ASAŞ

SUSTAINABILITY REPORT **2025**



Content

Introduction

04 About the Report
05 Message from the General Manager
06 2025 Highlights

ASAŞ at a Glance

09 About ASAŞ
12 Economic Performance
13 Corporate Governance
16 Risk Management
20 Ethics and Compliance
24 Anti-Bribery and Anti-Corruption
25 ASI Performance Standard Certificate
26 ASAŞ Value Chain
28 Industry Outlook and Trends

Sustainability Approach at ASAŞ

35 Sustainability Management
38 Stakeholder Engagement
41 Materiality Analysis
43 ASAŞ's Contribution to the Sustainable Development Goals

Responsible Business Approach

47 Customer Experience and Satisfaction
50 On-Site / Instant Quality
51 Responsible Supply Chain Management
58 Digitalization and Information Security
59 R&D and Innovation

Human-Centered Business Approach

69 Employee Demographic
70 Employee Engagement
74 Employee Development and Well-being
82 Diversity, Equity, and Inclusion
84 Health, Safety, and Environment (HSE) Culture
89 Social Impact

Environmentally Conscious Business Approach

94 Environmental Management
96 Emissions Management and Climate Crisis
99 Decarbonization Roadmap
101 Energy Management
103 Waste Management and Circularity
104 Hazardous Material and Chemical Management
106 Water Management
108 Biodiversity and Land Use

Appendices

111 National and International Certificates
112 Achievements and Awards
113 Collaborations and Memberships
115 Sustainability Performance Indicators
126 GRI Content Index
134 ASI Performance Index
139 Reporting Guide



Sustaining Our Values



About the Report

ASAŞ proudly presents its seventh sustainability report, showcasing its environmental, social, and governance (ESG) initiatives and key economic performance metrics for the reporting period of January 1, 2025 – December 31, 2025. The report is anchored in our Responsible, Human-Centered, and Environmentally Conscious business approach, a core philosophy that reflects our sustainability strategy and informs all aspects of our operations. In line with this approach, we aim to make sustainability an integral part of our company culture by continuously improving our business processes. The report encompasses operations at our five production facilities in Akyazı, Sakarya, as well as our corporate headquarters in Istanbul. While we also maintain operations in Neuwied, Germany and Rugles, France, this report's scope is limited to our activities in Türkiye. This report adheres to the Global Reporting Initiative (GRI) Standards.

It highlights our alignment with the United Nations Sustainable Development Goals, outlining our sustainability performance based on our key material issues. We also included a Comprehensive GRI Content Index, an ASI (Aluminium Stewardship Initiative) Performance Index, and detailed sustainability performance metrics in the Appendices for reference.

For inquiries, feedback, or recommendations concerning the report, please contact our dedicated sustainability team at **surdurulebilirlik@asastr.com** or **sustainability@asastr.com**.

*** Reporting Consultant:**
ZOA Consulting zoaconsulting.co / info@zoaconsulting.co



Message from the General Manager

Dear Stakeholders,

2025 was a year in which global economic uncertainties, geopolitical risks and evolving trade conditions continued to shape the business environment, while the dynamics of competition across the industrial sector underwent significant change. Against this backdrop, **ASAŞ** remained firmly committed to its path forward, strengthening its robust production infrastructure through investments focused on technology, **innovation and sustainabilit**y, while continuing to take decisive steps toward the future. Today, operating in an area of **1,300,000 m²**, with **five production facilities, nearly 3,000 employees and a product portfolio used in over 90 countries**, we continue to strengthen not only our production capabilities but also our competitiveness on a global scale. **The integration of Eurofoil France into our organization, 150 MN press** and **second cold rolling mill** investments marked tangible milestones in this vision.

We see sustainability not merely as a goal, but as a fundamental part of the way we do business. In 2025, **we reduced our greenhouse gas intensity by 19%** compared to our 2021 baseline, achieved **2,462 GJ of energy savings** through our energy efficiency projects, and **directed 93% of our total waste to recovery or recycling**. We also continued to contribute to resource efficiency by increasing our use of recycled materials.

We believe that the production models of the future will be shaped by **R&D, innovation and digitalization**. In line with this belief, **we increased our R&D and innovation expenditures by 42% in 2025, reaching TL 96.4 millio**n, and implemented **13 R&D projects**. We also continued to strengthen our responsible sourcing approach, extending our sustainability perspective throughout our value chain.

People remain at the heart of this transformation. While strengthening our corporate culture and supporting the development of our employees, we continued to increase our investments in training and occupational health and safety, while maintaining our efforts to create positive social impact.

Looking ahead, we will continue to advance in line with our vision of **"value-driven, reliable and sustainable growth."** As we further develop our production capabilities through technology and innovation, we will remain firmly committed to our goals of a carbon-neutral future, responsible production, a strong workforce and sustainable value creation.

I would like to thank all our employees, business partners and valued stakeholders whose dedication, commitment and trust continue to make this journey possible—creating value that extends from today into tomorrow.

Derya HATİBOĞLU
General Manager



2025 Highlights

- Women represented 32% of our white-collar workforce and 22% of management-level positions.
- Our average training hours per employee increased from 11.6 to 28.2 hours.
- Employee engagement stood at 75% in our latest satisfaction survey.
- Our average OHS training hours per employee increased to 14.4 hours.
- We extended 9.4 million Turkish lira in donations and social assistance aimed at creating positive social impact.
- With the ASAŞ Sports Club, we supported the participation of 250 licensed young athletes in sports activities.

- 55 employees contributed a total of 13 volunteer hours across 4 community projects.
- Compared to the base year of 2021, we reduced our total GHG intensity by 19%, bringing it down to 11.13 metric tons of CO_2e per product.
- We implemented energy efficiency projects that resulted in savings of 2,462 GJ of energy.
- We recovered/recycled 93 percent of our total waste.
- We submitted our project application as part of the TÜBİTAK 1833 SAYEM Green Transformation Call, aimed at developing an AI- and digital twins-based water management platform to digitize our water infrastructure and increase its recycling capacity.
- We achieved a domestic Net Promoter Score (NPS) of 55 and an international NPS of 64.

- Our R&D expenditure increased by 42 percent year-on-year, reaching 96.4 million Turkish lira. R&D expenditure aimed at improving environmental performance rose to 25.9 million Turkish lira.
- We implemented 13 R&D and innovation projects and increased our registered designs and trademarks by 114 percent year-over-year to 15.
- In line with our responsible sourcing approach, 60 percent of our suppliers assessed in 2025 signed the Supplier Sustainability Declaration.

ASAŞ at a Glance



ASAŞ at a Glance

Glance 5 Production Facilities **1.3 Million m² Total Area**

100% Locally Owned and Operated

Product Portfolio Deployed in 90+ Countries on **6 Continents**

- **ASAŞ GmbH** 880,000 m2 Facility Campus
- **ASAŞ S.A.S** 130,000 m² Facility Campus

15 R&D Projects Completed

The Industry's First **R&D Center**

An Average of 28.2 Person-Hours of Training Delivered by **ASAŞ ACADEMY**

First in the Industry to Receive the Equal Opportunity Model Certificate from the Women Entrepreneurs Association of Türkiye **(KAGİDER)**

Nearly 3.000 Employees

32% White-Collar Female Representation

Ranked **68th** Among Türkiye's Top 500 Industrial Enterprises (ISO 500)

USD 809 Million in Turnover

Use of Recycled Materials - Aluminium Profile: **47%**, Flat-Rolled Products: **34%**

ASI Performance Standard Certified across All Facilities

150 MN Press Investment - **Largest Press in Europe**

Doubled Capacity in Flat-Rolled Products with a **Second Cold Mill** Investment

About ASAŞ

ASAŞ was established in Gebze in 1990. Today, with five cutting-edge production facilities in Akyazı, Sakarya, a dedicated workforce of nearly 3,000 employees, and exports to over 90 countries worldwide, it has grown into one of Türkiye's leading industrial enterprises. Maintaining a consistent growth trend since its establishment, ASAŞ is among Türkiye's top 100 industrial enterprises and one of Europe's leading manufacturers. Through its R&D Center, state-of-the-art integrated production facility, and specialized team, the company continuously creates value for the industries it serves.

Operating across a 1.3-million-square-meter area, with 400,000 square meters of covered production space, ASAŞ facilities in Akyazı and Karapürçek manufacture a diverse range of products, including aluminium profiles, composite panels, flat-rolled products, PVC profiles, and roller shutter systems.

ASAŞ develops tailor-made finished and semi-finished products for different industries, including construction, automotive, rail systems, commercial vehicles, energy, packaging, consumer products, and boat and yacht building. These products are released under the ASAŞ brand. The company offers an extensive portfolio of own-branded products, including aluminium architectural systems (doors, windows, and curtain wall systems), aluminium composite panels, PVC door and window systems, roller shutter systems, motor control systems, and aluminium design products (flagpoles, lighting poles, and aluminium furniture).

With a strong presence in Europe, ASAŞ aims to deliver fast, solution-oriented services across the region through ASAŞ GmbH, established in 2018 near Koblenz, Germany, spanning a total area of 880,000 square meters. This facility continues its efforts to establish a Robotics Education, Research, and Application Center in collaboration with Koblenz University of Applied Sciences. In 2025, ASAŞ further strengthened its European presence by acquiring Eurofoil France. Established in 1947 in Rugles, France, this company operates on a 130,000 square-meter site with 55,450 square meters of indoor area.

Believing that art plays as vital a role in social development as science, ASAŞ consolidated its support in this field under a corporate umbrella by establishing ASAŞART in 2015. ASAŞART operates as a learning, sharing, design, and production platform that brings together art and design students, academics, and professionals, aiming to extend the transformative power of art to broader audiences through exhibitions, courses, and seminars.

Headquarters
ASAŞ Alüminyum Sanayi ve Ticaret A.Ş.
Rüzgarlı Bahçe Mah., Kumlu Sok. No: 2 Asaş İş Merkezi, 34810 Kavacık, Beykoz İstanbul / Türkiye

Aluminium Profile and Composite Panel Manufacturing Plants
Küçücek İstiklal Mah. Kışla Alanı Cad. No: 2-2/1, 54400 Akyazı - Sakarya / Türkiye

Flat-Rolled Products Manufacturing Plant
Yazılıgürgen Mah. Fabrikalar Cad. No: 50, 54400 Karapürçek - Sakarya / Türkiye

PVC Profile and Shutter Manufacturing Plant
Küçücek İstiklal Mah. Kışla Alanı Cad. No: 2-1/1, 54400 Akyazı - Sakarya / Türkiye

ASAŞ GmbH
Rasselsteiner Str. 101, 56564 Neuwied / Germany

ASAŞ S.A.S
Le Moulin à Papier F-27250 Rugles, France

Click to learn more about ASAŞ.

Production Facilities

Aluminium Profile Facility

Our integrated production facility is fully equipped to produce aluminium profiles from ingot to finished product. We deliver the highest-quality products at competitive costs to meet our customers' project demands, all while investing in advanced, specialized technologies. We are industry leaders, delivering innovative products across diverse sectors, including automotive and rail systems.

According to the Environmental Impact Assessment (EIA) report of our integrated production facility, our production capacity is as follows:

- Aluminium Billet: **100,000** tons/year
- Aluminium Profile: **90,000** tons/year
- Anodized Profile: **40,000** tons/year
- Powder-Coated Profile: **15,000** tons/year

Composite Panel Facility

Our Composite Panel facility utilizes advanced technology to manufacture sophisticated components with diverse physical and mechanical properties for both interior and exterior building facades, available in a wide variety of sizes and colors.

According to the EIA report of our integrated production facility, our production capacity is as follows:

- Aluminium Composite Panel: **12.000.000 m²**/year.

ASAŞ GmbH

Built on an area of **880,028** square meters in Neuwied, Germany, with an indoor area of **72,793** square meters, our facility operates as a robotics center in addition to serving as a logistics and service hub.

Prefabricated Joinery Production

At our prefabricated joinery facility offering project-specific solutions, our production capacity is as follows:

- Joinery: **40.000** pieces/year.

Flat-Rolled Products Facility

Our cutting-edge Flat-Rolled Products Manufacturing Plant meets the rising demand for high-quality products in both Turkish and global markets. This integrated production facility processes various alloys in continuous production and performs precision rolling using advanced cold mills.

According to the EIA report of our integrated production facility, our production capacity is as follows:

- Casting: **240,000** metric tons/year
- Rolling: **370,000** metric tons/year
- Aluminium Foil: **120,000** metric tons/year
- Aluminium Sheet: **150,000** metric tons/year
- Painted Aluminium Sheet: **100,000** metric tons/year
- Lacquered Foil: **10,000** metric tons/year.

PVC Profile Facility

The PVC Profile Production Facility manufactures high-quality door, window and curtain wall systems. Our certified products cater to a wide range of industries, with a primary focus on the construction sector.

According to the EIA report of our integrated production facility, our production capacity is as follows:

- PVC Profile **40.000** tons/year

Roller Shutter Production Facility

Our Roller Shutter Production Facility manufactures a wide range of products, including shutters, slats, roller shutter systems, and complementary accessories.

According to the EIA report of our production facility, our production capacity is as follows:

- Roller Shutter Profiles: **2,700** metric tons/year.

Click to learn more about our Production Facilities.

ASAŞ Milestones

1992

Launched our first aluminium extrusion line in Gebze and commenced production.

1997

Initiated PVC profile production in Akyazı, Sakarya.

1998

Relocated aluminium production lines from Gebze to Akyazı.

2006

Commenced production of flat-rolled aluminium products in Karapürçek, Sakarya.

2008

Initiated aluminium shutter and roller shutter production.

2014

Started aluminium composite panel production in Akyazı.

2015

- Founded **ASAŞART**.
- Established Türkiye's first Ministry-certified **R&D** center in the aluminium industry.

2016 - 2020

- Founded **ASAŞ ACADEMY**
- Established **ASAS GmbH**.
- Founded **ASAŞ Basketball Club**.

2020 - 2025

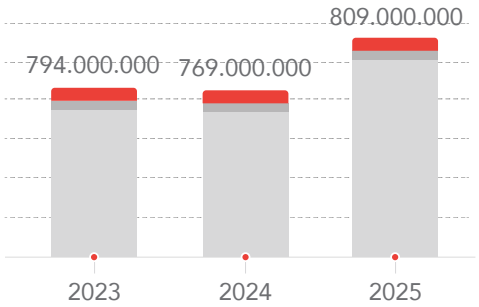
- **ASAŞ S.A.S.** was commissioned in October 2025.
- We commissioned the **world's first 45 MN Hybrex press**.

Economic Performance

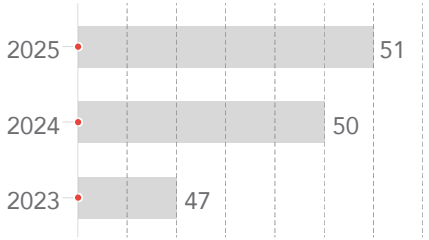
We have remained steadfast in our operations since the day we were founded. Through our manufacturing activities, R&D capabilities, job creation efforts, and investments, we drive sustainable growth and create lasting value for our stakeholders and the national economy.



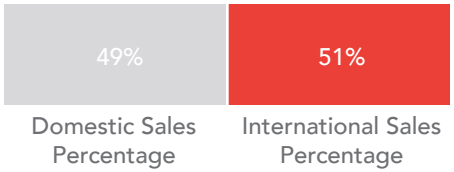
Net Sales (USD)



Export Share (%)



Geographical Breakdown of Sales (%)



Corporate Governance

Ethical values, transparency, accountability, and responsibility are at the core of our corporate governance approach. We conduct our operations in compliance with national/international regulations and standards and focus on maintaining a strong governance structure that supports our long-term success. We value building trust-based relationships with our stakeholders and foster transparent communication by sharing operational information and performance results in an accessible, clear, and timely manner. The Board of Directors serves as our highest decision-making authority and consists of three members. The Board provides leadership in defining our company's key strategic goals, integrating economic, environmental, social, and ethical responsibilities into our strategies. It ensures the continuity of risk management and control systems, upholds the reliability of internal audits, ensures compliance with corporate governance principles, and establishes and monitors corporate objectives. Guided by the leadership and vision of our Board of Directors, we implement a sustainable management model across all our facilities and decision-making processes.



Our Mission:

We strive to integrate Aluminum and PVC into every aspect of life for a more sustainable future.



Our Vision:

We aim to add value for our stakeholders and lead target markets by creating innovative solutions through our expertise, knowledge, and technological capabilities.



Our Values:

- Through Engagement
- Upholding Ethics Through Exemplary Behavior
- Striving for Excellence Through Continuous Improvement
- Customer Focus by Continuous Value Creation

We **have identified five key objectives for sustainable growth** as part of our journey toward achieving our vision:

1. Embed sustainability into every strategic decision to achieve the net-zero carbon target
2. Establish ASAŞ as a leading employer brand in the industry
3. Achieve the fastest growth in the industry
4. Go lean to attain overall efficiency
5. Prioritize innovation in products and processes to outpace the competition

Click to learn more about our values.

Committees and Boards

Executive Board

The Executive Board comprises the Assistant General Manager (AGM) of Flat-Rolled Products, AGM of Financial Affairs, and Directors covering Internal Audit & Corporate Development, Procurement, Energy & Sustainability, HR & HSE, Marketing & Communications, and Information Systems. Meeting monthly, the Board manages daily operations, executes strategic decisions, sets budgets, and monitors performance to optimize overall business operations.

Information Security Board

The Information Security Board develops information security policies, manages risks, conducts compliance audits, and plans actions as necessary. It identifies current or potential security breaches, initiates corrective and preventive measures, and ensures the effective implementation and continuous improvement of all activities under the Information Security Management Certificate (ISMS).

Board of Ethics

The Board of Ethics investigates and addresses complaints and reports of ethical violations in alignment with ASAŞ's Code of Business Ethics. It is composed of members from Financial Affairs, Corporate Communications, Internal Audit, and Human Resources, and is chaired by the General Manager.

Disciplinary Board

The Disciplinary Board oversees and enforces disciplinary actions when employees fail to adhere to established behavior standards. It ensures that all policies and regulations are upheld while maintaining confidentiality in every case brought before the Board.



Committees and Boards

Digital Transformation Committee

The Digital Transformation Committee evaluates projects on ASAŞ's digitalization roadmap. It is chaired by the General Manager and composed of the Chairman and members of the Executive Board.

Sustainability Committee

The Sustainability Committee was established to oversee, improve, and drive the integration and growth of our sustainability practices across the company. You can learn how the Sustainability Committee operates in detail in the "Sustainability Management" section.

Energy Committee

The Energy Committee was established to strengthen energy management and sustainability efforts. It promotes awareness, provides training on energy efficiency, and oversees the company's energy-saving initiatives.

OHS Committees

OHS Committees, established separately at each manufacturing plant to carry out Occupational Health and Safety activities, are responsible for assessing potential risks, ensuring safe working conditions, and monitoring occupational health and safety performance.

Health Committee

The Health Committee provides material and moral support to employees and their families on health-related matters, aligning with ASAŞ's Human Resources Strategy and Corporate Values.

Environmental and Technical Safety Committee

To guarantee maximum legal compliance across all campus facilities, the Environmental and Technical Safety Committee oversees full adherence to national and international regulations in consideration of critical parameters such as emission management, wastewater discharge, hazardous waste disposal, and noise control. Upholding our principle of continuous improvement, the committee ensures the complete fulfillment of all legal obligations, proactively managing environmental risks and ensuring that the operational processes of our factories are fully integrated with environmental legislation.



Click to learn more about ASAŞ Corporate Policies.

Risk Management

We adopt a proactive, systematic, and holistic approach in managing risks and seizing opportunities to support our value-driven model for sustainable growth. Our operations face a distinct set of risks and opportunities arising from the dynamic nature of the aluminium industry, global trade conditions, evolving market expectations, changing regulations, cost pressures, and the sustainability agenda. Guided by this awareness, we identify, assess, and prioritize risks, implementing targeted mitigation strategies while capturing emerging opportunities.

Our goal is to mitigate negative impacts through risk management, maintain long-term sustainability, ensure business continuity, and support data-informed decision-making across our operations. Therefore, we maintain a comprehensive enterprise risk management process to identify and assess potential risks, implement effective controls, unlock opportunities, support strategic planning, and boost stakeholder confidence.

At ASAŞ, we regularly conduct enterprise risk management activities to improve corporate risk awareness, support our decision-making processes with systematic data, and ensure our business continuity. This process is guided by the Internal Audit and Corporate Development Directorate across the entire organization. As part of our risk management approach, we evaluate our risks under five main categories, namely financial, operational, strategic, compliance, and reputation.

Each risk is categorized by type and evaluated based on its likelihood and potential impact. Risk severity is determined through gross and net scoring, followed by regular risk reviews in collaboration with process owners. We conduct periodic Risk Committee meetings to oversee risk management strategies, align them with our corporate strategic plans, monitor company-level risk trends, offer recommendations regarding limits (considering risk policies and appetite), track the improvement efforts under the Enterprise Risk Management Program, and report periodically to the Board of Directors.



We continuously re-evaluate existing risks and refine our priorities through regular risk assessment studies. Each year, our Risk Assessment Board performs SWOT, PESTEL, and process-level enterprise risk evaluations. These analyses enable us to pinpoint key risk areas, including legal and regulatory compliance, finance, operations, strategy, reputation, and sustainability/ESG. This approach guides our strategic planning and helps us identify actions to mitigate the impact of potential risks. We also regularly monitor areas that could pose risks to our company in the future.

Emerging risks identified via our annual SWOT, PESTEL, and enterprise risk assessments are submitted to leadership, ensuring their potential business impacts are linked directly to our strategic planning cycle. As part of our enterprise risk management framework, we develop targeted action plans for high-risk areas, assign accountability to designated owners, and continuously monitor implementation progress.

Risk assessments encompass key risk areas such as energy management, water management, evaluation of alternative products and processes, regulatory risks, competitor growth and new investments in the industry, carbon emissions management, qualified talent acquisition and retention, sectoral contraction, supply chain disruptions, challenges in raw material access, increasing production costs, increasing customs costs, trade wars, US and EU tax practices, and developing an innovative product portfolio that meets the expectations of target markets.

From a sustainability and ESG perspective, the priority topics of our risk analyses include our Net Zero decarbonization goals, potential tax burdens arising from the Carbon Border Adjustment Mechanism, carbon footprint management, energy efficiency, recycling processes, digital maturity, loss of human resources, talent management, employer branding, capacity management, inadequacy of planned maintenance, consumables supply issues, inadequate marketing and technical development, order diversity, and our business being located in an earthquake zone.

