency

Increasing resource efficiency is a factor that reduces both emissions and

costs. We focus on increasing resource efficiency through energy efficiency, water efficiency and recycling projects. We manage our planning and production processes accordingly.

Low emission products and services

Alloys with relatively high aluminium content have a large share in our current product portfolio. The availability of secondary aluminium with suitable high aluminium content is particularly low. As a result, there is a significant opportunity to develop new alloys that will allow the use of more types of secondary aluminium, which will also reduce the carbon footprint of our products.

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 2023. 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. The Code of Ethics document is available to all our stakeholders on our corporate website.

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.

The Ethics Committee is responsible for ensuring compliance with the Code of Ethics, investigating and resolving complaints and notifications regarding violations. The Ethics Committee, which reports to the Chairman of the Board of Directors of Kibar Holding, consists of the Vice President Responsible for Internal Audit, the Head of the Human Resources Department and the Group Legal Counsel. The Ethics Committee takes the necessary measures to prevent any retaliation, pressure and intimidation that may occur against those who report ethical violations.

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 2023, ethics trainings were conducted online.

Please click here to access Kibar Holding's Code of Conduct.

<https://www.kibar.com/tr-tr/~media/files/pdf/etik-kurallar/2020/07/28/etik-kurallar-tr.pdf>

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. In case of doubt, the Vice Presidency of Internal Audit, which reports directly to the Chairman of the Board of Directors, and the Ethics Committee have the duty and authority

to carry out investigations. 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. Internal control for corruption risks is carried out by the Kibar Group Internal Audit Department and includes process audits and inspection and investigation activities.

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. The issue of bribery and corruption is also included in the standards set by the ASI initiative of which we are a member.

In 2023, there were no confirmed cases of corruption. There were no payments to governments other than tax payments.

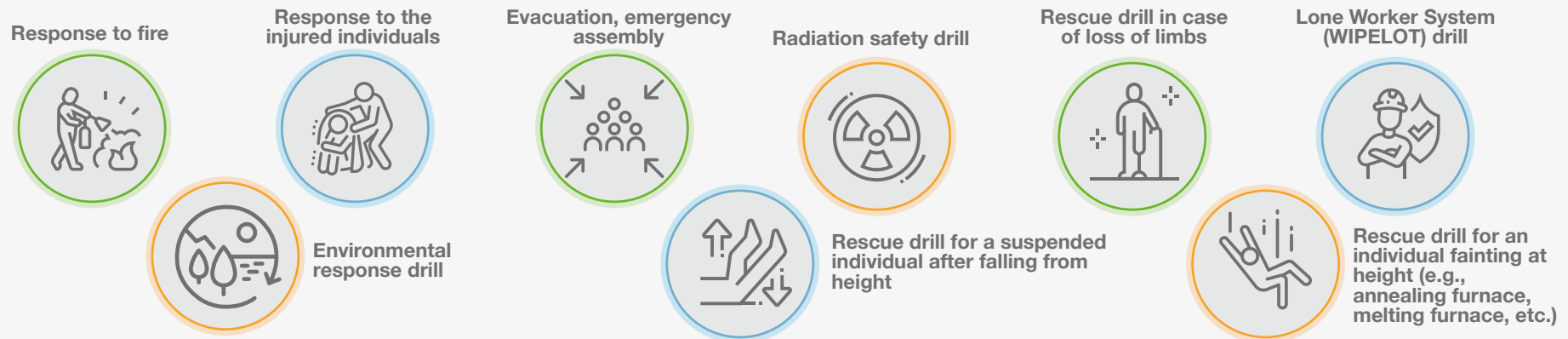
Business Continuity and Emergency Preparedness

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



Awards We Won in 2023

• Brandverse Awards

We received the Bronze award in the “Life Under Water and on Land” category in the “Social Responsibility” and “Sustainability” categories with our biodiversity conservation project.

• Golden Compass

We won the Golden Compass Public Relations Award organized by the Public Relations Association of Türkiye in the Arts and Culture category.

• Stevie Awards

We received a Bronze award in the “Sustainability Initiative of the Year” category.

• Communitas Awards

We received two awards in the categories of “Ethical and Environmental Responsibility” and “Sustainability and Excellence in Social Service”.

• Metallic Stars of Export Awards

At the Metallic Stars of Export Award Ceremony organized by İDDMİB, we were once again awarded with the first prize in two categories: Aluminium Flat Products with the export of Kibar Dış Ticaret Assan Alüminyum products and İDDMİB Export Champions with the highest export figure in all categories.











































































• Asım Kibar Blue Drop Awards

At the Asım Kibar Blue Drop Awards, our Assan Alüminyum teams won the first and third prizes in the “Those Who Make a Difference in Customers” category, the first and third prizes in the “Digitalizers” category, and the first prize in the “Those Who Shape the Future with Innovation” category.

• Certificate of Appreciation for Earthquake Aid

We received a Certificate of Appreciation as Assan Alüminyum at the Earthquake Aids Certificate Presentation Ceremony held by the Governorship of Kocaeli at the Kocaeli Congress Center.

Performance Indicators

Environmental Performance Indicators	2020	2021	2022	2023
Resource Efficiency				
Total production (tons)	256,151 	286,063 	268,122 	273,439 
Amount of raw materials consumed (tons)	360,049	346,929	325,440	352,841 
Amount of non-primary aluminium/recovered raw materials used as input (tons)	124,469	133,066	128,505	139,241 
Non-primary aluminium raw material / Total raw materials (%)	35	38	39	39
Total Water Consumption by source				
Well water (m³)	359,812 	326,973 	328,861 	295,719 
Municipal water (m³)	46,409 	48,074 	41,788 	52,300 
Total amount of water consumed (m³)	406,221 	375,047 	365,649 	348,019 
Water Intensity (m³/ton)	1.59 	1.31 	1.36 	1.26 
Combating Climate Change				
Direct energy consumption (m³)				
Natural gas (m³)	48,108,038 	48,727,720 	47,294,417 	47,142,571 
Natural gas (GJ)	1,828,105 	1,851,653 	1,677,792 	1,791,418 
Direct energy consumption Total (GJ)	1,828,105 	1,851,653 	1,677,792 	1,791,418 
Indirect energy consumption				
Electricity (kWh)	165,090,158,00 	180,995,527 	182,905,045 	184,125,543 
Electricity (GJ)	594,325 	651,584 	658,458 	662,852 
Indirect energy consumption Total (GJ)	594,325 	651,584 	658,458 	662,852 
Total energy consumption (GJ)	2,422,430 	2,503,237 	2,336,251 	2,454,270 
Renewable energy production amount (kWh)	129,700 	88,300 	146,002 	108,015 
Energy intensity (GJ/ton)	9.50 	8.80 	8.71 	9.17 
Scope 1 emissions (tons)	99,507 	101,127 	97,177 	96,300 
Scope 2 emissions – location based (tCO ₂ e)	78,090 	85,602 	86,502 	81,114 
Scope 2 emissions – market based (tCO ₂ e)	- 	0 	0 	0 
Greenhouse gas (GHG) emission density	0.704 	0.652 	0.685 	0.649 
NOx, SOx, and other significant air emissions*	175	203	633	606

 Confirmed by the 2020-2022 Limited Assurance Report.  Confirmed by the 2023 Limited Assurance Report.

Performance Indicators

Waste Management	2020	2021	2022	2023
Total water discharge by quality and destination	164,193	375,047	323,861	148,543
Natural receptive environment	18,971	208,821	137,926	-
Water channel	145,222	166,226	185,935	148,543
Hazardous waste amount (tons)	10,126 ✓	11,148 ✓	11,800 ✓	10,474 ✓
Recovery	10,084 ✓	11,148 ✓	11,800 ✓	10,474 ✓
Landfill	43 ✓	0 ✓	0.12 ✓	0.074 ✓
Waste Incineration	0 ✓	0 ✓	0 ✓	0 ✓
Non-hazardous waste amount (tons)	4,090 ✓	4,226 ✓	4,563 ✓	4,141 ✓
Recovery	4,090 ✓	4,226 ✓	4,563 ✓	4,135 ✓
Landfill	0 ✓	0 ✓	0 ✓	6.4 ✓
Total amount of waste (tons)	14,216 ✓	15,374 ✓	16,363 ✓	14,615 ✓
Management Approach				
Environmental Training Activities				
Environmental training hours provided to employees	1,955	1072.5	3,615	7,570
Environmental training hours provided to contractor personnel	488.5	623.5	2,283	251
Number of employees participating in environmental training	2,039	759	1,374	2,157
Number of contractor employees participating in environmental training	1,249	1,247	2,323	117
Number of trees planted	0	8,010	6,860	5,300 ✓
Environmental Budget	13,520,571	4,633,114	65,671,150	32,969,450
Environmental investment expenditures (TRY)	10,017,328	464,815	52,581,408	19,683,973
Environmental management expenditures (TRY)	3,503,243	4,168,299	13,089,742	13,285,477

✓ Confirmed by the 2020-2022 Limited Assurance Report. ✓ Confirmed by the 2023 Limited Assurance Report.