Together with our sustainability department and relevant business units, we address environmental and social risks in full detail, with a particular focus on climate risk and talent management.



We also integrate sustainability risks and opportunities, assessed through environmental, social and governance dimensions, into our business processes. We continuously track developments, reassess emerging risks, and reflect their potential effects in our strategic planning before defining and implementing the necessary preventive actions. We encourage all our stakeholders to suggest improvements to ensure the continuous development of our enterprise risk management process. When preparing annual reports at the end of each year, we identify the lessons learned, areas for improvement, and best practices adopted during the enterprise risk management practices of the previous year, and we share these findings with our employees. In doing so, we strengthen the risk management culture throughout the organization.

We evaluate key risks and opportunities that could affect the entire company in annual strategy workshops. We analyze the potential impacts of these topics, target those that need to be included in the strategic plan, and take action upon sharing them with the relevant units. This entire process is integrated with our strategic management approach and our Objectives and Key Results framework.

Beyond managing risks, we also evaluate emerging opportunities. As part of our enterprise risk management process, we establish action plans designed to eliminate root causes and evaluate the strategic opportunities arising from each mitigation effort. Our key opportunities include developing new products and alloys, creating innovative portfolios aligned with target market needs, establishing strategic alliances, expanding geographically, pursuing rapid sectoral growth, driving agile transformation across our organizational structure, and leading in sustainability areas where we can make a distinct impact. When opportunities arise, we collaborate with the relevant units in order to identify the origin of the opportunity as well as its potential return and financial impact, come up with a concrete plan, and follow up on the process as required. We put emphasis on identifying and monitoring the net financial impact of all opportunities.



Legal Risks and Compliance

We monitor legal and regulatory risks, including changes in regulations, legal actions, tax disputes, intellectual and industrial property infringements, unfair competition, critical contractual issues with stakeholders, US and EU tax practices, increasing customs costs, and changes in international trade practices. These risks are managed under the leadership and coordination of the relevant departments within our company.

We ensure that our business processes comply with legal regulations and manage potential risks through annual audits conducted by the Internal Audit and Corporate Development Directorate, alongside all relevant departments. We regularly review changes in legislation and compliance, update our processes when necessary, and implement all necessary compliance measures.



Operational Risks

We identify and manage risks that could adversely impact our operations in key areas including quality, efficiency, employee and customer satisfaction, information and system security, supply chain continuity, consumables supply, occupational health and safety, capacity management, planned maintenance processes, substitute products, and new investments in the industry, ensuring all processes align with our quality standards.
We regularly conduct risk assessments across all units involved in operational processes, directly or indirectly. These analyses are continuously updated based on market conditions, economic factors, customer expectations, production capacity, and supply chain dynamics. We prioritize risks, take immediate action on urgent issues, and develop strategic plans to address long-term risks.



Financial Risks

We closely monitor financial risks such as global economic fluctuations, rising interest rates, high inflation, geopolitical developments, supply chain disruptions, labor market imbalances, increasing customs costs, trade wars, and rising production costs. To mitigate the adverse effects of commodity price fluctuations, manage risks effectively, and ensure the sustainability of our operations, we conduct in-house financial risk analyses for all processes on an annual basis. Over a five-year horizon, we analyze profitability, investments, expense levels (including manufacturing overhead and fixed costs), balance sheet position, liquidity, leverage, and cash flows, taking prompt action as required. As part of our enterprise risk process, we also evaluate the financial impacts of action plans associated with identified risks and assess their potential to be leveraged into opportunities.



Strategic Risks

Using a holistic approach, we actively manage risks arising from market dynamics that may affect our profitability, operational planning and resource allocation considerations, potential sector M&A activity, and major investments that impact our earnings and liquidity. We regularly evaluate rapidly changing market dynamics, our need for developing innovative product portfolios that align with target markets' expectations, net-zero decarbonization goals, talent acquisition and retention, and other strategic topics that may affect our sustainable growth. The global climate crisis is increasingly intensifying worldwide and presents risks such as extreme rainfall, drought, and water scarcity, which we anticipate will impact raw material supply and production processes. To address these challenges, we actively monitor and take necessary measures. As an energy-intensive industry, we are focused on reducing our carbon and water footprints, while managing waste efficiently and implementing practices that strengthen our circular economy approach. Within our sustainability governance framework, we regularly evaluate environmental and climate risks, updating our sustainability goals to mitigate them.



Reputational Risks

We consider corporate reputation to be essential for the reliability and sustainability of our activities. To that end, we focus on building and resolutely maintaining a strong reputation driven by our occupational health and safety culture, environmental awareness, customer and supplier relations, positive social impact policy, ethical business practices, and transparent communication processes. Our approach to reputation management extends beyond communication and requires a holistic process that involves the responsibility of all our units. We use a clear and consistent communication language with all our internal and external stakeholders, and adopt a structure that is open to improvement through continuous feedback. We also prioritize being prepared with crisis communications scenarios and stakeholder management plans, while enhancing our reputation with a proactive approach. We consider reputational risks to be strategic in boosting corporate value, and this approach forms the basis of all our activities.

Ethics and Compliance

We adhere to the principles of honesty, transparency, and accountability at every stage of our operations, and we strictly reject any unethical practices. In all our stakeholder relationships, we comply with internationally recognized ethical principles, ensuring that not only our organization but everyone we work with embraces these shared values. Our **Code of Business Ethics and Implementation Principles** details our ethical values and responsibilities to stakeholders.

ASAŞ's Code of Business Ethics is accessible to all our employees and third parties on our website. We review this document annually and update it as needed. We deliver online and classroom-based training to reinforce compliance with our ethical principles, ensuring that our Code of Business Ethics remains an integral component of our corporate culture.

Fostering a culture of sensitivity toward ethical and regulatory compliance, we provide a reporting channel through the ASAŞ Ethics Hotline for employees and stakeholders to raise concerns or report witnessed violations directly.

Operating with full confidentiality, our Ethics Hotline is available for contact via mail, email, and telephone. Our internal and external stakeholders can also submit their complaints and reports regarding ethical issues through face-to-face communication channels. We share our ethics notification channels transparently in our Code of Business Ethics and on our company website.

Ethical issues can be reported via:

Email: etik@asastr.com and ethics@asastr.com
Address: ASAŞ Alüminyum San. ve Tic. A.Ş., Rüzgarlı Bahçe Mah., Kumlu Sok., No:2 ASAŞ İş Merkezi, 34810 Kavacık, Beykoz / İstanbul, Türkiye
Phone: 0216 680 15 82

The Board of Ethics, established to address ethical concerns or violations, reviews all ethics notifications in strict confidence and initiates investigations when necessary. Chaired by the General Manager, the Board of Ethics comprises the Internal Audit and Corporate Development Director, the Human Resources and Health, Safety, and Environment Director, the Corporate Communications Group Manager, and a representative from Financial Affairs.

Click to learn more about ASAŞ's Code of Business Ethics.



All results of ethics and compliance activities are reported regularly to our Board of Directors by the Internal Audit and Corporate Development Directorate. We forward the notifications received through the Ethics Hotline to the Board of Ethics for evaluation. When issues warrant investigation, we launch formal inquiries. Upon assignment, our Internal Audit Department executes the investigation, drafts the findings report, and submits it to the Chair of the Board of Ethics. Where an ethical report is substantiated following assessment and disciplinary action is deemed necessary, the case is escalated to the Disciplinary Board for the implementation of appropriate sanctions. We thoroughly review the issues raised in ethics reports, enforce disciplinary measures when necessary, and take actions to strengthen our internal control systems to prevent the recurrence of similar incidents.

We firmly maintain our zero-tolerance policy against bribery, corruption, and conflicts of interest, treating all preventive measures and control activities as integral components of our operational processes. Within our third-party anti-corruption due diligence framework, any allegations received through the Ethics Hotline undergo formal investigation. We monitor the efficacy of our anti-corruption and ethics controls through internal audit activities, reviewing our processes and annual operations to maintain an effective control framework. Should any risk-bearing findings emerge, we request corrective action plans and regularly monitor their implementation. We conduct ethics audits at all our facilities in accordance with our annual audit plan. In 2025, no lawsuits were filed against ASAŞ regarding environmental and social issues. Similarly, there were no significant incidents or penalties resulting from non-compliance with regulations.

We transparently monitor information regarding significant fines, court decisions, sanctions, fees, and non-monetary penalties, and disclose them where necessary. To ensure more systematic monitoring of legal compliance processes, we established an infrastructure that can be tracked by each department on the QDMS system. Starting in 2026, this platform will calculate risk probability, severity, and risk scores across department-specific compliance areas. Through this system, inherent risk, current risk, and post-action residual risk will be monitored and reported as separate metrics, which will enable us to track overall compliance risks in a more measurable, comparable, and action-oriented manner. We also continue our ethics training activities to promote our ethical culture and raise awareness throughout the company. We assign annual ethics training to all our employees and organize face-to-face training sessions for randomly selected employee groups.

As part of our orientation program, we inform all new employees about our business ethics approach and Ethics Hotline on their first day, provide them with the "Code of Business Ethics and Implementation Principles," and support awareness through e-learning. We also carry out online ethics training courses, which are assigned to every employee, must be renewed annually, and culminate in an exam. We regularly display informational messages about the Code of Business Ethics on corporate computer screens to reinforce awareness. Three classroom training sessions were conducted in 2025 to raise ethics awareness. Two of these training sessions were held for white-collar employees in Kavacık and Akyazı locations, and one was organized for blue-collar employees. We continued to supplement classroom training with online ethics training, ensuring that the employees completed their training and passed their exams successfully. **In 2025, a total of 1,345 employees participated in ethics training, totaling 769 person-hours of training.**

Internal Ethics Audit	2023	2024	2025
Facilities subjected to internal ethics audits (%)	100	100	100

Click to learn more about ASAŞ's Code of Business Ethics.

We support our awareness campaigns on combating bribery and corruption with training on ethical principles and human rights. Additionally, we plan on creating a separate training program specifically focused on combating corruption or integrating this issue more comprehensively into the existing ethics and human rights training content.

We also support our ethics and compliance processes with company-wide performance indicators. Within HR operations, targets for updating the ethics training program and ensuring its annual completion are fully integrated into our performance management process. Indicators related to ethics and compliance processes are also among the OKRs of the Internal Audit Department. Accordingly, we base our performance management approach on building ethical awareness, effectively operating reporting mechanisms, strengthening internal controls, and systematically monitoring compliance processes.

We monitor and continuously improve our ethics and compliance processes with a holistic approach through internal audits, Board of Ethics evaluations, Disciplinary Board processes, training practices, reporting mechanisms, and the QDMS infrastructure.

Discrimination, Harassment, and Human Rights Approach

At ASAŞ, we consider discrimination, harassment, violence, mobbing, and all forms of behavior that violate human dignity to be ethical violations. To ensure our employees work in a safe, respectful, fair, and inclusive environment, we show zero tolerance to discrimination and harassment. This approach is reflected in our Code of Business Ethics and Implementation Principles, and the policies and principles on the company website.
Employees who experience or witness discrimination or harassment can contact the Board of Ethics through our ethics communication channels. In such notifications, all information is treated as confidential, employees' personal rights are protected, and the necessary investigations are carried out. Upon verification of the notification, the employee in question is referred to the Disciplinary Board for the relevant disciplinary proceedings. This mechanism ensures that complaints are handled in an impartial, confidential, and systematic manner.

Complaints of Discrimination or Harassment	Department	2025
Number of discrimination or harassment complaints	number	0
Number of discrimination or harassment cases examined	number	0
Rate of discrimination or harassment cases examined	%	0

We support awareness campaigns aimed at preventing discrimination and harassment through our training programs. We inform our employees that discrimination and harassment are considered ethical violations in our annual online and in-class ethics training sessions. During these training sessions, we also share the communication and notification channels that employees can use in such situations. These channels are listed on the company website and explained in detail in the Code of Business Ethics.

We also offer **Human Rights Policy Awareness Training**, which is accessible to all our employees through our digital training platform. By covering issues such as harassment, discrimination, and human rights in our training content, we ensure that our employees can access relevant information whenever they need it, refresh their knowledge, and continuously improve their awareness of human rights issues. We consider respect for human rights to be a fundamental principle of our business practices. **Our Human Rights Policy is anchored in the United Nations Guiding Principles on Business and Human Rights, the core labor standards of the International Labour Organization (ILO), and relevant national and international regulations**. We maintain a zero-tolerance policy toward child labor, forced labor, modern slavery, human trafficking, discrimination, harassment, labor rights violations, occupational health and safety hazards, and any infringement on freedom of association.

Click to access ASAŞ's Human Rights Policy.

Discrimination, Harassment, and Human Rights Approach

We regularly monitor potential human rights risks and impacts across all our business activities. Our assessments are guided by fundamental principles, including non-discrimination, equal opportunity, safe working environments, freedom of association and collective bargaining, and the elimination of child and forced labor. We address our human rights assessments through ethical reporting mechanisms, employee feedback processes, regular meetings with employee representatives, internal audits, and management processes.

Findings and areas for improvement identified through these channels are evaluated in executive and internal activity reports, with necessary action plans developed and integrated into relevant business processes. Our human rights impact assessments and management plans are aligned with national legislation, international human rights principles, and the fundamental labor rights defined by the ILO.

The management of risks and impacts related to human rights is monitored through human resources practices, ethical reporting mechanisms, employee feedback, and operational activities. Indicators of fundamental labor rights are linked to the company's performance targets and relevant KPIs. In doing so, we address human rights not merely as a policy commitment, but as a governance domain that is traceable, reportable, and continuously improvable.

Our commitment to transparency and accountability extends to sharing our human rights policies with stakeholders and encouraging feedback from our employees, business partners, and other stakeholders. We will continue to foster a strong organizational culture of diversity, inclusion, and equality, ensuring that all our employees can realize their potential in a safe, respectful, and fair working environment.



Click to learn more about our Human Rights Policy.

Anti-Bribery and Anti-Corruption

We do not tolerate bribery or corruption in any form. Grounding this stance in our corporate structure, our **Anti-Bribery and Anti-Corruption Policy** outlines clear rules and responsibilities for all our stakeholders, including employees and business partners alike. Per this policy, we consider adhering to ethical principles and fighting corruption in all our activities to be fundamental corporate responsibilities.

Therefore, we strictly adhere to a zero-tolerance approach toward all unethical conduct, including bribery, facilitation payments, conflicts of interest, misuse of confidential information, and securing unfair advantage. Our policy extends beyond ASAŞ employees and covers our representatives, subcontractors, consultants and all business partners acting on behalf of us. We ensure that our business partners act in accordance with our ethical principles by conducting meticulous assessments of their ethical stance and past performance at various stages from procurement to contract processes. We do not work with individuals or organizations that fail to meet the relevant requirements.

We define operational guidelines for areas such as corporate gifting, donations, and sponsorships, regularly communicating these policies to our employees, and reinforcing them through internal controls. Any violation of our anti-bribery and anti-corruption framework or related corporate policies triggers formal disciplinary measures as governed by our Disciplinary Procedure. In 2025, no disciplinary action was taken against employees on grounds of corruption.

As part of the internal audit and control mechanisms established against corruption and unethical behavior, we include bribery and corruption issues in our risk assessment processes. We conduct topic-specific risk assessments and carry out related activities under the purview of our Internal Audit Department and Ethics Committee. Our Internal Audit Department examines business processes and annual operations in audits to assess whether an effective control framework is in place. Should any risk-bearing findings emerge, we require action plans to remediate them and regularly monitor their implementation.

Within our third-party anti-corruption due diligence framework, any allegations received through the Ethics Hotline undergo formal investigation. We evaluate incoming notifications through the Board of Ethics, launch investigations through the Internal Audit Department when deemed necessary, submit the investigation reports to the Board of Ethics, and refer any confirmed cases to the Disciplinary Board.

We deliver training and awareness programs to strengthen ethical compliance and deepen anti-bribery and anti-corruption awareness across our entire workforce. To that end, we address the issues of combating bribery and corruption in the Code of Business Ethics and Implementation Principles Training, as well as in the Human Rights Policy Awareness Training.

Our anti-bribery and anti-corruption policies, procedures, and guidance are consistently disseminated to all staff via internal communication channels. Any updates to policies and practices are shared through announcements on the ASAŞ Portal. Our orientation programs also include training on ethical principles, compliance processes, and anti-bribery and anti-corruption policies.

Policy violations can also be reported anonymously via email or the Ethics Hotline. **All reports are kept confidential, and disciplinary or legal action is pursued as required**. The implementation of anti-bribery and anti-corruption policies within the company is the joint responsibility of the internal audit and human resources units and the Board of Ethics. Channels for submission of complaints and violations are clearly communicated to all employees through ethics-related email addresses or hotlines.

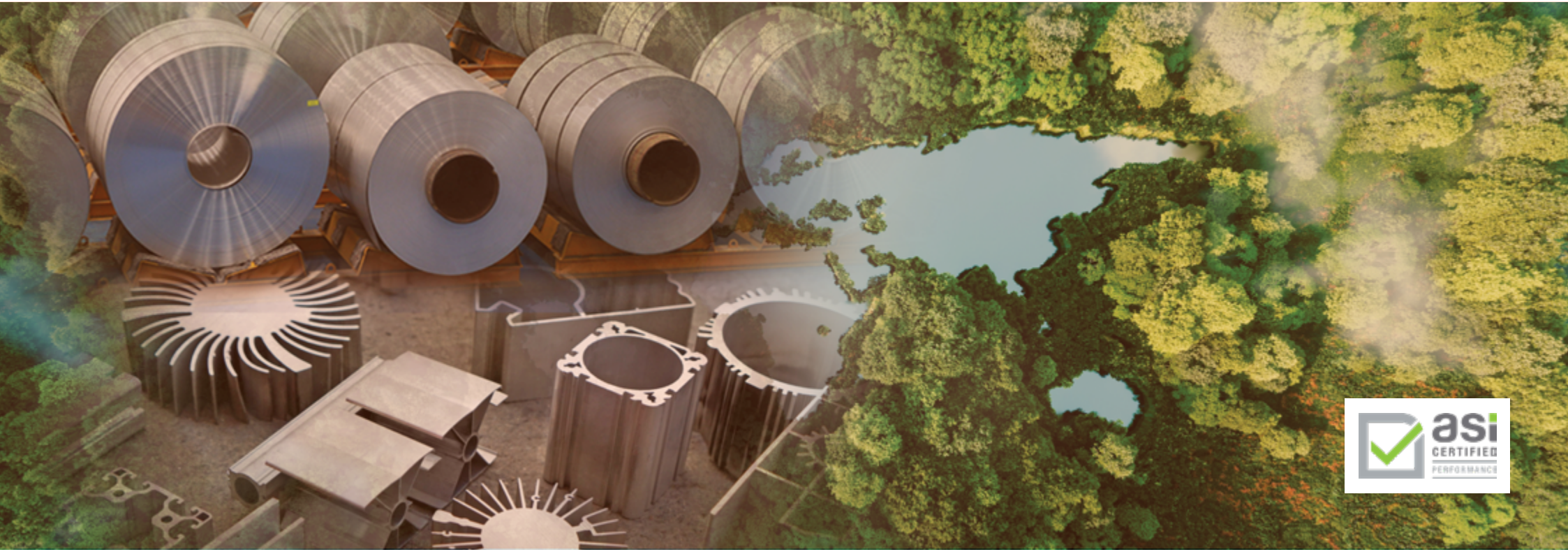
See the **Ethics and Compliance** section to find out more about employee participation and training hours.

ASI Performance Standard Certificate

The ASI Performance Standard, a key certification for recognizing sustainability and environmental performance in the aluminium industry, promotes best practices in environmental, social, and governance (ESG) areas for aluminium producers, suppliers, and users. ASI outlines 11 principles organized into three main categories, each aligned with global sustainability goals: **Environmental** (Greenhouse Gas Emissions; Emissions, Effluents and Waste; Water Stewardship, and Biodiversity and Ecosystem Services), **Social** (Human Rights, Labor Rights, and Occupational Health and Safety), and **Governance** (Business Integrity, Policy and Management, Transparency, and Material Stewardship).

We successfully passed the ASI certification surveillance audit, meeting all required criteria with no instances of non-compliance, and earned the certification. This achievement reaffirms our sustainability commitments, enhances our performance in the aluminium industry, and strengthens our credibility with stakeholders. The certification further underscores our dedication to international green production and our contribution to sustainable aluminium manufacturing.

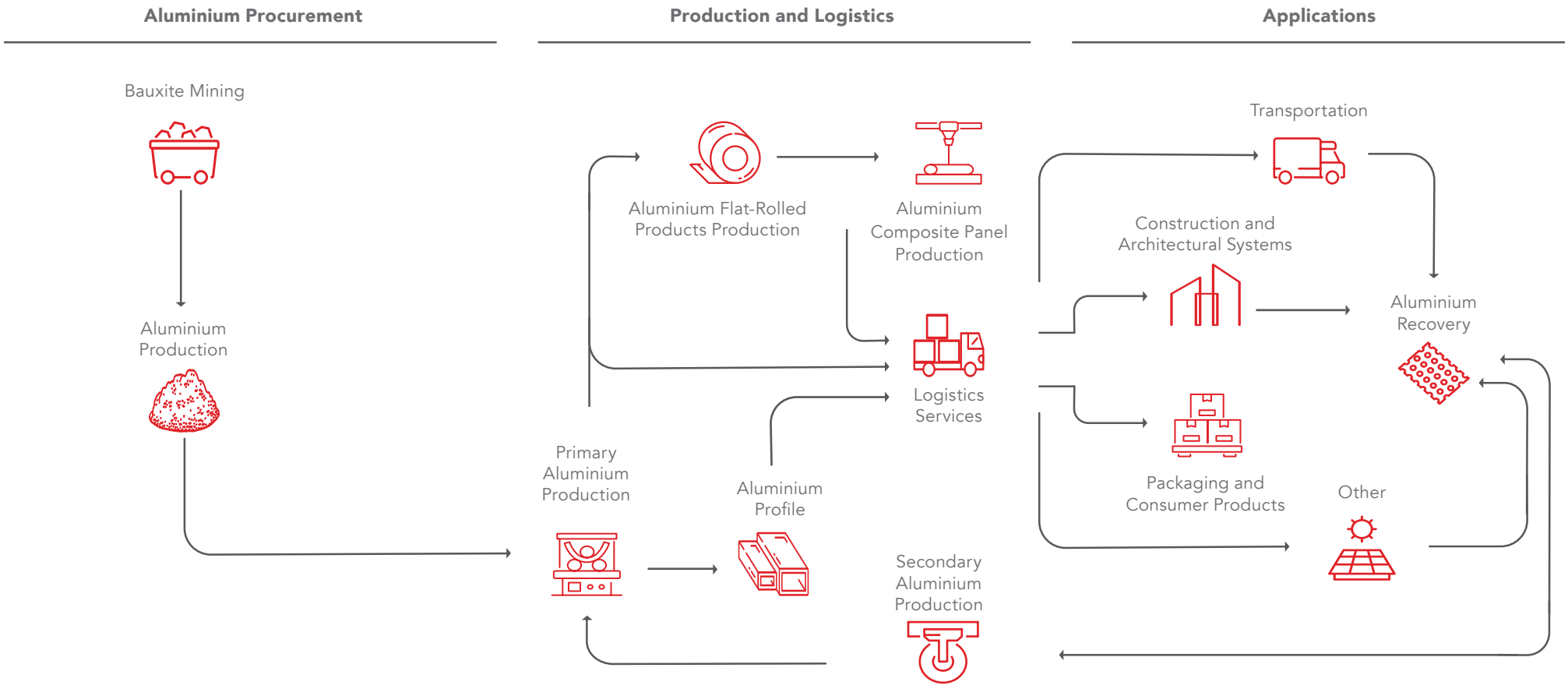
For more details on our performance under the ASI Performance Standard, please refer to the ASI Index in the **Appendices** section of this report.



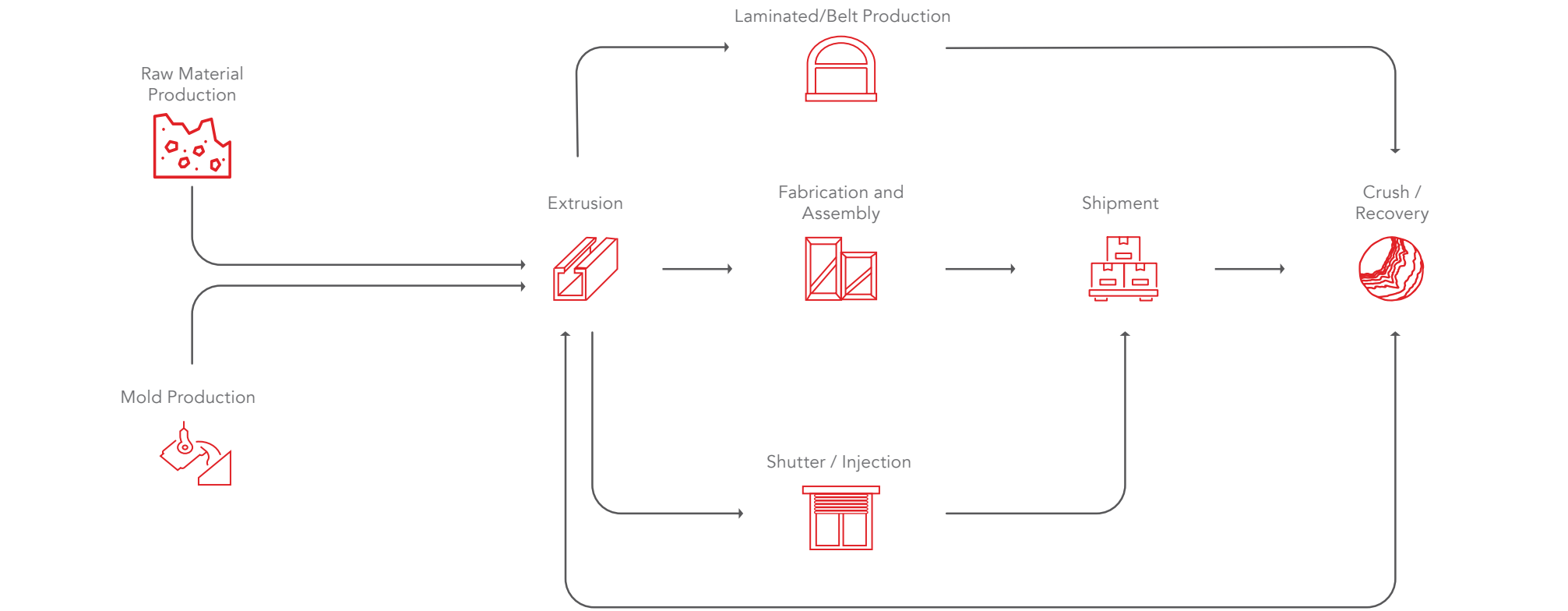
ASAŞ Value Chain

At ASAŞ, we operate within the production and logistics stages of our value chain. In this scope, we manage the entire process from the manufacturing of aluminium profiles, flat-rolled products, composite panels, laminated/arched profiles, fabricated components, roller shutters, and extrusion products to the final delivery of products to our customers. We drive quality, operational efficiency, and sustainability across our production and logistics processes by engaging actively with stakeholders at every step of the value chain, from raw material supply to scrap recovery and aluminium procurement. With our strong production infrastructure and operational capabilities, we contribute to value creation across the entire value chain

Aluminium Profile, Flat-Rolled Products, Composite Panel Production



PVC Profile - Shutter Systems Production



Industry Outlook and Trends

Global Outlook of the Aluminium Industry[1]

Aluminium remains a strategic industrial material globally thanks to its lightness, durability, recyclability, and broad application spectrum. It serves as a critical input for numerous industries such as transportation, construction, renewable energy, packaging, electrical and electronics, and infrastructure, while also becoming increasingly important in the transition to a low-carbon economy. Throughout 2025, the global aluminium industry continued to navigate economic volatility, energy cost pressures, supply chain vulnerabilities, and geopolitical developments. Amid these headwinds, global primary aluminium production sustained its upward trajectory. China maintained its leading role in global primary aluminium output, while Asia, the Gulf countries, and Europe continued to serve as pivotal markets defining global production and trade dynamics.

Aluminium demand is expected to remain strong in the medium and long term. Global aluminium demand is projected to reach **119.5 million metric tons with a near 40-percent increase by 2030**, primarily driven by transformations in transportation, electricity, packaging, and construction industries.



[1] Global Outlook of the Aluminium Industry

Addressing the Climate Crisis and Reducing Carbon Emissions[2]

The aluminium industry's energy-intensive nature puts it at the center of the global climate agenda. Although the emission intensity in the global aluminium industry has gradually decreased thanks to energy efficiency initiatives and advancements in production technologies, managing absolute emissions remains a significant priority amidst increasing production.

Critical factors in achieving a transformation that is in alignment with net-zero targets include the use of low-carbon electricity, energy efficiency, increased use of recycled aluminium, and the widespread adoption of new production technologies. Accordingly, developing low-carbon production capacity is becoming crucial for both environmental performance and commercial competitiveness.

One of the most important regulatory developments accelerating the transition to low-carbon production models for the aluminium industry is the **European Union's Carbon Border Adjustment Mechanism**. With the mechanism's entry into its final implementation phase in 2026 following the transition period in 2023–2025, product-based carbon footprint calculation, verification, traceability, and reporting capacity are now even more strategic for manufacturers exporting to the EU.

These developments go beyond a regulatory compliance requirement for aluminium manufacturers and serves as an area of transformation that can yield competitive advantage. In the coming period, the industry will focus on developing low-carbon products, investing in energy efficiency, using recycled inputs, and monitoring emission data with digital systems.



[2] Addressing the Climate Crisis and Reducing Carbon Emissions

Energy Transformation and Efficiency [3]

Energy management is critical for aluminium production due to the industry's high electricity consumption. To that end, the carbon intensity of energy sources directly affects manufacturers' environmental performance and their ability to offer low-carbon products. Key transformation areas for the decarbonization of the aluminium industry include the use of low-carbon electricity, energy efficiency, electrification, fuel conversion, and innovative production technologies.

In 2025, the global energy transition remained a decisive factor in the strategic priorities of industrial sectors. Growing investments in low-emission electricity generation strengthen expectations for broader adoption of renewable energy across industrial production. Sources such as solar energy, wind power and hydropower stand out as energy alternatives that can reduce carbon emissions in aluminium production.

The energy transition in the aluminium industry is not limited solely to renewable energy supply. **Smart energy management systems, waste heat recovery, digital monitoring infrastructures, process optimization, digitalization of maintenance, and real-time monitoring of energy performance stand out as key practices that improve operational efficiency in the industry**. In this context, energy efficiency remains one of the key factors determining the long-term competitiveness of the industry in terms of cost management and carbon reduction.

Key Opportunities in Aluminium-Utilizing Industries [4]

Aluminium's lightweight properties, durability, and recyclability play a decisive role in driving increased market demand. Transportation, electric vehicles, renewable energy infrastructure, packaging, and sustainable building systems are some of the main areas where aluminium usage is expected to grow in the coming period.

The transportation industry remains a key driver of aluminium demand. There is a growing need in electric vehicles for lightweight materials to balance battery weight, improve energy efficiency, and support range performance. The continuous rise in global electric vehicle sales further amplifies the e-mobility ecosystem's impact on aluminium demand.

Renewable energy infrastructures also present a significant area of growth for aluminium. Solar panel frames, wind turbine components, power transmission lines, and grid infrastructure rely directly on aluminium due to its lightweight nature, durability, and corrosion resistance. The global increase in renewable energy investments further solidifies aluminium's strategic role in the energy transition.

In the packaging industry, aluminium's high recyclability provides a sustainable alternative that accelerates plastic reduction and advances circular economy goals. Increasing market expectations surrounding energy efficiency, durability, and low-carbon building materials are actively supporting the broader adoption of aluminium across construction and building systems. This transformation creates a distinct area of development concerning architectural systems and construction products. In light of low-carbon economy and resource efficiency goals, aluminium positions itself as a critical material across diverse industries.

[3] Energy Transformation and Efficiency
[4] Key Opportunities in Aluminium-Utilizing Industries

Transformation in Construction and Architectural Systems [5]

The construction industry is undergoing a significant transformation driven by building energy performance upgrades, building stock renovation, and the transition to low-emission structures. In the European Union, nearly 40 percent of energy is consumed in buildings. A significant proportion of existing buildings have low energy performance, making the building industry one of the priority areas for energy transition. This increases the need for energy-efficient building components, high-performance facade systems, well-insulated door and window solutions, and climate-resilient architecture.

This shift expands growth avenues for aluminium architectural systems, facades, composite panels, PVC window and door products, roller shutters, and shading systems. Expectations such as reducing heat loss, improving airtightness, increasing durability, and adapting to different climatic conditions highlight performance-oriented solutions in architectural product groups. Heightened cooling demands resulting from climate change make solar control and shading systems essential tools for maintaining thermal comfort and managing energy use in buildings.

This transformation is also accelerated by the development of the regulatory framework for construction products. The new EU Construction Products Regulation updates the framework for the performance and release of construction products, while also paving the way for the digitalization of product information and the development of a digital product passport system for construction products. In this context, transparency of environmental and technical performance data, product traceability, and digital data infrastructures are becoming increasingly important in the architectural product market.

Circular Economy and Resource Efficiency [6]

The circular economy holds strategic importance for the aluminium industry in terms of **low-carbon production, resource efficiency, and waste reduction**. Recyclability of aluminium without loss of quality contributes to reducing environmental impact throughout the product lifecycle. This feature supports aluminium's prominence in alignment with low-carbon economy and sustainable materials management goals.

The circular economy approach encompasses a wide range of areas, from product design and production processes to material usage, waste management, and monitoring environmental performance throughout the product lifecycle. Reducing production waste, increasing recycling rates, improving material efficiency, and using resources more effectively are among the key components of sustainable growth.

[5] Transformation in Construction and Architectural Systems

[6] Circular Economy and Resource Efficiency

R&D, Innovation, and Digitalization[7]

The transition to sustainable production in the aluminium sector relies not only on transforming energy sources, but also on strengthening R&D, innovation, and digitalization capabilities. Artificial intelligence, data analytics, digital twins, automation, process monitoring systems, and advanced maintenance practices are becoming more widespread in manufacturing processes. These technologies contribute to reducing energy consumption, improving quality performance, decreasing waste and scrap, and managing decision-making processes in a data-driven manner.

Low-carbon production technologies are also gaining traction across the industry. Inert anode technologies, electrification, alternative fuel use, carbon capture and storage solutions, high-efficiency furnace technologies, and processes that increase the use of recycled raw materials are the key areas of innovation in the aluminium industry's transformation in alignment with net-zero targets.

Digitalization is also becoming a strategic necessity in terms of regulatory compliance and traceability. Regulations such as the Carbon Border Adjustment Mechanism require product-based carbon data to be tracked in an accurate, comparable, and verifiable manner. Accordingly, strengthening the digital data infrastructure in production, purchasing, supply chain, energy management, and quality processes directly affects the industry's competitiveness.



[7] R&D, Innovation, and Digitalization

Sustainability Approach at ASAŞ



Sustainability Approach at ASAŞ

We shape our sustainability efforts around three main pillars that are integral to our sustainability outlook. With a comprehensive roadmap guiding us toward our sustainability goals, we aim to create lasting value for all our stakeholders.

SUSTAINABILITY APPROACH	HOW WE MANAGE IT
Responsible Business Approach	We take a comprehensive approach, not only monitoring our own practices but also ensuring that our stakeholders align with global standards. By engaging with stakeholders through a shared sense of responsibility, we work to foster practices that reflect global trends. Our goal is to establish a business model that is fair, equitable, and transparent.
Human-Centered Business Approach	We prioritize creating a safe, healthy, and well-being-oriented work environment, recognizing that our employees are the driving force behind our sustainable growth. Additionally, we embrace our social responsibility by fostering local development through projects and initiatives that enhance community well-being and progress.
Environmentally Conscious Business Approach	We strive to develop sustainable practices and innovative solutions, fully aware of our environmental responsibilities. We remain committed to minimizing our environmental footprint while adhering to international standards.



Sustainability Management

Our approach to long-term value creation entails reliable and sustainable growth. We treat environmental, social, and governance factors as strategic priorities, embedding this commitment across all our decision-making processes and operations. To achieve our goals, we regularly monitor, measure, and report our performance, and share the results transparently with our stakeholders. **We incorporate a responsible, human-centric, and environmentally conscious approach into all our activities, while focusing on reducing our environmental impact, amplifying our social contribution, and generating economic value.**

Our sustainability management focuses on **key environmental areas** such as emissions, energy management, circularity, waste management, water conservation, and biodiversity. **In the social dimension**, we prioritize employee health, safety, and well-being, and develop projects to enhance our social contribution. We also champion diversity, equity, and inclusion in every aspect of our operations. **In economic and governance terms**, we maintain financial stability by adhering to ethical business practices, strengthen transparency and accountability, and aim to achieve long-term growth objectives.

This approach places sustainability at the heart of our business model, enabling us to manage our sustainability performance through a measurable and traceable framework. We address our policies, objectives, risks and opportunities, key performance indicators, stakeholder expectations, and reporting processes under our Sustainability Management System, and we continuously improve our processes.

The Sustainability Committee, which reports to the Board of Directors, is responsible for managing sustainability issues at ASAŞ. Led by the General Manager, the Committee is coordinated by the Director of Energy and Sustainability. It is composed of permanent members representing key business functions. Depending on the agenda, it may also invite relevant department managers as temporary members, as well as external auditors, consultants, and external stakeholder representatives as advisory members.

The Sustainability Committee identifies, annually reviews, and when necessary, updates ASAŞ's sustainability strategy, priorities, and objectives. The Committee also assesses environmental, social and economic risks and opportunities, develops strategic action plans, reviews sustainability policies, corporate strategies and roadmaps, and identifies areas for improvement. It regularly monitors sustainability performance indicators, targets and progress, while assessing investment projects aimed at improving sustainability performance, current developments, and compliance requirements.



As part of our new sustainability governance structure, three working groups have been established under the Committee, namely the Planet Working Group, the Sustainable Performance Working Group, and the Social Responsibility and Employee Well-being Working Group. The Committee convenes twice a year, while the working groups convene four times a year to support the operational implementation of efforts on relevant sustainability issues.

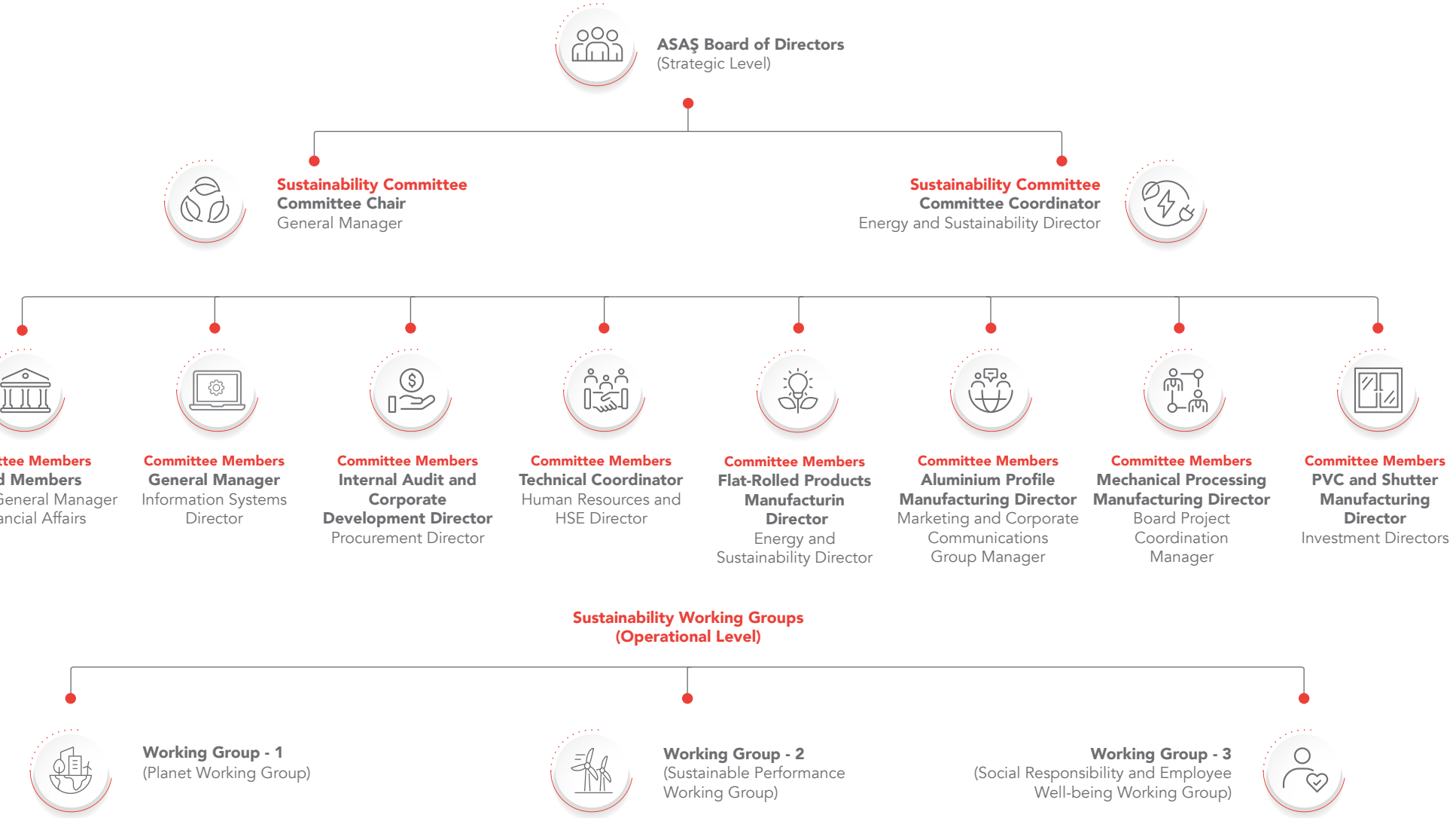
Planet Working Group: focuses on mitigating the effects of climate change, supporting the widespread adoption of low-carbon production technologies, implementing circular economy practices, raising environmental awareness, and collaborating with internal committees such as Energy, OHS, and Environment.

Sustainable Performance Working Group: leads efforts to elevate environmental, social, and economic sustainability performance across the supply chain, strengthen transparency in decision-making and business processes, enhance accountability and stakeholder trust, increase process traceability through digitalization, and regularly measure and report sustainability performance.

Finally, Social Responsibility and Employee Well-being Working Group: drives initiatives to maximize social impact, cultivate an inclusive culture that values people, prioritize the health, safety, and well-being of employees, offer development opportunities, promote diversity, and demonstrate the company's corporate citizenship responsibilities. To accelerate our sustainability efforts with a focus on green transformation and drive effective implementation company-wide, we established the Sustainability and Green Transformation Unit, which reports directly to the Energy and Sustainability Directorate. Through this structure, we aim to foster corporate-wide ownership of our sustainability strategy, embed it into operational processes through our working groups, and manage it within a Sustainability Management System designed to be systematic, measurable, and open to continuous improvement.



Sustainability Committee



Stakeholder Engagement

We value building open, transparent, and trust-based relationships with our stakeholders. In line with our stakeholder engagement approach, a key driver of our sustainable growth, we regularly evaluate the views, expectations, and needs of our stakeholders. In doing so, we aim to create shared value, strengthen our collaborations, and advance collectively toward our sustainability goals. We define stakeholders as individuals, groups, or institutions who are impacted by our operations, and whose decisions and actions could influence our corporate performance. Our primary stakeholders include employees, customers, suppliers, local communities, and public institutions. **Our Stakeholder Engagement Plan, developed in line with the International Finance Corporation (IFC) Performance Standards and global best practices, serves as the foundation for our stakeholder relations, aiming to:**

- Build and maintain constructive relationships, especially with communities affected by our operations,
- Ensure that environmental and social information is accessible to all stakeholders, encouraging engagement from impacted communities,
- Enhance the environmental and social performance of our operations through active stakeholder participation,
- Promote transparent, inclusive communication in alignment with sustainability principles, and
- Provide accessible communication channels for affected groups to voice concerns or complaints and manage these issues efficiently with appropriate responses.

Created to serve these purposes, the Stakeholder Engagement Plan provides a holistic structure that outlines the identification of affected groups, communication methods, frequency of consultation, operation of complaint mechanisms, and the recording, monitoring, and assessment of the entire process. These are also supported with scheduled activities and periodic assessment meetings. We collect our stakeholders' complaints, requests, and suggestions through various channels, including **our website**, direct communication lines, and accessible platforms such as **talepkutusu.com**. Incoming notifications are forwarded to the Complaint Mechanism Officer, who then categorizes them as Internal Stakeholder Complaints, External Stakeholder Complaints, and Ethics/Privacy Complaints. Depending on the severity of the complaint, the Officer resolves the issue with the relevant units or forwards it to the Board. Complaints are resolved within 14, 30, or 180 days depending on their severity. Notifications requiring confidentiality are forwarded to **the Internal Audit and Corporate Development Directorate** and reviewed in line with confidentiality principles. The resolution status of complaints is regularly communicated to both complainants and employee representatives. This allows for a **transparent, fair and effective complaint management syste**m. We also communicate regularly with worker representatives/employee representatives to ensure employee engagement, evaluating all relevant feedback and incorporating them into business processes. Therefore, we continue to create sustainable value with a participatory management approach.