Performance Indicators

Employee Demographics	2020	2021	2022	2023
Total Number of Employees	1,507	1,535	1,688	1,700
Female	89	105	111	127
Male	1,418	1,430	1,577	1,573
Female Employee Rate	6	7	7	7
White-Collar Employees				
Female	87	102	105	110
Male	198	189	213	213
Blue-Collar Employees				
Female	2	3	6	17
Male	1,220	1,241	1,364	1,360
Total Number of Employees by Age Groups				
30 years and under	284	303	320	353
30-50	1,167	1,126	1,220	1,250
50 years and over	45	110	148	97
Senior Executives				
Total Number of Senior Executives	45	44	50	51
Total Number of Female Senior Executives	6	7	7	9
Female Executive Rate	14	16	14	18
Parental Leave				
Number of Female Employees on Maternity Leave	7	12	4	9
Number of Male Employees on Paternity Leave	107	93	78	95
Number of Female Employees Returning from Maternity Leave	7	2	4	7
Number of Male Employees Returning from Paternity Leave	107	91	80	91

Training Activities	2020	2021	2022	2023
Employee Training Activities - Number of Participant (person)				
Blue-Collar	361	11,177	8,998	7,588
White-Collar	656	3,273	2,783	1,443
Female	238	1,070	931	1,402
Male	779	13,380	10,850	15,178
Employee Training Activities - Total hours (person*hours)				
Blue-Collar Female	3	36	156	207
White-Collar Female	463	2,434	6,076	6,344
Blue-Collar Male	654	20,683	68,516	53,917
White-Collar Male	933	4,579	12,030	6,739
Total Training Hours	2,053 	27,732 	86,778 	67,208
Number of Employees Trained	1,017 	14,450 	11,781 	16,580
Annual Training Hours Per Employee	2 	18 	7.4 	28.93
Employee Engagement				
Suggestion Systems				
Number of Suggestions	3,669	2,092	1,390	1,474
Number of Suggestions Implemented	324	155	1,072	1,091
Number of Employees Participating in Performance Evaluation				
Blue-Collar Female	2	3	5	8
White-Collar Female	82	97	95	93
Blue-Collar Male	1,220	1,243	1,263	1,273
White-Collar Male	192	184	183	183
Total	1,496	1,527 	1,546 	1,557

Confirmed by the 2020-2022 Limited Assurance Report. Confirmed by the 2023 Limited Assurance Report.

Performance Indicators

Occupational Health & Safety	2020	2021	2022	2023
Injury Rate				
Female	0	0	0	0
Male	8.76	10.76	7.03	9.85
Total	8.3	10.2	6.64	9.3
Accident Severity Rate				
Female	0	0	0	0
Male	0.182	0,36	0.31	0.505
Total			0.30	0.43
Occupational Disease Rate (ODR)				
Female	0	0	0	0
Male	0	0	0	0
Contractor Female Employee	0	0	0	0
Contractor Male Employee	0	0	0	0
Fatal Accident				
Female	0	0	0	0
Male	0	0	0	0
Contractor Female Employee	0	0	0	0
Contractor Male Employee	0	0	0	0
Total Lost Time				
Contractor Female Employee	15	10	6	0
Contractor Male Employee	52	45	2	6

Occupational Health and Safety Training	2020	2021	2022	2023
Total Hours of OHS Training Provided to Employees	37,183	26,181	40,564	47,033
Total Hours of OHS Training Provided to Contractor Employees	625	1,302	3,656	269
Occupational Health and Safety Management	2020	2021	2022	2023
Number of Established OHS Committees	2	2	2	2
Total Number of Members in Established OHS Committees	31	31	31	31
Number of Employee Representatives in Established OHS Committees	9	9	9	9
Economic Performance Indicators	2020	2021	2022	2023
R&D Budget (TRY)	18,737,490	52,504,367	26,559,767	59,307,278
Number of Patents Received	2	2	2	0
Number of Suppliers	2,174	3,022	3,565	4,870
Local Supplier Rate (%)	87	85.5	85.9	85.7

Confirmed by the 2020-2022 Limited Assurance Report. Confirmed by the 2023 Limited Assurance Report.