Click to learn more about ASAŞ's Stakeholder Engagement Plan.

To accurately understand our stakeholders' needs and expectations and manage this process effectively, we maintain regular engagement with them. For more details on our internal and external stakeholder activities, please refer to the **"Human-Centered Business Approach"** section of this report.

Stakeholder Group	Communication Channel	Frequency of Communication
Employees	Internal Communication Portal Email campaigns Anonymous suggestion boxes Social media channels (LinkedIn, Instagram, X, YouTube) Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.)	Continuous As needed (for announcements, special occasion greetings, etc.) Once every 15 days At least once per week At least once per month
Customers	Email campaigns Social media channels (LinkedIn, Instagram, X, YouTube) Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.) Customer satisfaction surveys Field events Regional fairs	As needed At least once per week At least once per month Once per year At least once per year At least once per year
Suppliers	Social media channels (LinkedIn, Instagram, X, YouTube) Supplier assessments and training Regional fairs	At least once per month Periodically At least once per year
Local Community	Social media channels (LinkedIn, Instagram, X, YouTube) Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.) Stakeholder Engagement Plan meetings Social and physical events	At least once per month At least once per month Periodically

Stakeholder Group	Communication Channel	Frequency of Communication
Public Institutions	Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.) Meetings and interviews	At least once per month At least once per year
Organizations (industry associations, foundations, and NGOs)	Social media channels (LinkedIn, Instagram, X, YouTube) Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.) Joint projects Meetings and interviews Fairs	At least once per week At least once per month As needed At least once per year At least once per year
Dealers	Dealer meetings, dealer representative meetings, and one-on-one interviews Dealer satisfaction surveys Dealer training and field demos	Periodically Once per year At least once per year
Educational Institutions	Joint projects Articles and publications, academic research Educational and technical support	At least once per year At least once per year At least once per year

Materiality Analysis

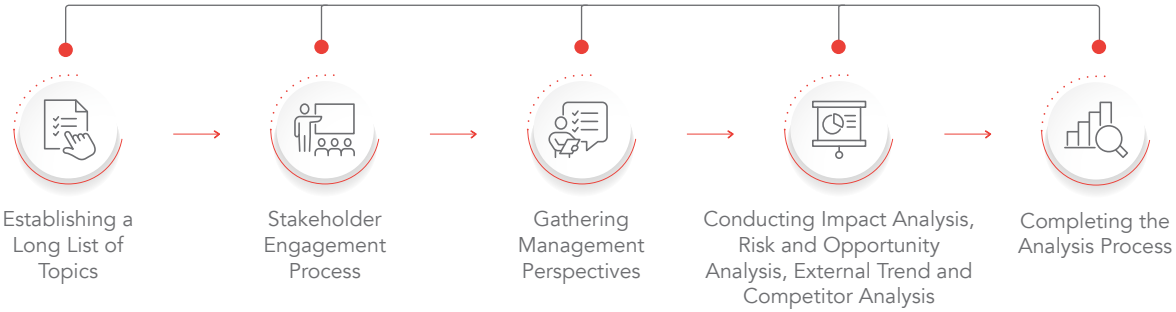
At ASAŞ, we apply a double materiality approach to our materiality assessment. This approach evaluates not only ASAŞ's impact on the environment and society but also how environmental and social factors affect ASAŞ. To better understand the views and expectations of our diverse stakeholder groups, we conducted surveys and one-on-one interviews.

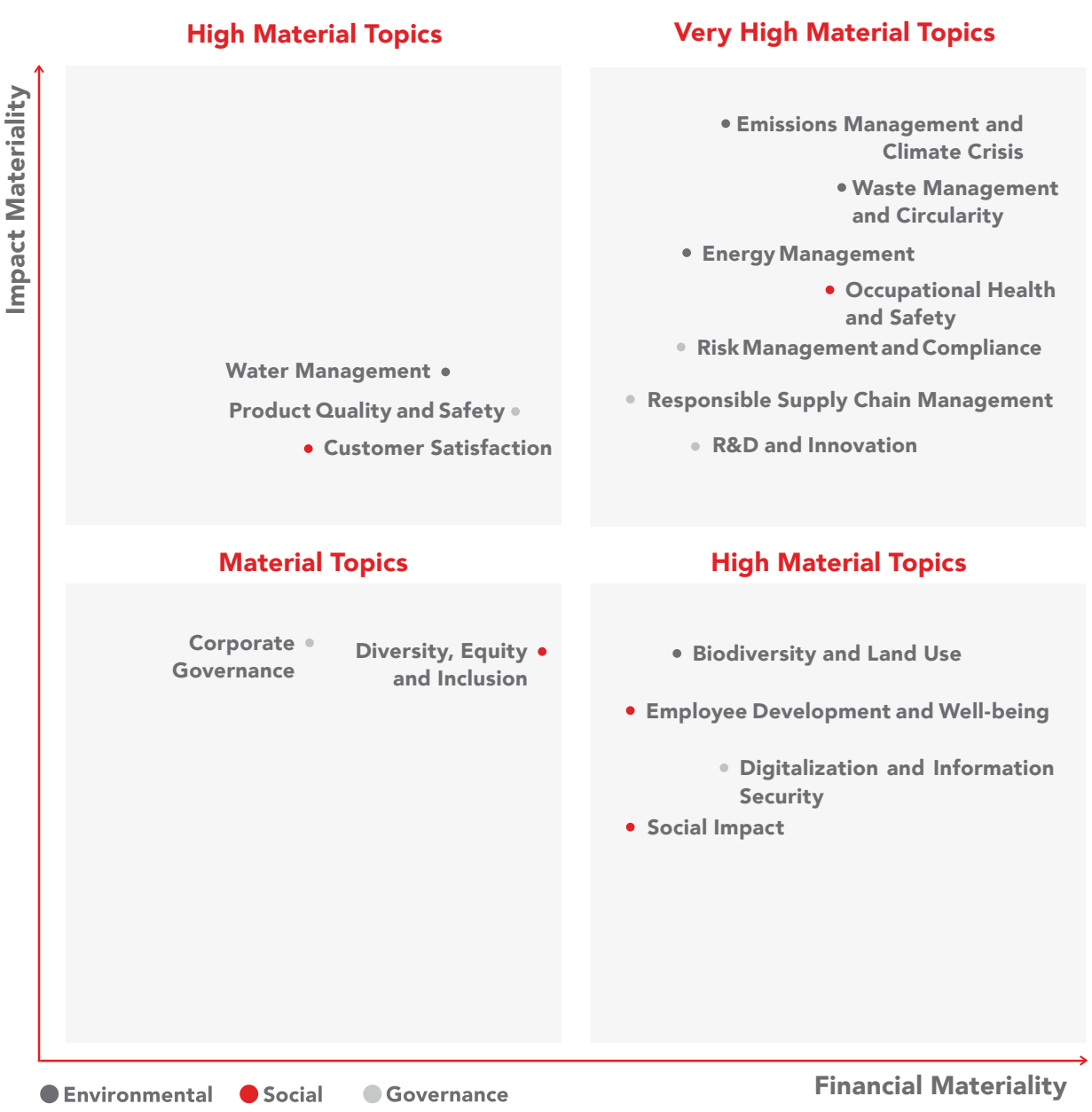
Through these efforts, we engaged key stakeholders, including employees, customers, suppliers, organizations, public institutions, and the local community, gathering a total of 179 stakeholder opinions for the analysis.

Under our double materiality framework, financial materiality was assessed by incorporating management insights, risk and opportunity evaluations, and external trend analysis. Impact materiality was evaluated through impact assessments, stakeholder feedback, external trend analyses, and peer benchmarking.

Following the data analysis, we classified our material issues for the coming period into three categories—very high, high, and moderate. This process revealed 16 key material issues for ASAŞ. **The top material issues included Emissions Management and Climate Crisis, Waste Management and Circularity, Occupational Health and Safety, Energy Management, Risk Management and Compliance, Responsible Supply Chain Management, and R&D and Innovation.**

We followed the steps below in conducting our materiality analysis:




High Material Topics
Very High Material Topics
Water Management
Product Quality and Safety
Customer Satisfaction
Emissions Management and Climate Crisis
Waste Management and Circularity
Energy Management
Occupational Health and Safety
Risk Management and Compliance
Responsible Supply Chain Management
R&D and Innovation
Material Topics
High Material Topics
Corporate Governance
Diversity, Equity and Inclusion
Biodiversity and Land Use
Employee Development and Well-being
Digitalization and Information Security
Social Impact
Impact Materiality
Financial Materiality
Environmental
Social
Governance



ASAŞ's Contribution to the Sustainable Development Goals

Material Topic	Importance for ASAŞ	Link to Sustainable Development Goal	Relevant Report Section
Emissions Management and Climate Crisis	Addresses the management of greenhouse gas emissions and other air pollutants generated during operational processes, along with opportunities to reduce these emissions. It also focuses on mitigating air pollution and improving air quality.		Environmentally Responsible Business Approach
Waste Management and Circularity	Covers comprehensive waste management practices, covering hazardous, toxic, and chemical waste. Efforts to minimize waste at the source, explore recycling and reuse options, and ensure safe disposal are emphasized. Circularity involves ensuring that products are reused rather than discarded after their life cycle, with aluminium's recyclability playing a key role in efficient resource use and supporting the circular economy.		Environmentally Responsible Business Approach
Occupational Health and Safety	Includes adherence to occupational health and safety standards, measures aimed at protecting employee health and safety in the workplace, and efforts to prevent workplace accidents and reduce occupational diseases.		People-Oriented Business Approach
Energy Management	Energy management encompasses optimizing energy use for both environmental and economic efficiency, reducing climate change impacts, and incorporating alternative energy sources like solar power to manage resources sustainably.		Environmentally Responsible Business Approach
Risk Management and Compliance	Risk management focuses on identifying, analyzing, prioritizing, and mitigating potential risks while ensuring compliance with legal, environmental, and social standards.		ASAŞ at a Glance

Material Topic	Importance for ASAŞ	Link to Sustainable Development Goal	Relevant Report Section
Responsible Supply Chain Management	Responsible supply chain management entails monitoring the use of natural resources, minimizing environmental impacts in raw material and product distribution, and enhancing supply chain traceability. Social aspects include upholding human rights, ethical production, and fair working conditions. On the social side, it emphasizes respect for human rights, ethical production, and fair working conditions.		Responsible Business Approach
R&D and Innovation Management	Refers to innovative solutions developed for operational business processes, products, and production infrastructure. These processes include efforts to increase efficiency, improve production techniques, and reduce environmental impacts. R&D collaborations and projects also lead to the development of new products/processes.		Responsible Business Approach
Water Management	Covers the management of water usage and consumption throughout operations and the value chain, as well as the watershed-based impacts of water usage, wastewater management, and circular water use.		Environmentally Responsible Business Approach
Product Quality and Safety	Ensures full compliance with quality standards and safety requirements (including chemical safety) during the design and production phases of products.		Responsible Business Approach
Customer Satisfaction	Refers to the process of satisfying customers by meeting their demands, needs, and expectations.		Responsible Business Approach
Biodiversity and Land Use	Encompasses the preservation and improvement of biodiversity, the sustainable use of natural resources and work site, and minimizing environmental impacts within the company's operational areas.		Environmentally Responsible Business Approach

Material Topic	Importance for ASAŞ	Link to Sustainable Development Goal	Relevant Report Section
Employee Development and Well-being	Involves developing practices to improve employee satisfaction, performance, and well-being, as well as enhancing their workplace experiences.		People-Oriented Business Approach
Digitalization and Information Security	Involves the development of digital technologies, investments in automation to increase efficiency, and implementing cybersecurity measures in business processes.		Responsible Business Approach
Social Impact	Focuses on developing projects that address community needs and create positive social impact, establishing mutually beneficial relationships with local communities, and supporting socio-economic development.		People-Oriented Business Approach
Diversity, Equity, and Inclusion	Refers to preventing discrimination based on gender, age, ethnicity, religion, and/or sexual orientation, and ensuring equal opportunities for all. It advocates for fair and equal opportunities for everyone in the workplace and society.		People-Oriented Business Approach
Corporate Governance	Ensures an effective leadership structure with a fair, transparent, and accountable corporate governance mechanism.		ASAŞ at a Glance

Responsible Business Approach



Responsible Business Approach

Customer Experience and Satisfaction

In line with our customer-centric approach, we prioritize understanding our customers' needs and expectations, delivering a consistent and value-creating experience across all touchpoints.

With ASAŞ System Management Model, we operate an innovative business ecosystem with a particular focus on people and customers. Thanks to its modular and integrated structure, this system enables us to manage all processes from production to delivery with an integrated approach. We treat customer experience holistically, from initial product development to post-delivery services. In this context, we combine customer feedback, independent research, site visits, and internal analyses to monitor customer expectations more effectively and identify areas for improvement.

Customers	2023	2024	2025
Number of domestic customers	634	628	702
Number of international customers	515	486	554
Number of customers in the free trade zone	7	6	3

Since 2023, we have consistently tracked our Net Promoter Score (NPS) to evaluate customer experience performance. In our 2025 survey involving 98 customers, we achieved a domestic NPS of 55 and an international NPS of 64. We evaluate the results based on customer segments and feedback topics, and use this information to guide our improvement efforts.

Customer Experience Metrics	2023	2024	2025
Number of participants in the customer experience survey	116	212	98
Customer satisfaction - Domestic NPS	48.1	59	55
Customer satisfaction - International NPS	38.9	53	64

We consider customer satisfaction to be a cornerstone of long-term relationships. With this understanding, we focus on continuously improving our trust-based relationships with customers.

Our Customer Management Processes

We take an end-to-end approach to customer management, spanning from proposal generation to post-sales support. **Processes managed by our direct sales teams are supported by our marketing department's research, data analytics, and insight generation efforts.** This enables us to better understand customer expectations and deliver tailored solutions.

We centrally record and track data obtained from customer touchpoints via our customer relationship management (CRM) system. In doing so, we strengthen the coordination between relevant departments, while ensuring that customer relationships are managed in a more effective and holistic manner.

In 2025, we conducted a Corporate Reputation Survey in collaboration with **Growth from Knowledge (GfK)**, an independent research firm, to assess customer expectations and perceptions more comprehensively. As part of the research, we consulted 1,520 stakeholders, including customers, employees, suppliers, dealers, industry professionals, local residents, university students, academics, and media representatives. **Among all stakeholder groups, ASAŞ was the most frequently mentioned company in the aluminium industry, achieving a "very strong reputation" with an overall reputation score of 83 points**. We shared our findings with the relevant business units and identified areas for improvement to enhance customer experience, stakeholder communication, and our corporate reputation.

The Top-of-Mind Brand in its Industry:
ASAŞ Aluminium



Measurement and Improvement of Customer Experience

Using the CRM infrastructure established in 2023, we analyze customer data more effectively and manage our customer relationships with a more strategic approach. Accordingly, customer feedback is leveraged as vital data to optimize our business processes. Insights are routed to relevant teams to build action plans for development areas, with implementation tracked on an ongoing basis.

I**n 2025, we carried out the Customer Journey Project to more closely analyze and improve customer experience**. As part of the project, our Strategic Marketing unit visited more than 40 buyers of PVC Profile and Aluminium Architectural Systems. Through our engagements, we evaluated customer expectations and experiences, using the resulting feedback to identify key customer acquisition drivers and areas for improvement.

In order to track customer feedback more systematically, we also completed infrastructure work for a digital survey system that is automatically triggered at specific intervals upon shipment via the SAP infrastructure. With this system, we aim to regularly collect, analyze, and integrate customer reviews and overall satisfaction feedback into our processes. We advanced our digital transformation journey through the ASAŞ Hub project, which enhances digital oversight across customer and operational activities.

Following our Flat-Rolled Products unit, we have launched the integration of our PVC division into this system to ensure fully unified and streamlined process management. We also evaluate customer expectations from a broader perspective through year-end general customer satisfaction surveys conducted **in collaboration with IPSOS.**

By establishing continuous feedback mechanisms, we aim to extend these evaluations throughout the entire year. This will enable us to track evolving customer needs and expectations more dynamically and take swift, effective action on improvement opportunities.

Customer Services and Support

We receive customer complaints **through the QDMS system** and offer quick solutions with our technical support and quality teams to improve post-production customer satisfaction.

Continuous Improvement and Training

Through our annual dealer meetings held across different domestic and international locations, we showcase our product portfolio and enhance customer knowledge via product updates and technical training.

On-Site / Instant Quality

We ensure that customer focus, one of our core corporate values, is at the heart of every process. Driven by this mindset, we implement our On-Site / Instant Quality (OS/IQ) approach company-wide to foster internal and external customer-centricity and strengthen our operational response capabilities. With the OS/IQ approach, we aim to accelerate information and data flows, support value-driven management, and promote communication, analysis, and monitoring tools to streamline decision-making. Through regular OS/IQ meetings at all levels of the organization, we evaluate customer-focused topics with input from all relevant teams, from the production line to senior management, **as we strive to continuously improve customer satisfaction by developing lasting solutions.**

On-Site / Instant Quality Modules

Manufacturing Plants On-Site / Instant Quality
Customer / Standardization Decisions

Department On-Site / Instant Quality
Operations Decisions

Line On-Site / Instant Quality
Quick Resolution Decisions

Number of Decisions

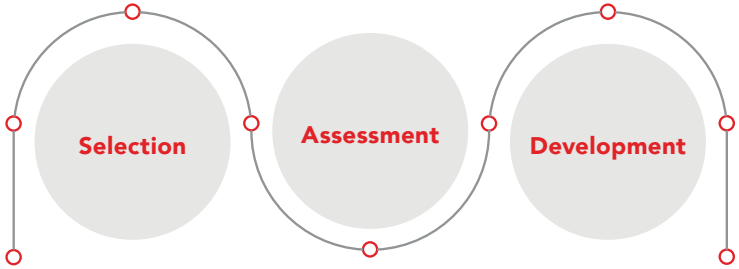
Fast Data Flow:
Digital OS/IQ Platform - Meeting Logs - Notice Boards

Accurate Information Flow:
Solution Cards - Training - One-Point Lesson - Notice Boards



Responsible Supply Chain Management

We take a sustainability-driven approach to our supplier relationships and supply chain management. We are committed to ensuring the long-term sustainability of our supply chain while actively contributing to the continuous development of our suppliers. Accordingly, we manage this critical part of our value chain through three key processes: **Selection, Assessment, and Development.**



In 2025, we aligned and certified our processes with the ISO 20400 Sustainable Procurement Guidance to further strengthen our understanding of responsible and sustainable procurement. To that end, we integrate environmental, social, and governance criteria into all stages of the supplier life cycle and systematically evaluate the sustainability performance of our suppliers. We prioritize developing the skills of our teams to support the widespread adoption of our sustainable procurement approach across the organization. Accordingly, in 2025, 82 percent of our procurement employees participated in the Sustainable Supply Chain Awareness Training.

We have enhanced our responsible procurement approach by obtaining our ISO 20400 Sustainable Procurement Guidance certification.

82% of our procurement team has received training on Sustainable Supply Chain Awareness.

Selection

Before partnering with any suppliers, we obtain and assess their information via the Digital EBA software. Key sustainability criteria, such as ethical business practices, respect for human rights, improved working conditions, and environmental management, are central to our supplier selection process. We also promote transparency and openness in our supplier relationships, requiring all suppliers to ensure product traceability. This enables us to address critical issues such as environmental responsibility, the sustainable use of natural resources, and the prevention of illegal activities.

We conduct a preliminary assessment of environmental and social risks during supplier onboarding and adopt a risk-based monitoring approach for our critical and high-impact suppliers.

Click to learn more about ASAŞ's Sustainable Supply Chain Policy.

Assessment

We monitor our suppliers' environmental performance based on criteria such as energy consumption, greenhouse gas emissions, waste management, compliance with environmental legislation, and environmental management systems. Similarly, we assess social performance based on indicators related to occupational health and safety practices, employee rights, ethical working conditions, compliance with human rights, and the prevention of child labor and forced labor. **Our evaluation process relies on self-assessment surveys, key performance indicator sets, documentation audits, and where required, third-party assessments**. We leverage these evaluation outcomes to pinpoint improvement opportunities and collaborate with suppliers on action plans that foster sustainable performance improvements. Accordingly, we integrate sustainability metrics directly into performance evaluations for our procurement personnel, systematically monitoring progress through dedicated KPIs and review frameworks.

In line with our responsible sourcing approach, we require our suppliers to sign a Supplier Sustainability Declaration. The suppliers who were asked to sign the declaration account for more than 90 percent of our total purchasing volume. In 2025, 60 percent of these suppliers signed the Supplier Sustainability Declaration. During the same period, 40 percent of our suppliers were audited for sustainability. We aim to maintain this audit rate in 2026. As part of our carbon footprint reporting project, we have established a digital infrastructure for accurate recording and reporting of supplier data. In this context, we ensure that the carbon emissions information obtained from relevant suppliers for in-scope materials are specified in SAP purchase orders, enabling more accurate storage and reporting of carbon emissions data.

Development

We continuously improve and enhance our supply chain management. We collaborate with suppliers to align on shared goals related to **quality, efficiency, cost-effectiveness, and sustainability**. Through transparent communication, we encourage knowledge sharing and consistently monitor supplier performance. Additionally, we evaluate their sustainability practices, identify areas for improvement, and provide guidance to help enhance their operations. In line with this approach, we have initiated efforts to create a supplier scorecard system that will enable monthly monitoring of supplier performance for more effective management of feedback from customers and certification audits. With this system, we aim to monitor our suppliers' performance more regularly, while systematically evaluating areas for improvement. In 2025, we implemented corrective action plans and capacity-building programs for 5 of the 25 evaluated suppliers, supporting their growth in sustainability and performance. In other words, 20 percent of suppliers were subject to corrective actions or capacity building measures.

Aluminium Profile Manufacturing Plant

Supplier audits at the Aluminium Profile Manufacturing Plant are carried out in 12 main categories, including quality, environment, occupational health and safety, project management, and logistics. Audits are managed by experienced teams, and based on the results, supplier development plans are prepared, and their implementation is monitored regularly. Supplier selection is based on various criteria, such as quality, financial structure, sustainability, continuity, and overall performance, whose scoring informs our partnership choices. Audits are conducted with a particular focus on environmental and social indicators, including human rights, wage systems, energy efficiency, legal compliance, product lifecycle, and biodiversity. We work with suppliers on improvement initiatives in areas identified for development. While there is no specific policy for local suppliers, supplier selection processes highlight equality and transparency for all suppliers.

Flat-Rolled Products Manufacturing Plant

At the Flat-Rolled Products Manufacturing Plant, supplier audits are planned specifically for critical suppliers, conducted through a list of questions covering all processes. Upon identification of any non-compliance, an action plan is requested from the supplier, and the implementation of this plan is monitored on-site or digitally. Supplier selection is guided by key criteria such as quality, performance, financial structure, sustainability, and continuity, with partnership decisions based on the scoring of these factors.

Audits systematically examine categories such as environmental and social indicators, energy management, human rights practices, wage policies, compliance with environmental regulations, and product lifecycle. Targeted processes are regularly tracked against specific action plans to ensure continuous progress in identified development areas. There is no specific policy for local suppliers, as all suppliers are assessed on equal terms.

Number of Suppliers	2023	2024	2025
Total Number of Suppliers	2,477	2,483	2,507
Total Number of Domestic Suppliers	2,212	2,483	2,199
Total Number of New Suppliers	876	869	815

Supplier Audits	2023	2024	2025
Number of Audited Suppliers	14	14	15

Supplier Training	2023	2024	2025
Number of Suppliers Trained	8	4	15
Training Hours Provided (Person-Hours)	125	60	60

Click to learn more about ASAŞ's Sustainable Supply Chain Policy.

Digitalization and Information Security

We view digital transformation as a strategic priority to achieve our sustainability, efficiency, and customer satisfaction goals. Our approach to digitalization is holistic, reshaping business processes with modern technologies to ensure operational excellence. Integrating innovative solutions such as big data, data analytics, AI, automation, and cloud technologies across our operations enables us to improve our agility. And our data-driven management approach helps us enhance process traceability, optimize resource utilization, and accelerate decision-making cycles.

We are building our digital transformation strategy toward establishing sustainable and integrated systems. We aim to increase resource efficiency, enhance long-term competitiveness, and manage our operations more effectively through streamlined processes and digital technologies.



2025 Developments in Our Digitalization Journey

We are integrating and optimizing our business processes with innovative digital technologies and expanding smart production and data-driven decision-making mechanisms across our entire organization. The digital transformation projects implemented throughout 2025 play a crucial role in achieving our sustainability goals.

Enhancement of SAP Infrastructure

We upgraded our enterprise systems to SAP S/4HANA 2023, enhancing process security and efficiency across our organization. As part of the project, we modernized our SAP infrastructure to align with current technologies, boosting system performance and mitigating security risks.

With all business units now live on the new platform, we have streamlined corporate processes for greater speed and efficiency. Thanks to these improvements, we have saved nearly three hours in our monthly closing processes, while creating a more secure digital infrastructure compatible with next-generation technologies.

Safeguard Project

We launched the Safeguard Project, which utilizes image processing and AI technologies to strengthen occupational health and safety processes. As part of the project, we deployed computer vision and AI models to analyze camera feeds across our production areas, enabling immediate detection of safety hazards and potential risks. In doing so, we support our field teams in responding more quickly to potential risks, while strengthening our occupational health and safety culture. By digitalizing manual control processes, we increased our operational efficiency and achieved nearly 10 percent in cost savings.

Customer Feedback Project

To improve customer experience and ensure more systematic management of feedback, we implemented a digital feedback system running on the SAP infrastructure. As part of the project, we integrated customer information into our portal infrastructure and created survey mechanisms that are automatically triggered at specific intervals after shipment. Thus, customer reviews and satisfaction feedback are regularly collected, analyzed and shared with our teams. By leveraging the insights gained to identify areas for improvement, we closely monitor customer expectations and continuously enhance customer experience.

Digital Transformation of Supplier Development Processes

We implemented our Digital Transformation of Supplier Development Processes Project to streamline supplier assessments, corrective and preventive action processes, and the performance tracking of critical vendors. As part of the project, we integrated manual processes into the ERP infrastructure, creating an end-to-end digital and standardized structure. We also digitized paper-based processes by deploying automated SAP forms and enabling system-driven notification, approval, and vendor blockage mechanisms. While standardizing tracking processes for critical approved suppliers, we enabled systematic and measurable monitoring of performance data. Thanks to this digital transformation, we slashed supplier process cycle times from 21 hours to just 2.5 hours. In addition to mitigating operational risks and manual effort, this shift enhanced our data-driven decision-making. Simultaneously, reducing paper consumption, email overhead, and data storage requirements supported the sustainability of our operations.

Customer Lead Time Improvement Project

We implemented the Customer Lead Time Improvement Project to optimize delivery precision and strengthen predictability throughout order management. As part of this initiative, we transformed our lead time planning into a data-driven model by integrating critical operational data, such as production department capacity utilization, current extrusion die availability, and active die counts.

Through the unified evaluation of capacity, tooling, and order metrics, we make lead-time exposure visible right at order entry, thereby driving higher accuracy across our production planning workflows. In doing so, we were able to offer our customers more realistic delivery commitments, while reducing delivery delays and increasing customer satisfaction.

Work-in-Progress (WIP) Quarantine Project

We launched the Work-in-Progress (WIP) Quarantine Project to strengthen our quality assurance and traceability processes. Through this initiative, we established a digital control mechanism that places semi-finished or finished products into quality inspection during production. This enabled us to improve process reliability by systematically preventing products with quality risks from proceeding to the next production stage.

We synchronized physical rejection tagging with SAP quality hold workflows to align manual and automated controls. This safeguard stops non-conforming items from progressing down the line and establishes full traceability across WIP and rejected materials. The project also contributed to operational efficiency by reducing manual searching and sorting operations on site.

Composite Panel Sales and Operations Planning Project

We launched the Composite Panel Sales and Operations Planning Project to ensure more holistic management of our Composite Panel sales, production, and supply processes. Centralizing multi-source data onto one platform enables integrated execution across demand forecasting, capacity allocation, inventory management, and raw material planning.

By creating demand forecasting models based on historical data, we developed planning mechanisms that can predict capacity and inventory needs. Thanks to our quarterly reporting infrastructure, we were able to monitor key performance indicators in real time, while supporting decision-making processes in a data-driven manner.

M365 Transformation Project

We launched the M365 Transformation Project to make our work environment safer, more efficient, and more flexible. As part of the project, we completed our transformation to Microsoft 365, migrating corporate email and collaboration services to the cloud. To bolster cloud security, we deployed the Trellix CASB solution and established an independent backup architecture powered by Veeam's M365 SaaS infrastructure.

The transformation enabled our employees to collaborate more effectively across applications such as Teams, SharePoint, OneDrive, and Outlook, while enhancing our business continuity and data security capabilities. With cloud-based infrastructure, we have strengthened scalability and operational flexibility and improved our cybersecurity and corporate resilience.

Extrusion Die-Based Planning Project

We implemented the Extrusion Die-Based Planning Project to enhance the accuracy, efficiency, and sustainability of our production planning processes. As part of the project, we systematically integrated die availability, production changeovers, and raw material constraints into our planning workflows. We digitalized planning processes and developed error prevention mechanisms through automated raw material calculation, backup and failure management, and a single data source approach.

The project enabled us to create more accurate and faster production plans by reducing manual processes in the planning stages. By planning resource utilization more effectively, we also strengthened the efficiency and planning capabilities of production processes.

Level-2 Press System

We commissioned the Level-2 Press System to ensure end-to-end digital monitoring of production processes and more effective process management. Through this initiative, we built a digital infrastructure that enables real-time data monitoring and process optimization, making operational performance instantly trackable. This allowed us to curb energy waste and downtime while minimizing scrap generation and optimizing natural resource management across our operations. This allowed us to strengthen our operational efficiency and progress toward our sustainable production goals.

ASAŞ Flow Project

We launched the ASAŞ Flow Project to improve production efficiency and optimize material handling procedures. As part of the project, we optimized shop-floor layout by positioning production baskets as close to workstations as possible to minimize motion. By deploying Autonomous Mobile Robots (AMRs), we ensured the transport of these baskets with minimal movement and energy consumption. Consequently, we reduced forklift usage, operator movement, and logistics-related energy consumption, boosting operational efficiency and contributing to our carbon footprint reduction.

In the coming period, we will continue our digital transformation efforts with projects that will improve efficiency in our production, sales, and corporate processes. With the ASAŞ Brain Project, we plan to develop a corporate AI assistant, creating an intelligent digital helper that can take on more independent tasks during in-house processes. Meanwhile, with the PVC In-Line Project, we aim to automate defect detection and error analysis processes in PVC production lines by utilizing image processing technologies. Through the TVS Modernization Project, we are going to enhance the speed and efficiency of our proposal workflows, while the PSI Modernization Project will upgrade our manufacturing execution systems with state-of-the-art technologies to build a more secure and sustainable infrastructure. Through these projects, we aim to enhance our operational efficiency by driving the broader adoption of digitalization and AI applications.

Our Information Security Approach

At ASAŞ, we aim for the effective utilization of both our tangible and intangible assets, leveraging digital transformation to turn our intellectual capital into a sustainable competitive advantage. Our priorities include:

- Managing information system and security risks effectively,
- Raising awareness about information systems and security,
- Enhancing the company's trustworthiness among all stakeholders, and
- Ensuring full compliance with legal requirements and other obligations related to information systems and security.

To actively engage our employees in this culture, we organize training programs and foster a safe working environment. We conduct our training sessions online through the ASAŞ Academy. In 2025, we provided over 1,230 hours of information security training to 1,751 employees.

We provided over 1,230 hours of information security training to 1,751 employees.

We continuously enhance our information systems and security processes, seamlessly integrating updates into our existing operations, in alignment with our Information Security Policy. We undertake comprehensive initiatives to strengthen our infrastructure, maximize our cyber security, and ensure full compliance with legal regulations (GDPR, LPPD, and ISO 27001). To safeguard our systems against modern cyber threats, we integrate the latest products and solutions recommended by global audit firms into our systems. This way, we strengthen our internal information security and guarantee the security of user and customer data. Aligning with our digital transformation goals, these practices constitute one of the cornerstones of our corporate sustainability.

We are constantly improving our technological infrastructure toward sustainable systems, while strengthening our existing infrastructure with the latest technologies to manage growing data volumes securely, efficiently, and uninterruptedly. To that end, we **collaborate with organizations holding TSE A Certification** to conduct regular penetration tests, create action plans based on the findings, and monitor improvement processes via JIRA and Secfusion platforms. We evaluate vulnerability remediation through biweekly meetings and review our overall information security performance during quarterly Information Security Management System meetings.



Click to learn more about ASAŞ's Information Security Policy.

Our approach to information security goes beyond in-house processes, extending to our business partners. Before engaging third-party vendors, we perform risk-based security evaluations tailored to the scope of work and the specific information systems they will access. We implement technical and administrative controls to protect personal data and third-party information. To safeguard data in alignment with confidentiality, integrity, and availability principles, we implement authorization and access controls, user authentication mechanisms, network and endpoint security, data loss prevention solutions, security patching, backup management, and continuous system monitoring. We also sign NDAs with our clients and digitally manage the necessary approval processes under the Personal Data Protection Law. We reduce social engineering and phishing risks through verification and warning mechanisms for emails from external sources.

Cyber Security Projects

infrastructure, we implement various advanced security solutions such as Trusted File Sharing (File Orbis), PAM (Privileged Access Management, secure access to critical systems and password management), Skyhigh Cloud Security, Vulnerability and Risk Management (Secfusion, Burn, Tenable Nessus) and OT Firewall (Cyber Security Project). Additionally, with the M365 Transformation Project completed this year, we migrated our corporate email and collaboration infrastructure to an enterprise portal hosted in a more secure cloud environment.

These projects allow us to:

- Protect our critical data,
- Provide secure file sharing and transfer,
- Prevent data leaks,
- Strengthen security in OT (Operational Technology) structures,
- Increase the security of our cloud infrastructures,
- Perform regular vulnerability analyses, and
- Prevent security breaches.

Thanks to these efforts, we ensure reliable file transfer, increase system visibility, protect the company's portal accounts, provide secure access to OT systems, identify and manage vulnerabilities, and expand our security policies. We are also strengthening our capabilities in cloud security, data protection, and business continuity. **In doing so, we significantly increase ASAŞ's overall information security.**





R&D and Innovation

The aluminium industry is rapidly evolving in response to advancing technologies, changing customer expectations, and growing environmental requirements. While adapting to this transformation, **we resolutely continue our R&D and innovation activities, which we consider as key drivers of sustainable growth.**

Through development of new products, advanced materials technologies, circular economy practices, energy efficiency initiatives, and low-carbon production techniques, we aim to provide our customers with value-added solutions, while contributing to the transformation of the industry.

As one of Türkiye's first aluminium companies to have an official R&D center, we support our advanced production infrastructure with strong engineering capabilities. **Equipped with laboratories and testing facilities, our 3,119-square-meter R&D center employs 62 highly-qualified engineers and technicians.** Our center focuses on advancing product and process engineering, alloy design and optimization, and testing and validation, enabling us to deliver customized, innovative solutions for our clients. Additionally, by collaborating with universities, research institutions, and international project partners, we continuously expand our knowledge base and participate in global-scale innovation projects.

Events We Have Participated In - R&D & Innovation Collaborations

Events Attended in 2025	
1. Yıldız Technical University Materials Days	**17.** Battery Technologies Focus Technology Network (OTAĞ) Launch Event
2. Istanbul Technical University 10th Materials Days	**18.** Conference on Strengthening Climate Adaptation in Industry
3. Eskişehir Osmangazi University 3rd Materials Days	**19.** Eureka-Eurostars Program Information Event
4. 10th Istanbul Carbon Summit	**20.** CCUS-National Carbon Capture, Utilization and Storage Assessment Workshop
5. ALUS'25 - 12th International Aluminium Symposium	**21.** Sakarya University Industry Collaboration Workshop
6. Vodafone - Tech Connect Digital Transformation Summit	**22.** TÜBİTAK TEYDEB Programs Information Workshop
7. Eurasia Packaging Istanbul Fair	**23.** Istanbul Chamber of Industry Green Transformation Awards
8. Conference on Die Casting (Metal Injection) Technologies	**24.** Sabancı University Project Launch Event
9. IDEF 2025 - International Defence Industry Fair	**25.** WOODTECH Fair
10. Rusal 4th Türkiye Seminar	**26.** TÜYAP Window Fair
11. Sakarya University Co-Work Event	
12. SolarEX Istanbul Solar Energy Techs & Storage Fair	
13. Go Green Türkiye Electric Vehicles, Charging Technologies, Equipment and Hardware Fair	
14. EIT Community Hub Türkiye Roadshow	
15. UDHAM Rail Systems Technologies Call for Proposals Programme Launch and Information Event	
16. SAHA Istanbul, Material and Material Forming Committee Event	

Events We Have Participated In - R&D & Innovation Collaborations

Key R&D and Innovation Collaborations in 2025
1. Consortium Membership Supported by the TÜBİTAK 1004 Center of Excellence Program (BATEG Consortium)
2. TÜBİTAK 1832 Battery Foil Project Audience Assessments
3. TENMAK Consortium Membership Under the Solar Energy Call for Proposals (CEPHE2PV Project)
4. Water Management Project Consortium Membership Under the TÜBİTAK 1833 SAYEM Green Transformation Call
5. REFINAL Project Peer Review Under the EUREKA Lightweighting Call
6. Productivity Project Awards Peer Reviews
7. Istanbul Technical University / 2209-B - Research Projects Support Programme for Undergraduate Students
8. Turkish-German University / 2209-B - Research Projects Support Programme for Undergraduate Students (2 Programmes)
9. Gedik University / 2209-B - Research Projects Support Programme for Undergraduate
10. SALIENT Project (EU Project) Consortium Meeting
11. SALEMA Project (EU Project) Consortium Meeting
12. MARBEL Project (EU Project) Consortium Meeting
13. FORGE Project (EU Project) Consortium Meeting
14. ABTOMAT Project (EU Project) Consortium Meeting
15. Participation in the HELIOS Project Final Conference
16. Continuous Casting Workshop

In 2025, we continued to scale our investments in R&D and innovation. Our R&D expenditure increased by 42 percent year-on-year, reaching 96.4 million Turkish lira. Meanwhile, R&D expenditure aimed at improving environmental performance was 25.9 million Turkish lira. During the same period, the number of R&D projects per person increased to 2.63, and we filed 2 patent applications. Additionally, we strengthened our intellectual and industrial property portfolio by securing 15 trademark registrations and 132 design registrations.

R&D and Innovation Indicators	2023	2024	2025
R&D and innovation expenditure (TRY)	57,820,381.52	67,882,322	96,407,217.13
R&D expenditure aimed at improving environmental performance (TRY)	21,107,148.86	21,386,112	25,923,078.83
Number of R&D and Innovation employees	67	73	59
Completed projects	10	22	13
R&D-focused projects per person	1.45	2.53	2.63
Number of patent applications	0	0	2
Number of registered designs/trademarks	9	7	15
Number of fairs, conferences, etc. attended	15	4	6

Our R&D expenditure increased by 42% year-on-year, reaching 96.4 million Turkish lira.



Our Innovation Culture

We believe that continuous improvement is driven by innovation. Therefore, we embed the philosophy of **"Value-Creating Innovation"** into all our business processes. To support the widespread adoption of innovative and sustainability-oriented ideas throughout the organization, we encourage our employees to actively participate in idea and project development processes. We empower them to bring their ideas to life and reward successful implementations through the Recognition and Reward System (RRS) and the Project Management System. In 2025, 3,111 ideas were submitted by our employees, and 2,307 of them were approved. During the same period, 124 projects were completed successfully, and 406 projects are ongoing. Through our annual Aces of ASAŞ Project Competition, we spotlight innovative projects and reinforce a culture of continuous innovation across the entire organization. Furthermore, our annual ASAŞ Innovation Week serves as a platform to connect employees with cutting-edge projects and best-practice models created by our R&D teams, driving knowledge transfer and nurturing a culture of innovation across the organization.

In 2025, we continued to enhance our in-house innovation capabilities by encouraging joint project development across different business units. While our Energy and Sustainability Directorate developed projects focused on water management, resource efficiency, and sustainable production as part of the TÜBİTAK 1833 SAYEM call, our Design and Architectural Systems Directorate prepared a project for next-generation facade systems in Building Integrated Photovoltaics (BIPV) and submitted an application under the call of the Turkish Energy, Nuclear and Mineral Research Agency (TENMAK). Together with our Information Technology Directorate teams, we completed our project applications for the TÜBİTAK 1707 support program in the fields of digitalization, artificial intelligence, and machine learning.

Supporting the broader startup ecosystem, we extended strategic guidance and technical expertise to Patika Robotics and Machina, two ventures in which ASAŞ serves as an angel investor. Within this scope, we provided Patika Robotics with project development consultancy and mentorship for national and international funding programs and contributed to the submission of two applications under TÜBİTAK support schemes. We developed university-industry collaborations and carried out joint studies with the Turkish-German University, Istanbul Technical University, Yıldız Technical University, and Sakarya University. We contributed to the development of young researchers, securing support for six out of the seven projects submitted under the TÜBİTAK 2209-B program. We also shared the knowledge gained from our R&D activities with the academic and technical communities, contributing 22 scientific publications, including journal articles, conference papers, and posters. As part of ASAŞ Innovation Week, aimed at promoting a culture of innovation throughout the organization, we introduced our employees to innovative projects, best practices, and sustainable growth initiatives carried out by our R&D teams in “Innovation in R&D” and “Toward the Future with Great Projects” sessions.

Key Figures for 2025;

3,111
Submitted Ideas

2,307
Approved Ideas

406
Ongoing Projects

124
Completed Projects

Data Science and Artificial Intelligence Club

With the Data Science and Artificial Intelligence Club launched in 2024, we aim to enhance in-house digital competencies, promote data-based thinking, and encourage innovative projects. Coordinated by our Information Systems Business Relations Directorate and internal resources, this initiative provides all employees with a development platform that fosters learning, collaboration, and innovation with its open structure. Through the club's training sessions, seminars, hackathons, and mini projects, we bring together employees from different business units, strengthen interdisciplinary interactions, and enable the development of data-driven solutions to common problems.

Going beyond individual development; we consider the club to be a strategic tool that improves efficiency across the organization, optimizes costs, and feeds data into decision-making processes. As of 2025, we aim to enhance the club with a focus on sustainability and support the resulting projects with tangible business outcomes. By promoting a data-driven approach and agile project culture throughout the organization, we bring together employees from different units around a common purpose for innovation, while making our in-house potential more visible and effective.

R&D and Innovation Projects

We focus our R&D and innovation efforts on circular economy, low-carbon production, resource efficiency, advanced materials technologies, and sustainable product development. In 2025, we continued to develop innovative solutions through national and international project collaborations, while maintaining our product and technology investments toward our sustainability goals.

This year, we invested in an R&D Test Center dedicated to 150 MN extrusion press technology. In addition, we executed an investment project focused on the development and production of aluminium foam materials, which are distinguished by their lightweight properties, high energy absorption capacity, and functional performance. With these investments, we aim to develop new alloys, enhance our testing capabilities for advanced engineering applications, and strengthen our portfolio of value-added products.