GRI Content Index



CONTENT INDEX
ESSENTIALS SERVICE

2024

GRI CONTENT INDEX					
Statement of use	Assan Alüminyum has reported in accordance with the GRI Standards for the period January 1, 2023-December 31, 2023.				
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	2-1 Organizational Details	About Kibar Holding, page 7 About Assan Alüminyum, page 8 https://www.assanaluminyum.com/en/about-us/assan-aluminyum			
	2-2 Entities included in the organization's sustainability reporting	About This Report, page 2			
	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 8 https://www.assanaluminyum.com/en/about-us/assan-aluminyum			
	2-7 Employees	Employee Demographics, page 64			
	2-8 Workers who are not employees	Cooperation with contractors for basic auxiliary works (road, food, etc.) is carried out on a regular basis; the number of employees in this scope is 156.			
	2-9 Governance structure and composition	Corporate Governance, page 54			
	2-10 Nomination and selection of the highest governance body	Corporate Governance, page 54			
	2-11 Chair of the highest governance body	Corporate Governance, page 54			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management, page 15			
	2-13 Delegation of responsibility for managing impacts	Sustainability Management, page 15			

For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. This service was performed on the Turkish version of the report.

GRI Content Index

GRI CONTENT INDEX					
Statement of use	Assan Alüminyum has reported in accordance with the GRI Standards for the period January 1, 2023-December 31, 2023.				
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, page 15			
	2-15 Conflicts of interest	Business Ethics, page 58			
	2-16 Communication of critical concerns	About This Report, page 2; Stakeholder Relations, page 18; Business Ethics, page 58			
	2-17 Collective knowledge of the highest governance body	Corporate Governance, page 54			
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, page 54			
	2-19 Remuneration policies	https://www.assanaluminyum.com/en/career/our-human-resources-policy			
	2-20 Process to determine remuneration	https://www.assanaluminyum.com/en/career/our-human-resources-policy			
	2-21 Annual total compensation ratio	https://www.assanaluminyum.com/en/career/our-human-resources-policy	2-21 a; 2-21 b; 2-21 c	Confidentiality constraints	There is no wage disclosure law in Turkey. Kibar Group and Assan Aluminium do not disclose wage information.
	2-22 Statement on sustainable development strategy	Our Sustainability Strategy: Vision 2025, page 14			
	2-23 Policy commitments	Initiatives We Support, page 19			
	2-24 Embedding policy commitments	Sustainability at Assan Alüminyum, page 12; Initiatives We Support, page 19			
	2-25 Processes to remediate negative impacts	Our Approach to Biodiversity, pages 46-47			
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Relations, page 18			
	2-27 Compliance with laws and regulations	"Internal Audit and Control, page 57; Business Ethics, page 58 GRI Content Index: During the reporting period, there were no fines levied for violations of the law or any cases of corruption and misconduct."			
	2-28 Memberships associations	Initiatives We Support, Memberships, 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

MATERIAL TOPICS					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Strategy: Vision 2025, page 12			
	3-2 List of material topics	Our Sustainability Strategy: Vision 2025, page 13			
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	3-3 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, page 22; 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.			
	417-3 Incidents of non-compliance concerning marketing communications	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 2016	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 38-41			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety, page 38			
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety, page 38			
	403-3 Occupational health services	Occupational Health and Safety, pages 39-41			
	403-4 Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety, page 38			
	403-5 OHS Trainings given to employees	Occupational Health and Safety, page 39; Performance Tables-Occupational Health and Safety page 65			
	403-6 Promotion of worker health	Occupational Health and Safety, page 41			
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to labor relations	Occupational Health and Safety, pages 38-40			

GRI Content Index

MATERIAL TOPICS					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Occupational Health and Safety	Occupational Health and Safety				
403-8 Workers covered by occupational health and safety management system	Occupational Health and Safety, page 38	Sustainability in Supply Chain, pages 42-43			
403-9 Work-related injuries	Performance Tables-Occupational Health and Safety page 65	Sustainability in Supply Chain, pages 42-43			
403-10 Work-related diseases	Performance Tables-Occupational Health and Safety page 65	Sustainability in Supply Chain, pages 42-43			
Sustainable Supply Chain	Supply Chain Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability in Supply Chain, pages 42-43			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Sustainability in Supply Chain, pages 42-43			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	Sustainability in Supply Chain, pages 42-43			
	308-2 Adverse environmental impacts in the supply chain and actions taken	Sustainability in Supply Chain, pages 42-43			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers screened using social criteria	Sustainability in Supply Chain, pages 42-43			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainability in Supply Chain, pages 42-43			
Employee Development and Talent Management	Employee Development and Talent Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Development, Talent and Performance Management, pages 33-35			
GRI 404: Education and Training 2016	404-1 Training Hours per employee per year	Employee Development, Talent and Performance Management, pages 33-35; Performance Tables-Trainings, page 64			
	404-2 Talent management and lifelong learning programs	Employee Development, Talent and Performance Management, pages 33-35			
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development, Talent and Performance Management, pages 33-35			
Gender and Equal Opportunity	Gender and Equal Opportunity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Gender and Equal Opportunity, page 32			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and staff	Employee Demographics, page 64			
	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