Activities in 2025

nexAL: Recycled Aluminium Billet*

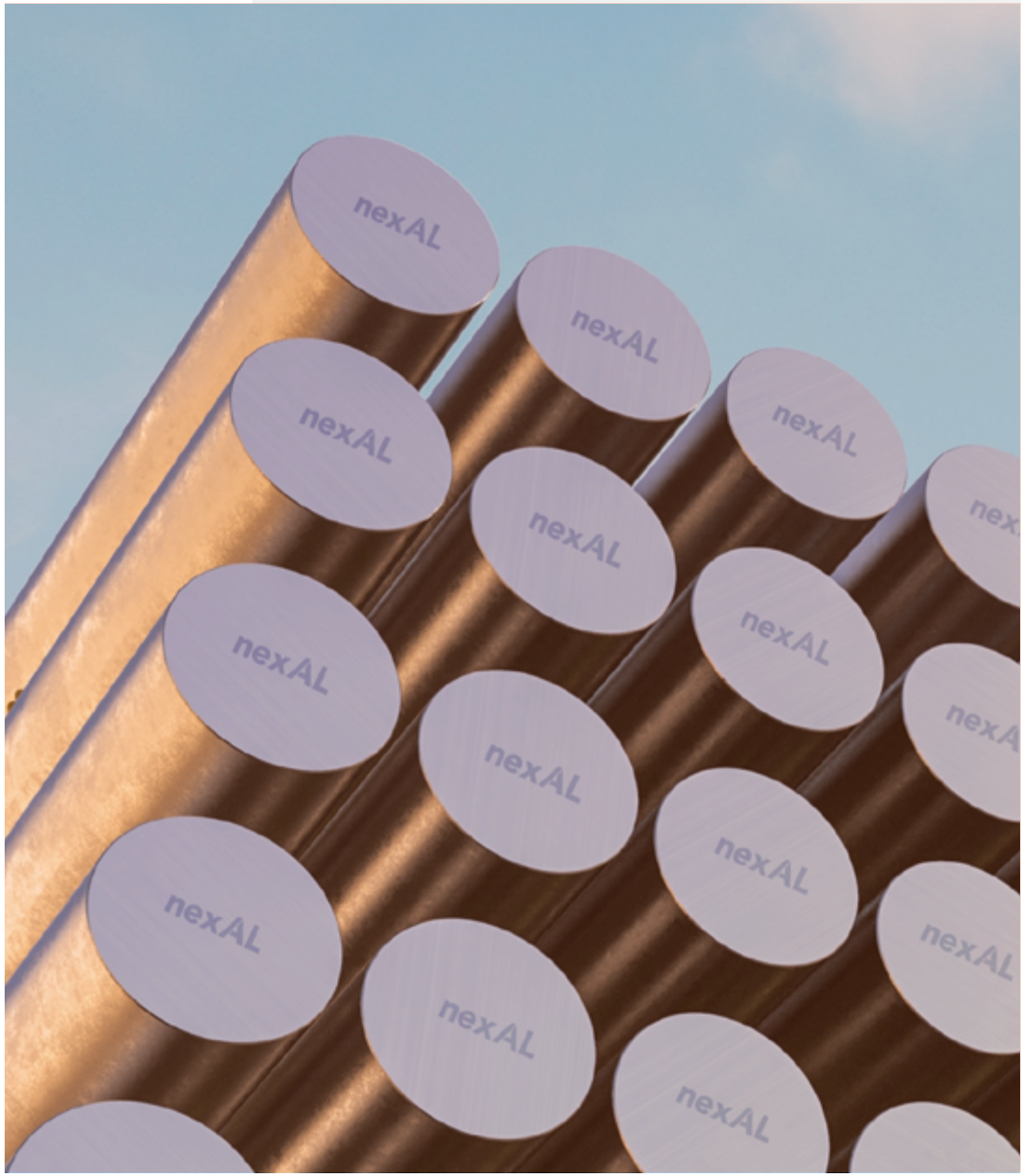
We continue to transparently disclose the environmental performance of nexAL, our low-carbon-footprint recycled aluminium billet. In 2025, we updated the Environmental Product Declaration (EPD) for nexAL. Our EPD verification, fully compliant with ISO 14025 and EN 15804, is published on local and global platforms for our stakeholders' access. With this initiative, we aim to strengthen our low-carbon product portfolio, while supporting our customers' sustainable material choices.

MARBEL Project (EU Project)

As part of the EU-supported MARBEL Project, we contributed to the development of innovative and lightweight battery systems for electric and hybrid vehicles. We developed a specialized 6xxx series alloy for battery tray profiles and conducted all profile manufacturing and welding processes in-house at ASAŞ. The project was successfully completed, delivering solutions that achieved a 20-percent reduction in system weight, a 25-percent improvement in charging time, and an increase in battery lifespan of up to 300,000 kilometers.

SALEMA Project (EU Project)

With the EU-supported SALEMA Project, we aimed to reduce the use of critical raw materials in aluminium production and strengthen our circular economy approach. We developed next-generation 6xxx series alloys for use in automotive applications, while also working on alternative solutions to critical raw materials such as magnesium and silicon. We improved resource efficiency by increasing the use of scrap metal and reducing dependence on critical raw materials.



*You can find all of our EPD documents **on our website.**

Other Sustainability-Oriented R&D Activities

- In 2025, we continued to advance our circular economy, carbon reduction, and resource efficiency efforts through additional R&D initiatives. Under the REFINAL, REEXALU, REVAL4EU, UpCycAl, RENEW-Al, CR2, and AlUp projects, we conducted initiatives aimed at converting end-of-life aluminium scrap into high-performance alloys, increasing recycling rates, and substituting critical raw materials.

- With the ABTOMAT Project, we focused on increasing the recovery potential of by-products generated in aluminium smelting processes. With the FORGE Project, we developed innovative coating technologies to enhance the durability of equipment used in energy-intensive industries. With the SALIENT Project, we successfully engineered extruded aluminium profiles to substitute traditional steel components in automotive applications, delivering a 52-percent reduction in vehicle weight.

- We also worked on combating climate change and digital transformation. Under the FLYCO2 project, we explored carbon capture solutions, while our participation in the ClaSSBAT project allowed us to contribute to the development of AI-driven life cycle assessment systems. Under the FAM-NET project, we conducted research in advanced manufacturing technologies, while continuing our efforts under the TÜBİTAK 1832 project to develop carbon-black-coated aluminium foil to support eco-friendly battery technologies.

In the coming period, we plan to focus our R&D and innovation efforts **on circular economy, low-carbon production technologies, carbon capture practices, energy transition, and resource efficiency.** Our main priorities include increasing the use of recycled and low-carbon aluminium, supporting the environmental performance of our products with EPD activities, and strengthening sustainable raw material procurement. Through national and international project collaborations, we aim to develop innovative technologies, optimize resource use, and expand our portfolio of low-carbon products.



Human-Centered Business Approach



Human-Centered Business Approach

At ASAŞ, we center our work around respect for people and the **"ASAŞ is Mine"** culture.

As employees who proudly say "ASAŞ is Mine," we are:

- Guided by our core values,
- Committed to lifelong learning,
- Firm believers in the power of teamwork,
- Focused on employee satisfaction and delivering high-quality service, and
- Filled with pride and excitement to be part of ASAŞ.

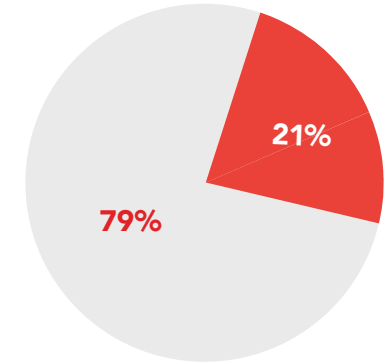
Respect for people, trust-based work culture, and the "ASAŞ is Mine" approach remain at the core of our human resources management. Guided by our values, we aim to cultivate a workplace that maximizes employee contribution, unlocks individual potential, and empowers everyone to create value under fair and equal conditions. Our approach to human resources is shaped by practices that strengthen employee experience, manage performance based on data, make areas of development visible for employees, and support internal communication. In this context, we address employee engagement, performance management, employee representation, and feedback mechanisms from a holistic perspective.



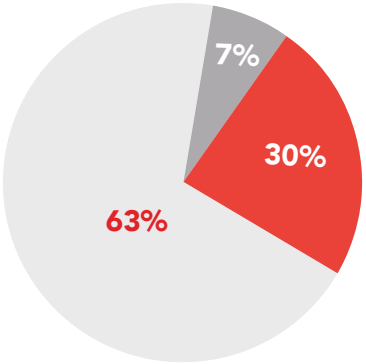
Employee Demographics

As of 2025, our workforce of 2,949 employees comprises 21-percent white-collar and 79-percent blue-collar employees. Women represent 32 percent of our white-collar workforce and 3 percent of our blue-collar workforce, with men accounting for 68 percent and 97 percent, respectively. With a strong workforce consisting of people from different age groups, genders and lines of work, we consider diversity to be a core value and adopt a corporate culture that supports shared learning, development and participation.

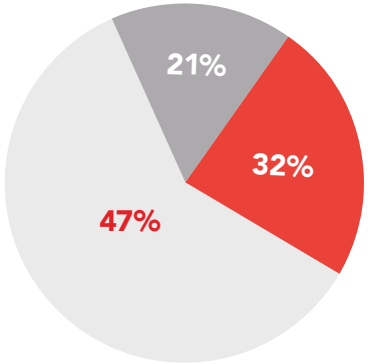
We believe that hiring employees from various age groups and experience levels strengthens our corporate capabilities. In 2025, 30 percent of our employees were 30 and younger, 63 percent were between 30 and 50, and 7 percent were 50 and older. Moreover, the breakdown of our employees' tenure demonstrates how we bring together new talent and seasoned professionals to generate collective value across the organization.



Employees by Category



Employee Distribution by Age Group



Employees by Years of Service

Employee Engagement

At ASAŞ, we regularly conduct employee experience surveys to measure employee engagement and satisfaction. Through these surveys, we systematically evaluate our employees' perceptions, expectations, and areas for development, transforming the results into actions aimed at improving employee experience.

We measure factors such as communication and teamwork, management approach, performance management processes, career and development opportunities, salary and benefits, workplace environment, and overall satisfaction with in-house practices. Furthermore, to gain a comprehensive view of employee engagement, we closely monitor metrics including overall engagement scores and employee advocacy intent.

We conduct an annual Employee Engagement and Satisfaction Survey and support the process with shorter, more targeted measurements as needed. After analyzing the results, we identify priority areas for improvement, develop action plans, and monitor them at regular intervals. Our 2025 Employee Engagement Survey yielded an overall engagement rate of 75 percent.

Engagement Survey Results	2023	2024	2025
Employee engagement/ satisfaction survey results	74%	75%	75%

Employee health and well-being are fundamental to our collaborative culture. We continuously add value to our employees through initiatives like the Life at ASAŞ Platform, wage management, health and well-being programs, and recognition and reward programs.



ASAŞ Portal

We use the digital ASAŞ Portal to enhance employee experience, support corporate communication, and enable quick access to information. The portal serves as a centralized hub for key corporate information, documents, and applications, while actively driving internal engagement and knowledge sharing across the organization.

It offers seamless access to **news, announcements, events, polls, forums, clubs, blogs, and the "Life at ASAŞ" newsletter, as well as FAQs, a "Who to Consult" guide, organizational charts, department profiles, corporate policies, and documents**. It also includes content that supports employee engagement, such as food menus, service routes, birthday celebrations, videos, and "Women Who Add Value."

The ASAŞ Portal provides a single point of access for core enterprise platforms including the Help Desk, EBA, QDMS, Project Management System, and ASAŞ Academy, helping employees manage their workflows more effectively and efficiently. At the same time, this allows us to strengthen our in-house communication, while providing our employees with quick and easy access to information, support mechanisms, and digital business processes.

Wage Management

We categorize employees into two groups for wage management: blue-collar and white-collar. For white-collar employees, salary adjustments are determined using a performance-to-market-median matrix rather than a flat rate, enabling personalized increase percentages. For blue-collar employees, pay revisions account for individual performance, regional employment and economic development dynamics, and local cost-of-living standards, ensuring baseline compensation remains above the minimum wage.

Employee Health

We provide a variety of benefits to support the health and well-being of our employees. Our health insurance and stress management programs are designed to protect employees' physical and mental health. As of 2025, all of our employees are covered by private health insurance, with comprehensive services extended to employees' families. We also continued to provide dietitian services to support our employees' healthy lifestyle habits.



Incentives and Recognition Programs

At ASAŞ, we highly value employee achievements and have established incentive and recognition programs to boost motivation. Since 2016, we have been recognizing employee activities contributing to our development and rewarding them as part of our recognition and reward system. Our recognition initiatives spotlight exceptional performance and are designed to inspire and motivate employees. We also organize award ceremonies and special events for team members who meet specific achievement criteria. Participation data for all activities is collected every quarter, and employees are financially rewarded in addition to their salaries.

All employees pursuing postgraduate and doctoral studies are entitled to extra leave. **In 2025, a total of 35 employees used their leave of 125.5 days for postgraduate education.**

Additionally, R&D employees pursuing postgraduate and doctoral studies receive an incentive payment in addition to their salary. In 2025, 14 employees benefited from this incentive.

Golden Ball Project

We implement a range of projects designed to enhance employee well-being, all rooted in our commitment to equal opportunity. Among these is the Golden Ball Project, launched in 2014, which provides fertility treatment support to employees, aiming to help them fulfill their dreams of parenthood.

Each year, we announce the program and collect applications, which are evaluated based on predefined criteria such as the length of marriage, financial status, age of the spouses, and years of employment at ASAŞ. The treatments are conducted by leading healthcare institutions in Türkiye, with ASAŞ covering medication expenses. **To date, the Golden Ball Project has supported 18 families.**

Our human-centered philosophy lies at the heart of our sustainability approach. Recognizing that our commitment to fostering a supportive work environment has established ASAŞ as an industry leader and innovator, we are dedicated to implementing initiatives in the upcoming period to further elevate our employee engagement scores.



Employee Development and Well-being

Regularly gathering the opinions and expectations of our employees is a vital part of our human-centered business approach. In accordance with the Labor Law, employee representatives elected from our own employees provide a social dialogue mechanism that strengthens the communication between employees and management.

Employee representatives are elected every five years by employee vote. Monthly briefings are held with representatives, who also participate in quarterly management briefings. These meetings cover general company issues, employee expectations, and areas for improvement. The feedback received is recorded in the meeting minutes, reviewed with management, and the necessary actions are planned.

Based on active dialogue with employee representatives in 2025, employee input directly informed targeted enhancements to our in-kind benefits package. This resulted in above-standard rate adjustments for specific benefits, including meal stipends and religious holiday allowances. This approach supported employee participation in decision-making processes and contributed to transforming social dialogue mechanisms into concrete actions.

We will continue to reinforce our human-centered business approach with practices that consider our employees' opinions, promote a data-driven decision-making culture, and foster a sense of belonging throughout the organization.



Employee Development and Well-being

At ASAŞ, we view our employees as the cornerstone of our corporate development and sustainable success. We adopt a holistic approach to talent management with the goal of strengthening the competencies of our human resources, unlocking their potential, and creating a structure that adapts to the changing needs of our organization.

To support our employees' career journeys, we design processes tailored to their development needs and foster a culture of continuous learning through performance evaluations, mentorship, growth programs, and our Digital Academy Platform. While strengthening team cohesion and motivation through internal communications, events, and development programs, we leverage digital channels to manage our recruitment processes more effectively and accessibly.



Performance Management System

Since 2023, we have been using the Objectives and Key Results (OKR) methodology in performance management. Offering a flexible, transparent, and dynamic framework, this methodology highlights the priorities of individuals and teams, the path to achieving these goals, and their ongoing progress. Accordingly, we approach performance management beyond a traditional year-end review, shaping it into a continuous process driven by regular feedback, goal tracking, and employee growth.

Our performance management process begins with senior management establishing our corporate target scorecard, supported by the Strategy and System Development unit. Next, the Human Resources and HSE Directorate collaborates with Strategy and System Development to cascade these targets down to directorate levels. Following this rollout, employees participating in the annual review engage in one-on-one discussions with their line managers to set personal objectives. In these meetings, they jointly evaluate the company's target scorecard, individual priorities, and team objectives.

The OKR methodology enables the definition of team-based goals alongside individual targets. In cross-functional projects or shared areas of responsibility, teams are established under a project lead who oversees goal alignment and tracking. As a result, both personal performance and team success are managed cohesively within the same performance period and target scorecard.

Our employees review their OKRs in mid-year assessment meetings with their managers, mutually sharing feedback regarding processes, goals, and areas for improvement. At the end of the year, corporate target scorecard results are released, reflecting our organizational performance. Following this process, our employees hold further one-on-one meetings with their managers to evaluate target results and come up with performance scores. The performance results provide input for Human Resources practices such as wage management, career development, succession planning, and development actions.

We are gradually expanding our individual development plan framework in conjunction with the performance management process. Employee growth areas are identified through performance appraisals and manager feedback, with a heightened, systematic focus on critical positions and high-potential talent. Through this approach, employees and their managers jointly define development priorities and design targeted training and growth action plans. The planned actions are monitored at specific intervals throughout the year and updated as needed.



Blue-Collar Performance Management

We implement an annual performance management system to conduct fairer, more transparent, and measurable performance evaluations for our field teams. Accordingly, we monitor and evaluate the performance of our blue-collar employees throughout the year in line with the defined KPIs.

To ensure more effective performance management, we provide factory managers and directors with updates regarding our field employees' KPI progresses throughout the year. In doing so, we aim to monitor our employees' strengths and areas for development in a more systematic manner, supporting their development in the targeted areas.

Performance Management	2023	2024	2025
Number of white-collar employees under regular performance review	520	537	628
Number of blue-collar employees under regular performance review	2,341	2,199	2,200

Internal Career Mobility	2025	
	Female	Male
Number of positions filled by internal candidates	4	20
Internal fill rate	5%	

In 2025, 2,828 employees were under regular performance review, comprising 628 white-collar employees and 2,200 blue-collar employees.

Through our performance management practices, we aim to enhance employees' alignment with goals, make areas for development more visible, and create a more transparent, measurable, and development-oriented evaluation culture across the organization.

Our performance and career progression frameworks are structured to empower employees to explore internal development pathways.

By filling open vacancies through internal talent, we give team members the opportunity to diversify their skills across different functions, strengthening internal career mobility.

In 2025, four women and 20 men moved to new roles within the organization, resulting in 5 percent of positions being filled by internal candidates.

ASAŞ Academy

We consider continuous learning and development to be key elements of our corporate culture, empowering our employees to adapt to evolving business needs, acquire new competencies, and realize their full potential. Under ASAŞ Academy, we design diverse learning experiences spanning technical skills, professional development, personal growth, leadership, sustainability, occupational health and safety, and orientation, enriching these experiences with face-to-face training, digital content, workshops, on-site practices, and experience-sharing sessions. We view our learning and development approach as a holistic framework that extends beyond mere training hours, aimed at deepening employee expertise, fostering cross-functional knowledge sharing, and driving organizational sustainability. In 2025, we strengthened our digital learning infrastructure, increased technical and field-oriented content, and expanded programs supporting leadership and sales skills.

- Executive Development Program
- Technical and Functional Development Training
- Personal Development Training
- e-Learning
- Intern Development Program
- General Orientation Program / On-the-Job Training



Training Needs Analysis and Annual Training Planning

At ASAŞ, training needs are systematically determined based on the needs of employees and departments. Every September, we start meeting with all departments under the company's strategic plan to evaluate the training and development activities carried out in the previous year and discuss the departments' future goals, initiatives they wish to continue, and areas for improvement.

These discussions yield a comprehensive training needs analysis across technical, professional, and behavioral domains, which directly shapes our annual training plan and budget. To keep our learning framework agile, we continuously update these plans throughout the year by integrating performance review outcomes, regulatory requirements, technological advancements, quality standards, and incoming managerial requests.

ASAŞ Academy Training Statistics	2023	2024	2025	2025
			Female	Male
Total Training Hours for Blue - Collar Employees	51,017	22,192	1,476	55,884
Total Training Hours for White - Collar Employees	20,718	12,095	7,480	19,032

Training and Development Metrics	2023	2024	2025
Average Training Hours per Employee	24.2	11.6	28.2
Total Leadership Training Hours	1,231	342	1,661

To support employee development across the organization, we set measurable targets for training hours per person. For 2025, we targeted an average of 1.25 hours per person per month, totaling 15 hours per year. By the end of the year, our average training hours per employee was 28.2, exceeding the annual target set by almost 88 percent.

In 2025, our average training hours per employee increased from 11.6 to 28.2 hours.

This achievement was driven by the effective use of our digital learning platform, the diversification of technical and behavioral training content, the expansion of development programs to include field employees, and a balanced distribution of learning initiatives throughout the year. In 2025, training capacity was expanded, and investment in employee development was backed by tangible results.

Training and Development Programs and Activities

• Digital Training Platform

In 2025, we strengthened our digital learning infrastructure to support employee development and provided comprehensive training content for all employees. Our digital training platform supports employees in learning at their own pace, regardless of time or location, with diversified content designed to meet the needs of both white-collar and blue-collar workers.

Our key practices for 2025 included increasing technical and field-oriented content, expanding digital learning capabilities, and offering flexible learning opportunities that support employees' individual development responsibilities.

• Leadership Development

We designed the ASAŞ Leadership Program for white-collar employees as a two-module development journey. The first phase of the program focused on team and performance management, while the second phase addressed awareness and communication skills in leadership. Additionally, to cultivate a well-rounded mindset among leaders and advance their professional growth on local and global scales, we launched the Perspektif+ training.

As part of our advanced development programs, three of our managers joined the TURQUALITY Executive Development Program conducted in collaboration with Sabancı University. In 2025, 126 hours of training per person were completed, and the program is scheduled to continue in 2026. The leadership content offered through the digital learning platform promotes a sustainable learning structure where all employees can take responsibility for their own development.

Sales School (Sales Development Program)

In 2025, the Academy launched the Sales School Program in collaboration with Tim Danışmanlık and through internal partnerships between the Industrial Products, Architectural Systems, Flat-Rolled Products, PVC, and Shutter Sales Directorates, as well as Recruitment and Employer Branding units. The program offers a holistic development journey designed to enhance sales teams' technical knowledge, product expertise, and communication and customer management skills.

Enriched with classroom training, digital content, technical field trips, case studies, the Sales School Library, and "Lead & Inspire" sessions where leaders share their experiences, the program aims to bring together participants from different sales directorates to create a common sales language within the organization, boost inter-team interaction, and strengthen our customer-centric sales approach.

The program's 2025 results demonstrated measurable performance gains across sales teams. Under the Sales School initiative, customer visits and sales opportunities increased by 18 percent year-over-year, alongside a 2-percent growth in revenue. Participant satisfaction reached 4.2 out of 5. These results revealed that the program not only drove competency development, but also enhanced sales process efficiency and fostered a stronger culture of cross-team collaboration.

Our 2026 roadmap includes delivering advanced sales programs focused on persuasion, negotiation, and strategic sales execution, broadening the reach of digital learning assets, and advancing our evaluation mechanisms with data-driven insights.

Process-Oriented Technical Development Journeys

In order to strengthen the technical skills of blue-collar workers and accumulate sustainable knowledge in critical processes, we launched the Process-Oriented Technical Development Journeys in 2025. Specifically designed for casting, extrusion, and welding processes, the program is supported by video tutorials, in-class practices, assessment tools, and field rotations.

The program aims to identify critical positions that are difficult to fill externally, systematically train new hires, and equip existing employees with skills needed to assume responsibilities in different processes. This structure promotes standardized business practices, increases quality awareness, supports the development of a highly skilled workforce, and fosters in-house succession planning. The program yielded measurable improvements across production processes. Occupational accidents decreased by 21.43 percent, while scrap rates improved by 12.81 percent. These results demonstrate that, alongside technical skill development, the initiative directly enhanced operational efficiency, quality performance, and safety culture.