MATERIAL TOPICS					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Resource Efficiency	Resource Efficiency				
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management, page 52			
GRI 303: Water and Wastewater 2018	303-1 Interactions with water as a shared resource	Water Management, pages 52			
	303-2 Management of impacts related to water discharge	"Water Management, page 52 There is no water source under stress, no water body that we consume a large part of, and no receiving environment that is adversely affected by our wastewater within our activity area."			
	303-3 Water withdrawal	Environmental Performance Indicators, page 62			
	303-5 Total water consumption	Environmental Performance Indicators, page 62			
Renewable Energy Use	Renewable Energy Use				
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy and Emissions Management, page 50			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance Indicators, page 62			
	302-3 Energy density	Environmental Performance Indicators, page 62			
	302-4 Reducing energy consumption	Energy and Emissions Management, page 50			
	302-5 Reduction in energy requirements of products and services	Energy and Emissions Management, page 50			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Environmental Performance Indicators, page 62			
	305-2 Indirect (Scope 2) greenhouse gas emissions	Environmental Performance Indicators, page 62			
	305-4 Greenhouse gas intensity	Environmental Performance Indicators, page 62			
	305-5 Reducing greenhouse gas emissions	Energy and Emissions Management, page 50			
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX) and other significant air emissions	Environmental Performance Indicators, page 62			
Environmentally Friendly Products	Environmentally Friendly Products				
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Approach to Combat Climate Change, pages 47-48; R&D and Innovation, page 26			

GRI Content Index

MATERIAL TOPICS					
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION AND PAGE NUMBERS	OMISSION		
			Requirement(S) Omitted	Reason	Explanation
Circular Economy	Circular Economy				
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management and Circular Economy, page 53			
GRI 301: Materials 2016	301-1 Raw materials used by weight or volume	Environmental Performance Indicators, page 63			
	301-2 Recycled raw materials used	Environmental Performance Indicators, page 63			
	301-3 Recycled products and their packaging materials	Environmental Performance Indicators, page 63			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy, page 53; Environmental Performance Indicators, page 63			
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy, page 53; Environmental Performance Indicators, page 63			
	306-3 Waste produced	Waste Management and Circular Economy, page 53; Environmental Performance Indicators, page 63			
	306-5 Waste diverted to disposal	Waste Management and Circular Economy, page 53; Environmental Performance Indicators, page 63			
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 55; Business Ethics, page 58			
Effective Risk Management	Effective Risk Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	Risk Management, page 55			
Business Continuity	Business Continuity				
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Continuity and Emergency Preparedness, page 60			

Reporting Guidance

ASSAN ALÜMİNYUM 2023 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 2023 Sustainability Report (the “2023 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, 2023 to December 31, 2023 (fiscal year 2023) 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	Employee Demographics	
	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.
	Female Employee Rate (%)	In the reporting period, it refers to the rate of female employees among the total number of employees, who were followed up with the Human Resources data platform at Assan Aluminum and whose Employment Statement was made to the Social Security Institution.
	White Collar Employees (#)	In the reporting period, it means the number of employees classified as white-collar women and white-collar men in the total number of employees at Assan Alüminyum, who are monitored through the Human Resources Data Platform, for whom the Social Security Institution is notified of employment, and who are included in the total number of employees.
	Blue Collar Employees (#)	In the reporting period, it means the number of employees classified as blue-collar women and blue-collar men in the total number of employees at Assan Alüminyum, who are monitored through the Human Resources Data Platform, for whom the Social Security Institution is notified of employment, and who are included in the total number of employees.
	Total Number of Senior Executives (#)	In the reporting period, it refers to the number of male and female employees in the titles of “CEO, CFO, Vice President, Vice President, General Manager, Assistant General Manager, Director, Consultant and Manager”, defined as “senior level”, who are monitored through the Human Resources Data Platform at Assan Alüminyum and whose Employment Notifications are made to the Social Security Institution.
	Total Number of Female Senior Executives (#)	In the reporting period, it refers to the number of female employees in the titles of “CEO, CFO, Vice President, General Manager, Assistant General Manager, Deputy General Manager, Director, Consultant and Manager”, defined as “senior level”, who are monitored through the Human Resources Data Platform at Assan Alüminyum and whose Employment Entry Declaration is made to the Social Security Institution.
	Female Executive Rate (%)	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.