Learning & Experience Workshops for Sustainable Talent Management

We conduct Learning & Experience Workshops to ensure a sustainable development journey for employees who have previously participated in development programs within the organization. Led by Organizational Development and Academy in internal partnership with Human Resources and alumni of the Young ASAŞ and Solid Steps to the Future MT programs, this initiative goes beyond one-off training events. It fosters peer-to-peer experience sharing, embeds lifelong learning, and builds a learning community within ASAŞ.

The workshops are structured around peer-to-peer knowledge sharing, case study analyses, perspective-enriching content, and interactive learning methodologies. The alumni framework creates lasting bonds among employees, promoting continuous knowledge flow and internal collaboration. In total, four learning and experience workshops were completed across 2024 (two sessions) and 2025 (two sessions).

Orientation Training

New hires go through two days of in-person orientation and occupational health and safety training. To help employees settle in quickly and effectively, each new employee is assigned an "ASAŞ Buddy" who guides them throughout the probationary period.

At the start of the orientation, the Human Resources team helps employees connect with the organization in person, while also supporting social integration. Mandatory training sessions are assigned via the digital training platform, enabling employees to learn regardless of time and location. Employees are expected to complete both general and role-specific on-the-job training within the first two months of their employment. These sessions are tracked through on-the-job training forms, and they are evaluated and recorded upon completion.

Psychological Well-being and Wellness Initiatives

To support the mental well-being of our workforce, we offer specialized courses, including "Wellness, Mind and Body Balance" and "Emotional Resilience and Psychological Strength" via our digital learning platform. Through these resources, we aim to raise awareness among employees regarding stress management, emotional resilience, and overall mental well-being.

We partnered with Welbees in November 2025 to introduce a fitness and awareness initiative for white-collar team members. Using a dedicated app to track step counts, this initiative encouraged physical activity while driving meaningful social benefit by converting employee movement into corporate donations to UNICEF.

Inclusion and Human Rights Awareness Training

In 2025, we organized targeted training to enhance employee awareness around diversity and inclusion. A total of 81 employees completed the 150-minute program during the year. The training aimed to deepen understanding of diversity and inclusion principles, while promoting an inclusive work environment.

Sustainability and Green Transformation Development Journey

The Green Transformation Development Journey, created in line with our focus on sustainability, consists of nine separate training sessions and tests aimed at broadening knowledge on topics such as Sustainability, Global Warming, Carbon Footprint, Monitoring of Greenhouse Gas Emissions, Carbon Border Adjustment Mechanism, Decarbonization, Ecovadis, Aluminium Stewardship Initiative (ASI), and Stakeholder Engagement.

Student Scholarships

We align with our "Respect Through Engagement" principle by supporting the development of not only our employees but also their children. Since 2017, we have offered both support and merit scholarships to undergraduate students. For the 2024–2025 academic year, 54 students benefited from scholarships worth 1,562,600 Turkish lira.

Educational Institution – Industry Collaborations

ASAŞ Academy values input from all stakeholders, particularly the younger generation. We develop partnerships with universities to support students' professional development, enhance their industry knowledge, and introduce them to career opportunities and the business world. These collaborations include internship opportunities, career days, training programs, field visits, and more. .

Young ASAŞ Program

We have successfully completed our Young ASAŞ Program, implemented to provide our employees with the opportunity to develop themselves after rigorous assessment and training, to strengthen the competencies needed for the future of our organization, and train the leaders of the future. In 2025, 15 young colleagues were included in this program, which we aim to conduct on an annual basis.

Every new employee at ASAŞ participates in a two-day orientation program that introduces them to the "ASAŞ is Mine" HR training as well as Health, Environment, and Safety (HSE) practices. They then attend on-the-job training in their departments. On the third day of orientation, we expect them to complete mandatory content such as information security awareness training, green transformation and sustainability development journey, and quality management system information training via our digital training platform. We remain committed to investing in employee development as part of our strategy to build a resilient organization.

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Diversity, Equity, and Inclusion

ASAŞ is dedicated to treating every employee with equal value, fairness, and respect. Maintaining a non-discriminatory, secure, and inclusive workplace free from bias regarding race, color, age, nationality, gender, religion, disability, or personal background serves as a cornerstone of our workforce strategy. This ethos is reflected throughout our HR processes, encompassing hiring, remuneration, performance evaluations, career development, training opportunities, and day-to-day operations.

In recruitment, we evaluate candidates purely based on their competencies, without regard to gender. Additionally, we plan to increase the percentage of female employees throughout the company, and we actively work to increase female representation in blue-collar positions through targeted efforts in local channels. We adopt a compensation strategy based on fairness, transparency, and competence. The defined degree of employee roles and their individual competences are among the key factors determining our compensation system. This approach not only creates a competitive wage policy, but also supports the career journeys of talent by encouraging their development within the company. At ASAŞ, wages are not determined based on factors such as age, gender, language or religion. We are committed to ensuring equal opportunities throughout all processes, beginning with recruitment. By embracing differences, we also support the inclusion of disadvantaged groups. As of the end of 2025, our workforce includes 83 individuals with disabilities, eight of whom are women.

Empowering Women in the Workforce

We believe that providing equal rights and opportunities for women and men in both professional and social life allows for a stronger and more sustainable organization. With the awareness that our corporate success is driven by a diverse workforce with varying expertise, disciplines, and perspectives, we support female employees in taking a more active role in both management and production processes. We place great emphasis on women acquiring professional skills, gaining experience, and developing their competencies in production areas with a male-dominated workforce. Our female team members in shop-floor positions, including CNC machine operation, press handling, and packaging, stand as powerful proof of our philosophy — that with proper training and career support, every individual can succeed in any capacity.

We systematically continue our efforts toward equal opportunity through human resources policies and practices that support women's employment. In 2021, we became the first company in our industry to receive the Equal Opportunity Model Certificate from the Women Entrepreneurs Association of Türkiye (KAGİDER), demonstrating our commitment in this area. Moving forward, we will continue to enhance our initiatives aimed at increasing female representation across manufacturing, technical roles, and managerial positions.



Although our white-collar workforce is relatively gender-balanced, increasing female representation in senior management remains one of our top priorities. To achieve this, we aim to boost internal promotions and balance them with external hires for leadership roles. In 2025, 22 percent of our management-level employees were women. Moving forward, we are committed to implementing strategic initiatives to further increase the number of women in management positions.

EMPLOYEES BY GENDER



9% FEMALE

91% MALE

MANAGERS BY GENDER



22% FEMALE



78% MALE



In 2025, female representation at the management level rose from 19% to 22%.

Additionally, ASAŞ employs 26 professionals in STEM (Science, Technology, Engineering, and Mathematics) fields, nine of whom are women. We are dedicated to increasing female representation in these roles and improving gender balance in STEM.

Executives by Organizational Level	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Board of Directors	0	3	0	3	0	3
C-level	0	3	0	3	0	3
Director	1	14	1	13	1	15
Manager	12	42	13	42	18	48

Executives by Age[8]	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
30 and younger	1	0	1	1	0	2
Between 30-50	24	83	22	76	19	76
50 and older	3	11	2	10	2	12

Equal Opportunity Indicators	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Employees in STEM roles	26	43	19	23	9	17

[8] The table showing the distribution of executives by age includes all managerial positions. Accordingly, the data does not correspond exactly to the management hierarchy chart, which only includes Board, C-Level, Director, and Manager levels.

Health, Safety, and Environment (HSE) Culture

We prioritize employee health and safety in all operations with a focus on continuously improving our Health, Safety and Environment (HSE) performance. We maintain our occupational health and safety (OHS) approach with a holistic management philosophy that goes beyond legal requirements, prevents risks at their source, and integrates a safe working culture into all operations. In line with our HSE policy, we adopt an integrated approach in managing issues such as hygiene, health surveillance, ergonomics, psychological well-being, emergency preparedness, chemical exposure control, and safe working practices. We maintain our ISO 45001 Occupational Health and Safety Management System certification across our manufacturing facilities for Aluminium Extrusions, Flat-Rolled Products, PVC/PEN, Composite Panels, and Roller Shutters, continuously monitoring system effectiveness through regular audits, board meetings, field observations, and key performance indicators.

To achieve our goal of zero workplace accidents, we support our OHS management system with digital monitoring tools, employee engagement initiatives, site audits, and regular performance analyses. We track actions, operational guidelines, and training programs through QDMS, while managing near-miss and safety observation reports, disciplinary workflows, and our "I Have an Idea" platform via the eBA system. We leverage Qlik and Ensemble to analyze our KPIs, while actively utilizing the Meditek OHS-IMS system to manage our occupational health processes. We prepare our annual management, operation, and training plans in accordance with applicable regulations and systematically evaluate the results of their implementation.

We assess the effectiveness of our OHS management system every year through FYAK reviews, OHS Committee Meetings, Management Reviews, and factory meetings and compare our performance results against previous years, targets, and department-/factory-related indicators. Thanks to proactive measures, digitized oversight, and targeted site improvements implemented throughout 2025, we successfully reduced our incident rate from 9.03 in 2024 down to 7.59. During the same period, our lost day rate[10] decreased from 300.2 to 92.3. These indicators highlight the improvements in our OHS performance and allow us to monitor areas for improvement in a data-driven manner to achieve our zero-accident target.

In 2025, our lost day rate improved by 69% year-on-year.



[9] Incident Rate (IR): Total number of accidents * 200,000 / Total hours worked
[10] Lost Day Rate (LDR): Number of lost days due to injuries * 200,000 / Total hours worked

Click to learn more about ASAŞ's Health, Safety, and Environment Policy.

OHS Management System Effectiveness and Performance Tracking

We monitor the effectiveness of our Occupational Health and Safety Management System every year through established KPI metrics and comparative performance analyses. Through our Ensemble system, KPI tracking is maintained on a regular basis, with performance outcomes formally reviewed during year-end closings and Management Review assemblies. These sessions analyze workplace incidents, near-miss notifications, action completion percentages, injury frequency and severity ratios, training attendance, and facility-level development areas to establish necessary action plans.

In our performance reviews, we also link OHS indicators to employee goals. We use the OKR system to assign tasks and scores to our white-collar employees in relation to OHS issues. Contributions of our blue-collar employees to occupational safety are evaluated based on their RRS scores and reflected in recognition and rewarding processes. We encourage safe behavior by highlighting the departments that have achieved their goals, while implementing corrective and preventative measures in areas with room for improvement.

HSE Culture and Activities

At ASAŞ, we prioritize creating safe and healthy working environments in line with our guiding principle, "Health Comes First!" To serve this end, we implement a Health, Safety, and Environment (HSE) model consisting of five main modules to integrate the HSE culture into our business processes.

We support the widespread adoption of an HSE culture through the leadership of our senior management steadfastly committed to the issue, exemplary behavior of our managers with high awareness of hazards and risks, and active participation of our employees. Our goal is to cultivate a working environment where mutual care, risk awareness, and safe practices are embedded into the fabric of our day-to-day operations.

HSE Culture Modules:

- Looking Out for Colleagues
- Employee Participation
- Commitment
- Hazard Awareness
- Leading by Example

HSE Culture Objectives:

- Sustainably achieve the zero-accident target
- Create a healthy and safe working environment Management
- Implement our "Respect Through Engagement" value
- Set an example for other companies
- Foster a workforce that embraces the "ASAŞ is Mine" culture

In 2025, as part of our efforts to strengthen HSE culture, we conducted a total of 102 HSE culture evaluations and HSE field inspections in 54 regions.



HSE Highlights from 2025

In 2025, to strengthen our occupational health and safety performance, we implemented a comprehensive range of initiatives focused on digital monitoring, employee engagement, ergonomics, noise exposure, chemical exposure control, and psychological well-being. These initiatives served a dual purpose: reinforcing our preventive safety culture and scaling risk management systems designed for early detection.

ASAŞ Safeguard Project

In 2025, we launched the ASAŞ Safeguard Project through the collaboration of our IT and Occupational Safety departments. The project leverages image processing and camera networks to monitor high-risk safety infractions across shop floors. Systems automatically detect, record, and report key violations, including improper PPE usage, restricted area line-crossings, and walking under crane loads, while triggering warning protocols. Launched with a budget of €30,904, this project enables us to manage occupational safety violations proactively through real-time monitoring and data analysis, rather than relying solely on post-incident reactions. The data obtained from the system helps us highlight unsafe behaviors and risky situations in the field, while serving as a key data source for root cause analyses and improvement processes. The project saved us nearly €75,000 and won the Aces of ASAŞ Award.

eBA Kiosk Formportal

We deployed the eBA Kiosk Formportal in 2025 to increase workforce participation and democratize access to reporting channels. Developed through a collaboration between IT and OHS units, the system empowers non-eBA licensed employees to independently log near-miss events and submit innovative suggestions through our "I Have an Idea" platform. This deployment simplified how employees log suggestions and near-miss events, simultaneously reducing license expenditures, enhancing process inclusivity, and enabling faster collection of reports. Furthermore, the project provides a scalable foundation capable of accommodating additional forms beyond suggestions and near-misses in future phases.

Ergonomic Risk Assessments

To prevent repetitive strain injuries and musculoskeletal disorders, we carry out process-based ergonomic risk assessments in select departments on an annual basis. In 2025, this included a dedicated study on the alumina ball cleaning line at our Flat-Rolled Products Foundry. An ergonomic risk assessment methodology was applied to quantify operator strain associated with manual labor. During alumina ball cleaning, factors such as tool weight, forward bending angles, use of ladders, and elevated ambient temperatures were found to heighten ergonomic risks. To mitigate these risks, recommended actions included reducing tool weight, introducing height-adjustable platforms with wider steps, and utilizing mobile cooling fans during operations. This served as a key benchmark for evaluating field-specific ergonomic hazards and defining process-level corrective measures.



Noise Exposure Management

To reduce our employees' exposure to physical risk factors, we monitor noise management through department-based action plans. During 2025, we rolled out tailored noise mitigation plans across our manufacturing sites. Focusing specifically on the Mechanical Processing Factory Directorate, we analyzed site-specific noise sources, individual exposure levels, the attenuation performance of supplied ear protection, current measures, and additional mitigation strategies.

Within the mechanical processing area, noise hazards originating from saws, CNC machinery, welding, grinding, pressing, drilling, marking, pneumatic guns, and similar equipment were thoroughly analyzed. Planned measures include enforcing mandatory hearing protection in high-noise zones, expanding safety signage, updating workplace hygiene measurements, conducting training on the health effects of noise and proper PPE usage, and tracking auditory health through periodic audiometric testing. This approach establishes a robust control framework to mitigate noise risks at the source, manage exposure duration, and continuously monitor workforce health.

Chemical Exposure and Medical Surveillance

To control chemical exposure, we integrate workplace hygiene measurements directly with routine medical surveillance. In alignment with our Periodic Medical Examination Matrix, health monitoring is structured around employee job descriptions, exposure zones, and risk profiles. We actively track chemical exposure risks across our workforce through workplace hygiene monitoring, routine health screenings, and follow-up examinations where necessary.

HSE Risk Analysis and Management

To prevent repetitive strain injuries and musculoskeletal disorders, we carry out process-based ergonomic risk assessments in select departments on an annual basis. Following a 2025 assessment of the alumina ball cleaning line in the Flat Products Foundry, key ergonomic risks related to tool weight, working postures, and ambient conditions were identified. To mitigate these risks, improvements were proposed for equipment and work areas, with targeted actions planned to reduce employee exposure.

ASAŞ applies the Fine-Kinney risk assessment model to systematically identify hazard sources, quantify risk severity, and structure short-, medium-, and long-term action roadmaps. Non-conformities and improvement areas identified through risk analyses are assigned to responsible owners, with action target dates tracked via digital platforms. Critical issues are escalated to Occupational Health and Safety Committees and evaluated by senior management and the relevant units. Established within the framework of legal regulations, our Occupational Health and Safety Committees monitor these processes and ensure necessary actions are taken through monthly and bi-monthly meetings. In cases of work accidents, near misses, fires, or similar emergencies, the committee convenes immediately for rapid assessment and intervention.

In addition to these regular intervals, risk assessments are also conducted following significant changes or events in the workplace. These include workplace relocations or structural modifications, technological upgrades or changes in materials and equipment, shifts in production methodologies, occurrences of work-related accidents, occupational illnesses, or near-miss incidents, legislative changes affecting workplace exposure limits, insights derived from workplace measurements and health surveillance data, and the emergence of external hazards with potential workplace impact. Additionally, where required for machine risk assessments, we engage third-party expert organizations to ensure our operations align with international standards and relevant regulations. We manage our OHS action roadmaps, emergency preparedness, and field practices in an integrated manner. We support our emergency action plans with drills and regularly conduct training and organization for our fire response, first aid, and search and rescue teams. During weekly OS/IQ meetings, we prioritize, monitor and control actions with the relevant units.

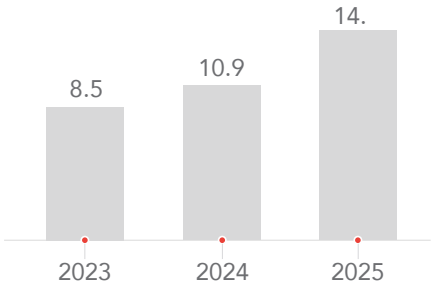
HSE Training Programs

To ensure a lasting occupational health and safety culture, we support our employees' knowledge and awareness with regular training programs. Training sessions planned through ASAŞ are conducted in person. We leverage digital platforms to track ongoing training completion and complement field practices with Toolbox Talk (TBT) sessions, safe operating procedures, and site-specific guidance. For new employees, we conduct mandatory face-to-face OHS training sessions that last two full days (12 hours total) before they start their duties. We supplement these onboarding sessions with briefings on safe work instructions issued by the HSE Directorate and relevant functional units. Courses are delivered face-to-face, with completion tracked through digital platforms. Through ASAŞ Academy, we manage the planning of Vocational Qualifications Authority (MYK) certifications and professional development programs. We support this process via mobile applications and provide safety induction training for subcontractor personnel prior to site access. On the shop floor, our specialists routinely deliver TBTs.

The OHS training provided by the HSE Directorate covers a range of important topics, including:

General Topics:

- Overview of labor legislation
- Employees' legal rights and responsibilities
- Workplace cleanliness and organization
- Legal consequences of work accidents and occupational diseases



Average OHS Training Hours per Employee by Year

Health-Related Topics:

- Causes of occupational diseases
- Principles of disease prevention and application of preventive techniques
- Biological and psychosocial risk factors
- First aid
- Harmful effects of tobacco products and passive exposure

To safeguard everyone across our facilities, we also implement orientation mechanisms for contractor personnel and site guests. Subcontractors undergo site-induction training before access, while site visitors view safety orientation videos upon arrival.

Through these measures, we ensure that all stakeholders at ASAŞ facilities comply with fundamental safety standards.

Technical Topics:

- Chemical, physical, and ergonomic risk factors
- Manual lifting and carrying
- Fire and explosion hazards, and fire prevention and protection
- Safe use of work equipment
- Working with display screen equipment
- Electrical hazards, risks, and precautions
- Causes of work accidents and prevention principles and techniques
- Safety and health signs
- Use of personal protective equipment (PPE)
- General occupational health and safety rules and safety culture
- Evacuation and rescue procedures
- Environmental safety and waste management
- Radiation
- Responding to chemical spills and leaks
- Crane and lifting operations
- ADR general awareness training
- Traffic and pedestrian safety
- Working at height
- Working in confined spaces

Social Impact

We consider social contribution to be an integral part of our corporate responsibility, approaching initiatives that generate social, cultural, environmental, and economic value across our operational footprint with a long-term perspective. Therefore, we engage in open, transparent and continuous communication with our employees, public institutions, NGOs, educational institutions, customers, and suppliers, and especially with local communities. Our Stakeholder Engagement Plan helps us monitor our social impact more systematically, gain a more accurate understanding of local needs, and align our community investment decisions with these needs. We sustained our positive social impact in 2025 by deploying 9.4 million Turkish lira toward donations and aid initiatives.

Our social impact strategy is built around these focus areas: supporting women and children, promoting youth development, fostering social inclusion through sports and arts, advancing environmental stewardship and natural resource conservation, championing animal welfare, driving local relief efforts, and deepening workforce volunteerism. In line with our commitment to social impact and stakeholder participation, we set annual goals for public-benefit programs centered on social impact, environmental stewardship, and workforce participation. To support these ambitions in 2025, we committed approximately 1.5 million Turkish lira for social investments.

ASAŞART

We believe in the transformative impact of art on personal growth, creativity, and community engagement and channel our support for the arts under the umbrella of ASAŞART. Established in 2015, ASAŞART serves as a collaborative hub for creation and expression, bringing together artists, academics, students, our workforce, and art enthusiasts across diverse stakeholder groups.

Through ASAŞART, we connect the capabilities of our manufacturing facilities with artistic expression, enriching the creative community by sponsoring workshops, seminars, competitions, and art exhibitions exploring innovative materials and techniques. Through art courses and seminars organized for our employees and their families, we support creativity, strengthen cultural development, and promote internal social interactions. With art competitions and exhibitions, we aim to increase the visibility of artists, foster new creative production, and broaden the public's access to art.



Click to learn more about the Stakeholder Engagement Plan.

For more information, please **visit ASAŞART's website.**

Our Social Impact Initiatives

Youth Sports Sponsorships

A key element of our social sustainability approach encompasses supporting the physical, social, and personal development of the youth. With the ASAŞ Sports Club operating in Sakarya, we introduce children and young people to the awe of sports, which instills discipline, teamwork, and a sense of belonging.

In 2025, ASAŞ Sports Club had 250 licensed young athletes. We expanded sports access across diverse age groups through our U10, U11, U16, and U18 A and B boys' basketball teams, alongside our U16 and U18 girls' basketball teams and girls' volleyball team. We leverage sports to steer youth toward positive choices, strengthen collaborative skills, and empower them to thrive as well-rounded citizens.



Every Seed Counts

In 2025, we launched the **"Every Seed Counts"** project, which combines environmental responsibility with social benefit. Initially spearheaded by our Environmental Unit, backed by Marketing and Corporate Communications, and Sustainability and Green Transformation teams, and implemented in collaboration with Ecording, we are contributing to the reforestation of Hisarönü, Marmaris, a region devastated by wildfires in 2021. **In our project with Ecording, we use the EcoDrone technology to plant seeds suitable for the region's ecosystem in areas with limited human access**. In the planting areas determined by the General Directorate of Forestry, Turkish pine, black pine, carob and laurel species were planted with the contributions of ecosystem experts. To protect against wind dispersal and foraging, the seeds were encased in a specialized clay coating. Having these seeds prepared by women living in climate-vulnerable regions reinforced the project's social impact alongside its environmental benefit.