Reporting Guidance

Type	Indicator	Scope
Social Indicators	Parental Leave	
	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.
	Occupational Health & Safety	
	Injury Rate (%)	In the reporting period, the ratio of the total number of injuries, including lost time injuries, limited incapacity and medical treatment applications, that occurred to directly employed male and female employees during a work-related activity and prevented them from coming to the workplace for three working days or more, which are monitored through notifications made to the Social Security Institution, to the total working time in the reporting period, multiplied by one million. It is reported in female, male and total breakdowns
	Accident Severity Rate (%)	In the reporting period, this rate is calculated by multiplying the ratio of the total number of lost days, including lost time injury, limited incapacity for work and medical treatment applications, that occurred to directly employed male and female employees during a work-related activity and prevented them from coming to work on the next shift or the next working day, which are monitored through notifications made to the Social Security Institution, to the total working time in the reporting period by the value of one thousand. It is reported in female, male and total breakdowns.
	Occupational disease rate (%) (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 (%) (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 (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.
	Occupational Health and Safety Training	
	Total Hours of OHS Training Provided to Employees	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 Hours of OHS Training Provided to Contractor Employees	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.

Reporting Guidance

Type	Indicator	Scope
Social Indicators	Occupational Health and Safety Management	
	Number of Established OHS Committees	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 Established OHS Committees	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 Employee Representatives in Established OHS Committees	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.
	Training Activities	
	Employee Trainings - Number of Participants (person)	In the reporting period, it refers to the number of participants who attended employee trainings, which are tracked and recorded on the Company's training tracking platform. It is reported in the breakdown of female, male, blue-collar and white-collar employees.
	Employee Trainings - Total Hours	In the reporting period, it refers to the total number of training hours attended by blue-collar and white-collar male and female employees who participated in employee trainings at Assan Alüminyum, which are monitored and recorded on the training tracking platform.
	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 Trained	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 Employees Participating in Performance Evaluation - Total (#)	In the reporting period, it refers to the total number of male and female employees who participated in the performance evaluation, which is monitored and recorded on the Human Resources Performance Evaluation Platform.
	Economic Performance Indicators	
	Number of Suppliers (#)	In the reporting period, it refers to the total number of local suppliers that Assan Alüminyum works with, which can be mapped with Assan Alüminyum's financial reporting systems.
	Local Supplier Rate (%)	In the reporting period, it refers to the ratio of the number of local suppliers that Assan Alüminyum works with, which can be mapped with Assan Alüminyum's financial reporting systems, to the total number of suppliers.

Reporting Guidance

Type	Indicator	Scope
Environmental Indicators	Combating Climate Change	
	Direct Energy Consumptions	
	Natural Gas (m ³)	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 (m ³).
	Natural Gas (GJ)	It means the total amount of natural gas purchased during the reporting period and used in heating, kitchen and other operations
	Direct energy consumption total (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).
	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).
	Indirect energy consumption total (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 amount (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).
	Energy intensity (GJ/ton)	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 (tons CO ₂ e)	It means the greenhouse gas emissions caused by the Total Direct Energy Consumption at the relevant locations of Assan Alüminyum during the reporting period. The Company calculates scope-1 emissions according to the standard "TS EN ISO 14064-1:2018 Greenhouse Gases-Part 1: Guidelines and Specifications for the Calculation and Reporting of Greenhouse Gas Emissions and Removals at the Organization Level".
	Scope 2 Emissions (Location based) (tons CO ₂ e)	It means the greenhouse gas emissions caused by Total Indirect Energy Consumption at the relevant locations of Assan Alüminyum during the reporting period. The Company calculates scope-2 emissions according to the standard "TS EN ISO 14064-1:2018 Greenhouse Gases-Part 1: Guidelines and Specifications for the Calculation and Reporting of Greenhouse Gas Emissions and Removals at the Organization Level".
	Scope 2 Emissions (Market-based) (tons CO ₂ e)	It means the greenhouse gas emission caused by Indirect Energy Consumption after the electricity generated in the relevant locations of Assan Alüminyum during the reporting period and supplied from renewable energy sources with the I-REC certificate purchased. The Company calculates Scope-2 emissions according to the standard "TS EN ISO 14064-1:2018 Greenhouse Gases - Part 1: Guidelines and Specifications for the Calculation and Reporting of Greenhouse Gas Emissions and Removals at the Organization Level".
	Greenhouse gas (GHG) emission density (Ton CO ₂ e/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.

Reporting Guidance

Type	Indicator	Scope
Environmental Indicators	Resource Efficiency	
	Total production (tons)	Represents the production amount of Assan Alüminyum in the reporting period, which is monitored by the production tracking platform and TUIK Reports.
	Amount of raw materials consumed (tons)	In the reporting period, it means the sum of Assan Alüminyum's raw material consumption that can be mapped with financial reporting systems, used in production and tracked in ton units.
	Amount of non-primary aluminum/recovered raw materials used as input (tons)	In the reporting period, it means the sum of non-primary aluminum/recovered raw materials that can be mapped with Assan Alüminyum's financial reporting systems, used in production and used as inputs that can be tracked in ton units.
	Non-primary aluminum raw material / total raw materials (%)	In the reporting period, it means the ratio of the total amount of raw materials consumed to the total amount of non-primary alumina/recovered raw materials used as input.
	Well water (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 (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 amount of water consumed (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 intensity (m³/ton)	It means the total water consumption consumed by Assan Aluminum to produce a unit ton of product during the reporting period.
	Waste Management	
	Hazardous waste amount (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.
	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.
	Landfill (tons)	In the reporting period, it refers to the amount of hazardous waste generated by Assan Alüminyum and sent to the landfill, which is monitored by MOTAT (Mobile Waste Tracking System) on the portal of the Republic of Turkey Ministry of Environment, Urbanization and Climate Change (Integrated Environmental Information System).
	Waste Incineration (tons)	In the reporting period, it refers to the amount of hazardous waste generated by Assan Alüminyum and sent to waste incineration, which is monitored by MOTAT (Mobile Waste Tracking System) on the portal of the Republic of Turkey Ministry of Environment, Urbanization and Climate Change (Integrated Environmental Information System).
	Non-hazardous waste amount (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 waste 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 waste landfill (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 amount of waste (tonnes)	It refers to the total amount of hazardous waste and non-hazardous waste generated by the companies during the reporting period.
	Management Approach	
	Number of trees planted	In the reporting period, it means the number of saplings purchased by Assan Alüminyum, tracked by invoices.

Reporting Guidance

Data Preparation

Social Indicators

Employee Demographics

In the reporting period, it expresses the ratio of female employees, who are monitored through Assan Alüminyum's Human Resources Data Platform and whose Employment Notifications are made to the Social Security Institution, to the total number of employees. It is calculated according to the formula below:

- Female Employee Ratio (%) = Number of Female Employees / Total Number of Employees

Distribution of Female Executives

In the reporting period, the ratio of female executives in the titles of "CEO, CFO, Vice President, Vice President, General Manager, Assistant General Manager, Director, Consultant and Manager", defined as "senior level", which are monitored through Assan Alüminyum's Human Resources Data Platform and for which the Social Security Institution is notified of employment, represents the ratio of female executives in the total number of senior executives. It 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, occupational diseases and fatalities are tracked in tables listing Social Security Institution notifications, broken down by company, by women/men and by direct employment & contractor classification.
- 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 days includes accidents with 3 or more lost working days with reference to the International Labor Organization (ILO).

Reporting Guidance

Economic Performance Indicators

Supplier Data

Assan Alüminyum's Local Supplier Ratio is calculated according to the formula below:

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

Environmental Indicators

Total Water Withdrawal by Source

The water consumption of Assan Aluminum Tuzla Plant also includes the water consumption of Assan Haniil 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 Intensity

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

- Water Intensity (m³/tonne) = Water Consumption (m³) / 1 Production Tonne (tonne)

Combating Climate Change

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.

[Activity Data (m³)*NKD (kcal/m³)*4 184 (joules/kcal)*0.000000001 (GJ/joules)

Diesel

Diesel supply unit is invoiced in "tons" and the following formula is used to convert diesel activity data into gigajoules (GJ). NKD value is taken from "2006 IPCC Guidelines for National Greenhouse Gas Inventories/Volume 2 Energy/ Chapter 1 Introduction". "In the conversion of diesel consumption in "liters" to "tons", the conversion factor "1 liter of diesel = 0.000845 tons of diesel", which is the density information obtained from the diesel supplier company, was used.

[Activity Data (tons)*0,001(Gg/ton)*NKD(TJ/Gg)*1000(GJ/TJ)]

Gasoline

Gasoline supply unit is invoiced in "liters" and the following formula is used to convert gasoline activity data into gigajoules (GJ). NKD value is taken from "2006 IPCC Guidelines for National Greenhouse Gas Inventories/Volume 2 Energy/ Chapter 1 Introduction". In the conversion of gasoline consumption in "liters" to "tons", the conversion factor "1 liter of gasoline = 0.000775 tons of gasoline", which is the density information obtained from the gasoline supplier company, is used.

[Activity Data (tons)*0,001(Gg/ton)*NKD(TJ/Gg)*1000(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.

Reporting Guidance

Energy Intensity

Energy intensity corresponds to the direct and indirect energy consumption to produce a unit of output and is calculated according to the formula below:

- Energy Intensity (GJ/million TL) = Direct and Indirect Energy Consumption (GJ) / Production Amount (tons)

Greenhouse Gas Emissions (Scope 1, Scope 2 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 Opinion

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.

**Independent Practitioner's Limited Assurance Report
to the Board of Directors of Assan Alüminyum Sanayi ve Ticaret A.Ş.**

We have been engaged by the Board of Directors of Assan Alüminyum Sanayi ve Ticaret A.Ş. ("Assan Alüminyum" or "the Company") to perform a limited assurance engagement in respect of the Selected Sustainability Information (the "Selected Information") listed below and stated in the Assan Alüminyum Sustainability Report 2023 (the "Sustainability Report") for the year ended 31 December 2023.

Selected Information

The scope of the Selected Information for the year ended 31 December 2023, which is subject to our limited assurance work, set out in the pages 62, 63, 64 and 65 of the Sustainability Report identified with the sign "🟢" is summarized below:

Social Indicators

Employee Demographics

- Total number of employees (#)
- Female Employee Rate (%)
- White Collar Employees (#)
- Blue Collar Employees (#)
- Total Number of Senior Executives (#)
- Total Number of Female Senior Executives (#)
- Female Executive Rate (%)

Parental Leave

- Number of employees on maternity/paternity leave by gender (#)
- Number of employees returning from maternity/paternity leave by gender

Occupational Health & Safety

- Injury Rate (%)
- Accident Severity Rate (%)
- Occupational disease rate (%) (direct employment)
- Occupational disease rate (%) (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 (contractor company employee) (#)

Occupational Health and Safety Training

- Total Hours of OHS Training Provided to Employees
- Total Hours of OHS Training Provided to Contractor Employees

Occupational Health and Safety Management

- Number of Established OHS Committees
- Total Number of Members in Established OHS Committees
- Number of Employee Representatives in Established OHS Committees

Training Activities

- Employee Trainings - Number of Participants (person)
- Employee Trainings - Total Hours
- Total Training Hours
- Number of Employees Trained
- Annual training hours per employee

Employee Engagement

- Number of Employees Participating in Performance Evaluation - Total (#)

Economic Performance Indicators

- Number of Suppliers (#)
- Local Supplier Rate (%)

Environmental Indicators

Combating Climate Change

Direct Energy Consumptions

- Natural Gas (m3)
- Natural Gas (GJ)
- Direct energy consumption total (GJ)

Indirect Energy Consumption

- Electricity (KWh)
- Electricity (GJ)
- Indirect energy consumption total (GJ)
- Total energy consumption (GJ)
- Renewable energy production amount (KWh)
- Energy intensity (GJ/ton)
- Scope 1 Emissions (tons CO2e)
- Scope 2 Emissions (Location based) (tons CO2e)
- Scope 2 Emissions (Market-based) (tons CO2e)
- Greenhouse gas (GHG) emission density (Ton CO2e/ton)

Resource Efficiency

- Total production (tons)
- Amount of raw materials consumed (tons)
- Amount of non-primary aluminum/recovered raw materials used as input (tons)
- Non-primary aluminum raw material / total raw materials (%)
- Well water (m3)
- Municipal water (m3)
- Total amount of water consumed (m3)
- Water intensity (m3/ton)

Waste Management

- Hazardous waste amount (tons)
- Recovery (tons)
- Landfill (tons)
- Waste Incineration (tons)
- Non-hazardous waste amount (tons)
- Non-hazardous waste Recovery (tons)
- Non-hazardous waste Landfill (tons)
- Total amount of waste (tons)

Management Approach

- Number of Trees Planted

Our assurance was with respect to the year ended 31 December 2023 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 and, any other elements included in the 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 Appendix 1: Assan Alüminyum 2023 Sustainability Report - Reporting Principles (the "Reporting Principles") on pages 72, 73, 74, 75, 76, 77, 78 and 79 of the Sustainability Report.

The Company's Responsibility

The Company is responsible for the content of the Sustainability Report 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 International 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 express a limited assurance conclusion, based on the procedures we have performed 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” (“ISAE 3000”), and, in respect of greenhouse gas emissions, International Standard on Assurance Engagements 3410 “Assurance Engagements on Greenhouse Gas Statements” (“ISAE 3410”) 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 analyzing the key processes and controls for managing and reporting the Selected Information;
- evaluated the source data used to prepare the Selected Information and checked the mathematical accuracy of certain calculations;
- performed limited testing on a sample basis for the compilation and preparation 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 2023, 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 solely for the Board of Directors of the Company as a body, to assist the Board of Directors in reporting Company’s performance and activities related to the Selected Information. We permit the disclosure of this report within the Sustainability Report for the year ended 31 December 2023, 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 as a body and Assan Alüminyum 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.

Eftim Koçaridis, SMMM
Independent Auditor

Istanbul, 3 July 2024