With a total budget of 1.1 million Turkish lira, the project was planned in two phases. **In the first phase, 125,000 seeds were planted** between October and December 2025. For the second phase, we aim to deliver an additional 125,000 seeds to the region between January and May 2026. The goal is for the seeds to grow into trees, reforesting 31,250 square meters of damaged land, contributing to a reduction of 8,813 metric tons of CO_2 emissions annually, and saving 450 million liters of water.

To strengthen public awareness, we introduced the dedicated website **www.asaslagelecek.com**, where visitors can donate a seed to nature with a single click. Through campaign content, we seek to show that small steps can lead to meaningful ecosystem restoration, while strengthening people's connection with nature and environmental awareness.

Employee Volunteering Projects

In our social impact efforts, we view employee participation as a vital element in embedding social value within our corporate culture. Throughout 2025, we encouraged our employees to participate in initiatives focused on environmental sustainability, social benefit, sports, education, arts, and animal welfare. In doing so, we look beyond direct corporate giving, amplifying our social impact through the shared awareness and hands-on involvement of our workforce. In this context:

- We launched the Stray Animals Support Project, distributing 500 kg of pet food, building 20 kennels and shelters, and placing 10 feeding stations throughout the year. We provided veterinary support to a total of 180 stray animals. We also provided online "First Aid for Stray Animals" training to approximately 3,000 employees, strengthening internal awareness of animal welfare.
- As part of World Environment Day activities, we planted saplings with the voluntary participation of our employees. Additionally, we contributed to environmental cleanup by conducting waste collection drives along the Küçücek Stream, which runs through our factory campus, and in the surrounding roadways. Under the TEMA Foundation Sapling Donation Program, we made environmental awareness a part of the onboarding experience for our new white-collar hires by donating saplings on their behalf.
- We continued our support for sustainable transportation through our Cycle-Friendly Employer practices. Helping our employees develop low-carbon transportation habits, these practices are essential to integrating environmental awareness into our daily business practices.

Academic Collaborations

The Human Resources Recruitment and Employer Branding team organizes voluntary seminars and training sessions for students studying at nearby universities. Accordingly, we aim to support them in starting their job search and taking informed steps in their career journeys by offering training on topics such as CV writing, interview techniques, interview simulations, and career awareness. Through the collaborations and protocols developed with universities, we aim to contribute to the professional development of students by establishing closer ties with them. Additionally, our R&D unit voluntarily contributes to "R&D and Engineering Management" courses conducted at many universities, sharing its knowledge and experience with students and supporting the professional development of future R&D engineers. Through these efforts, we foster stronger academia-industry partnerships and empower the next generation of talent to enter the workforce with a well-rounded skill set.

Local Community Relations and Stakeholder Engagement

Our engagement with local communities is anchored in sustainability, social impact, environmental responsibility, and stakeholder communication. In every region where we operate, we are committed to enhancing community welfare, prioritizing local talent in our hiring processes, opening pathways for professional advancement, and developing programs that contribute to local development. In line with this approach, we maintain regular contact with local governments, public institutions, schools, professional organizations, and civil society organizations and consider stakeholder expectations and feedback as key inputs that guide our work. Our Stakeholder Engagement Plan serves as a guiding framework to ensure that our communications with the local community are conducted systematically and transparently. Under the plan, we address the rights and interests of affected communities in alignment with human rights, ethical business principles, and our responsible conduct framework, while regularly assessing potential human rights risks and social impacts. We view environmental considerations as an integral part of this process, managing environmental impacts and compliance with environmental regulations, particularly waste management, as core responsibilities to the local community. We keep complaint, request, and suggestion channels open for our internal and external stakeholders. Our stakeholders are able to submit reports through our website, direct communication channels, anonymous suggestion boxes, employee feedback processes, complaint and suggestion platforms, and the Ethics Hotline. Their notifications are evaluated confidentially and impartially by the relevant departments and the Board of Ethics, either being resolved or escalated based on their severity. We regard protecting the rights and confidentiality of whistleblowers as a cornerstone of our anti-retaliation policy and trust-based stakeholder relationships.

Environmentally Conscious Business Approach



Environmentally Conscious Business Approach

Environmental responsibilities form a core element of our long-term value creation philosophy. We are aware of how global environmental challenges, such as climate change, natural resource depletion, biodiversity loss, and extreme weather events, impact the business world, and we focus on effectively managing these risks, while leveraging the opportunities offered by sustainability-oriented transformation. As we continue to mitigate the environmental impact of the aluminium industry, we aim to increase resource efficiency throughout our operations and value chain, reduce our environmental footprint, and contribute to the industry's transformation through innovative practices. Accordingly, we manage all our operations through an approach aligned with international standards, rooted in continuous improvement, and aimed at enhancing our environmental performance.

Environmental Impact Reduction Strategy

At ASAŞ, we adopt a comprehensive approach to environmental management, addressing climate change, emissions, energy use, natural resource conservation, aluminium circularity, and value chain transformation. We lead the sustainable transformation of our industry, structuring our strategy around six key pillars.

Energy Efficiency and Renewable Energy Use

We are committed to reducing energy consumption, optimizing processes, and promoting the efficient use of energy resources through advanced technologies and innovative methods. By expanding the share of renewable energy, such as solar power, in our energy consumption, we will further reduce our carbon footprint.

Recycling Facility

We aim to maximize the use of aluminium scrap and enhance circularity by establishing a recycling facility. We will also ensure that scrap generated from our operations is recovered without creating waste, thereby contributing to the circular economy.

Use of Recycled Materials

By increasing the use of recycled materials in the raw materials we source, we aim to reduce the high energy consumption associated with primary aluminium, thereby significantly lowering the carbon emissions generated from the value chain.

Supply Chain Management

We collaborate with suppliers to integrate sustainability principles throughout the supply chain, prioritizing materials from sustainable sources.

R&D and Innovation

We leverage innovative technologies and processes to develop low-carbon alloys and products, aiming to reduce emissions, improve energy efficiency, and reduce our environmental impact.

Natural Resource Conservation

We focus on protecting diminishing natural resources by improving the efficiency of the raw materials we use and enhancing our waste and water management processes. We also prioritize biodiversity conservation and ecosystem restoration in our operational areas.

Environmental Management

As a company operating in the aluminium industry, we remain fully aware of the environmental impact created by our operations, particularly in terms of energy consumption and greenhouse gas emissions. Therefore, our objective extends beyond mere regulatory compliance; we aim to continuously improve our environmental performance by implementing global best practices in environmental management.

By systematically evaluating where our environmental footprint is concentrated, we perform targeted risk assessments and proactively mitigate emerging environmental risks. The core pillars of our environmental management approach comprise continuous improvement of environmental performance, prevention of potential adverse impacts, sustainability of environmental practices, fostering environmental awareness among employees, and systematic management of environmental risks and opportunities.

As part of our Environmental Management System, we identify environmental impacts across ASAŞ facilities, adopt a life cycle perspective to evaluate their environmental aspects, and conduct comprehensive Environmental Aspect Analyses. These analyses thoroughly address the specific aspects generated by each department's activities and their potential environmental impacts.

We ensure the effectiveness and continuity of our management system by verifying our practices through regular external audits in accordance with the ISO 14001 Environmental Management System. We successfully completed the interim audit conducted in 2025, maintaining our ISO 14001 certification.

While conducting our operations, we holistically address the environmental impacts of both our existing operations and new investments. In line with our goal of zero pollution in air, water, and soil, we regularly review our environmental performance, update our environmental aspect assessments, and continuously improve our work.

We consider employee awareness a key element in improving our environmental performance. Accordingly, we organize environmental training sessions for all our employees. In addition to face-to-face training, we make the training content accessible through ASAŞ Academy, our digital learning platform. The training covers fundamental topics such as environmental awareness, zero waste practices, waste management, water and wastewater management, climate change and carbon footprint, chemical and hazardous material management, environmental risk assessments, and control of emissions, noise, odor, and soil pollution. In areas requiring technical expertise, additional training is provided on topics such as ADR (The Agreement concerning the International Carriage of Dangerous Goods by Road), waste oil management, and stream pollution prevention.



Going beyond legal obligations, we continue our efforts to reduce and prevent environmental noise, while also supporting the active participation of our employees in environmental management. Through environment-themed idea competitions and trivia challenges, we encourage our employees to contribute to corporate processes and take ownership of environmental initiatives.

In 2025, we provided 1,092 person-hours of environmental training to 1,044 employees. We document and monitor every training session. Our goal is to strengthen our employees' competencies in managing environmental risks and legal compliance.

In 2025, our operations did not result in any environmental violations or fines.

Sustainable Product Development

Driven by our commitment to sustainable product design, we assess product environmental footprints using a life-cycle methodology. In 2022, we completed Life Cycle Assessments (LCA) for 12 product categories, prepared Environmental Product Declarations (EPD) covering our entire product lineup, and successfully registered them on the EPD Türkiye platform. These documents will remain valid for five years.

Leveraging our LCA findings, we introduced low-carbon aluminium billet manufacturing in 2023 — surpassing Türkiye's baseline industry performance — and created our dedicated green product lineup under the NexAL brand. By offering these products to our clients upon request, we aim to differentiate ourselves in the market and support our customers along their low-carbon transition journey.

Low-carbon products developed under the NexAL brand contribute to reducing environmental impact and also offer significant advantages in terms of compliance with regulations such as the European Green Deal and the Carbon Border Adjustment Mechanism (CBAM).

We are extending the knowledge and technical expertise we gained in low-carbon product development to our other production facilities. Accordingly, we have initiated similar efforts for two distinct alloy product lines at our Flat Rolled Products Facility, aiming to expand our low-carbon footprint portfolio and integrate our sustainable manufacturing framework across all operations.



Emissions Management and Climate Crisis

The regulatory framework, shaped by the European Green Deal, the Carbon Border Adjustment Mechanism (CBAM), and Türkiye's 2053 net-zero emissions target, is accelerating the transition to low-carbon production models in the aluminium industry. As a company that conducts a significant portion of its export activities to the European Union market, we consider this transformation to be more than a matter of compliance and adopt it as a strategic priority that supports our long-term competitiveness.

Accordingly, we carry out initiatives across our operations and value chain to reduce greenhouse gas emissions, scale practices that enhance resource efficiency, and embed the circular economy model as a core component of our business.

We calculate, report, and independently verify our greenhouse gas emissions every year in accordance with the ISO 14064 standard. We regularly monitor our electricity and natural gas consumption through ERAS (Energy Reporting and Monitoring System) and report our emission data to authorized bodies via the MRV (Monitoring, Reporting and Verification) system in accordance with the relevant legislation.

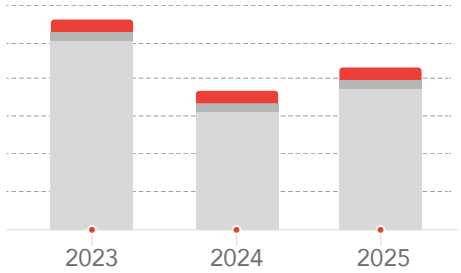


Greenhouse Gas Emissions Performance

In 2025, our total greenhouse gas emissions totaled 2,153,925 metric tons of CO_2e, with 77,194 metric tons in Scope 1 emissions, 75,609 metric tons in location-based Scope 2 emissions, and 2,001,122 metric tons in Scope 3 emissions. Thanks to the I-REC Certification documenting that we source all of our electricity from renewable energy sources, our market-based Scope 2 emissions remained zero in 2025. Under the location-based accounting approach, Scope 2 emissions derived from grid electricity consumption continued to be reported. Scope 3 emissions, which account for the largest share of our total greenhouse gas emissions, highlight the importance of the activities we carry out throughout our value chain. The main reason for the rise observed in Scope 3 emissions in 2025 was the increase in raw material consumption in parallel with the growth in production volume.

Due to the high proportion of raw material-related emissions within our Scope 3 emissions, the increase in production volume was also reflected in our overall emissions performance. We maintain a holistic approach to emissions management by monitoring emissions from our operations as well as those from our supply chain and other indirect emission sources.

Greenhouse Gas Emissions by Year (metric ton CO2e)



We assess our greenhouse gas intensity against the 2021 base year. In 2025, our total greenhouse gas intensity was 11.13 metric tons of CO_2e per product, marking a 19-percent decrease compared to 2021. This improvement was driven by a 21-percent decrease in Scope 3 greenhouse gas intensity.

Meanwhile, the 22-percent increase in Scope 2 intensity reflects the impact of the changes in our electricity consumption and energy supply structure. In order to reduce our Scope 2 emissions, we document our electricity supply from renewable sources through renewable energy certificates (I-REC) with a market-based calculation approach, while utilizing renewable energy projects to increase the amount of electricity we generate ourselves.

Greenhouse Gas Emissions by Year (tCO_2e)	2023	2024	2025
Scope 1	79,112	68,618	77,194
Scope 2 (Location-Based)	67,756	75,998	75,609
Scope 2 (Market-Based)	0	0	0
Scope 3	2,548.490	1,755,600	2,001,122

Greenhouse Gas Intensity According to ISO 14064 (metric ton CO2e /metric ton product)

	2021	2025	Change (%)
Scope 1	0.40	0.39	-1%
Scope 2	0.32	0.39	22%
Scope 3	13.04	10.34	-21%
Total	13.77	11.13	-19%

Air Emissions

We regularly monitor air emissions from our operations and conduct periodic measurements in accordance with applicable regulatory requirements. As part of the emission monitoring activities carried out under the coordination of our HSE Directorate, the mass flow values of flue gas emissions at our facilities are regularly measured and monitored by accredited organizations.

With two distinct production locations, we perform emission testing at least at one facility annually and report the results in accordance with regulations. All measured values strictly adhere to the thresholds set by the applicable legislation.



Decarbonization Roadmap

National and international commitments under the Paris Agreement to cap global warming at 1.5°C heighten the urgency for businesses to take concrete climate action. Operating in the aluminium industry with substantial EU export volumes, we prioritize minimizing the impacts of the Carbon Border Adjustment Mechanism (CBAM) implemented under the European Green Deal and driving a transformation aligned with Türkiye's 2053 net-zero goal. Accordingly, we are ramping up decarbonization initiatives and steering our long-term roadmap through ongoing benchmarking against industry best practices.

We are partnering with the IFC and external advisors to develop our decarbonization roadmap. This process combines greenhouse gas reduction and climate mitigation analyses with focus areas including resource efficiency, energy optimization, and water management. In doing so, we holistically evaluate the environmental and social footprint of our operations to pinpoint emission reduction and high-priority improvement opportunities. Based on the results obtained, we plan the transformation steps, investment needs, and implementation priorities that will support us in achieving net zero emissions by 2050, while maintaining our operational efficiency and competitiveness. We are currently continuing our implementation and monitoring efforts in line with the established roadmap.

The key initiatives we have undertaken and planned as part of developing our net-zero roadmap include:

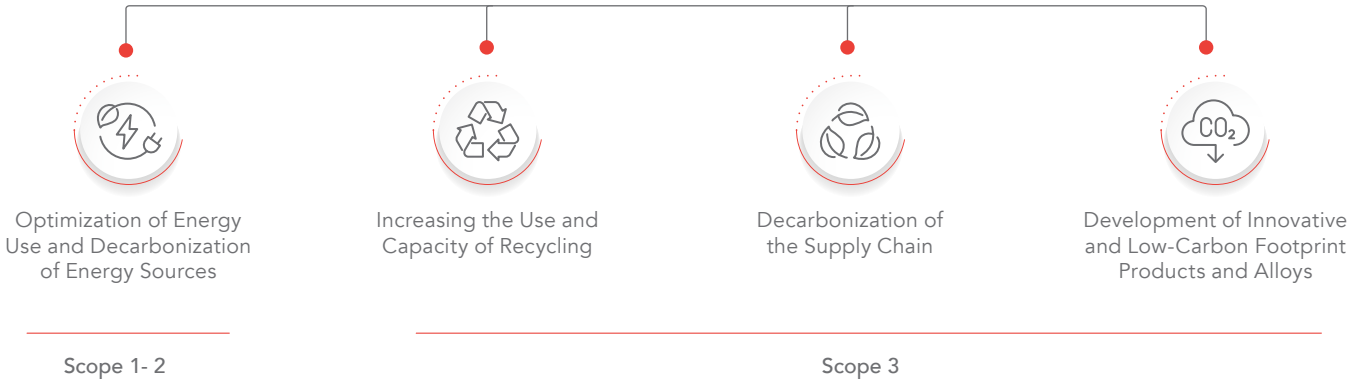
- Assessment of carbon footprints and definition of GHG mitigation goals and decarbonization scenarios,
- Execution of material efficiency analyses,
- Evaluation of energy efficiency opportunities,
- Comprehensive analysis of the water cycle,
- Identification of water conservation, reuse, and recycling options,
- Preliminary assessment of the environmental and social impacts associated with decarbonization pathways,
- Consolidation aligned with International Aluminium Institute (IAI) recommendations to outline a draft investment plan and operational roadmap.



Our roadmap efforts align both with the Industrial Emissions Directive (IED), which seeks to reduce industrial pollution and improve air, water, and soil quality, and with regulations for implementing Best Available Techniques (BAT). This framework encourages the industry to go beyond existing legal requirements and adopt cleaner production technologies and practices. We aim to support our transformation investments by evaluating the green financing potential of the decarbonization opportunities identified through these analyses.

To reduce our Scope 1 and Scope 2 emissions, we focus on optimizing energy use, improving energy efficiency, and expanding our investments in renewable energy. In managing Scope 3 emissions, we aim to support the decarbonization of our supply chain by collaborating with stakeholders across our value chain, promoting the use of sustainable materials, expanding low-carbon transportation and logistics solutions, and integrating innovative technologies into our processes.

Alongside these initiatives, we target Scope 3 reductions by prioritizing issues specific to the aluminium industry, such as increasing recycling rates and developing comprehensive waste management practices.



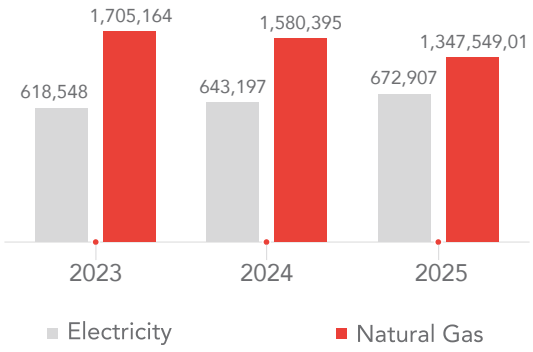
Energy Management

We position energy management as a strategic priority in the fight against climate change and the transition to a low-carbon economy. We seek to continuously enhance the energy performance of our operations, improve energy efficiency, and promote the use of renewable energy sources, while focusing on reducing our environmental impact by leveraging digital technologies and innovative practices. Accordingly, we conduct and continuously enhance our energy management activities as part of the ISO 50001 Energy Management System.

Under our energy management strategy, we regularly monitor the energy performance of our production processes, analyze consumption data, and systematically evaluate efficiency opportunities. By integrating advanced data analytics, smart sensors, and automation systems into our processes, we aim to optimize energy consumption, reduce our carbon footprint, and strengthen our sustainability performance. Investments in efficiency-focused equipment, process improvements, and energy measurement and analysis systems form the core components of our approach.

We ensure the effectiveness of our energy management system through regular audits. In accordance with the ISO 50001 standard, every unit across our facilities is subjected to third-party accredited audits and internal reviews each year. Additionally, we assess our energy performance, identify areas for improvement, and plan actions in quarterly energy committee meetings held with the participation of all production departments. Throughout 2025, we conducted comprehensive energy reviews across our four manufacturing plants and auxiliary facilities, extensively analyzing the consumption profiles of Significant Energy Uses (SEUs). By leveraging data from SCADA and ERAS platforms, we tracked performance deviations using monthly regressions and Energy Performance Indicators (EnPIs), translating improvement opportunities identified via root cause analyses into our 2026 action plans.

Energy Consumption by Year and Source (GJ)



Rather than limiting energy audits to physical site inspections, we incorporate internal audits, energy committee meetings, and executive management reviews to drive continuous, enterprise-wide tracking of our energy performance. Our total energy consumption in 2025 was 2,020,455.6 GJ, with 672,907 GJ from electricity consumption and 1,347,549.01 GJ from natural gas consumption. Compared to the previous year, our natural gas consumption decreased significantly, while our electricity consumption saw a limited increase. By regularly monitoring our energy performance and supporting it with process-based analyses, we continue to closely track consumption trends and utilize efficiency opportunities.



Energy Recovery and Renewable Energy

Our trigeneration facility allows us to meet part of our electricity demand internally and capture byproduct steam and hot water for operational use, enhancing our energy efficiency. In 2025, this system generated nearly 9,000 metric tons of steam. Alongside these initiatives, we are mapping process-derived waste heat streams to evaluate energy reuse potential. Through our measurements and assessments, we seek to pinpoint new recovery opportunities and further optimize our overall energy efficiency. In 2025, we maintained our I-REC Certification, documenting that all of the electricity we consumed throughout the year was derived from renewable energy sources. Going forward, we plan to continuously validate our renewable energy sourcing through ongoing I-REC certification.

Moreover, we aim to take our energy transformation a step further in the medium and long term to meet a larger portion of our electricity needs from our own production through investments in solar power plants (SPPs). In line with this commitment, through three ground-mounted SPP projects pursued in 2025, we are capitalizing on our facilities' renewable energy generation potential, with commissioning anticipated by the end of 2026. We expect the newly established ASAŞ Enerji to accelerate this transformation and contribute significantly to our renewable energy investments.

Energy Efficiency

Under the coordination of the Energy and Sustainability Directorate, we continue to develop projects aimed at improving energy efficiency. Throughout 2025, we worked on a total of 14 major energy efficiency projects encompassing process optimization, equipment modernization, digitalization practices, waste heat recovery, and renewable energy investments. As a result of these efforts, we saved 2,462 GJ of energy throughout the year.

In 2025, ASAŞ saved 2,462 GJ of energy through its energy efficiency projects.

In 2025, we implemented numerous projects aimed at increasing energy efficiency, encompassing equipment modernization, process optimization, digitalization, waste heat recovery, and renewable energy investments. Prominent initiatives undertaken in this context feature the heat pump installation at the 8M Anodizing Facility, ongoing efforts to eliminate compressed air leaks, the AP Foundry homogenizing furnace modernization, and the digital transformation of natural gas metering.

Most notable among these initiatives is the 8M Anodizing Facility Heat Pump Project, designed to upgrade our existing boiler infrastructure to a high-efficiency heat pump system. Upon completion, the project aims to boost energy efficiency and reduce greenhouse gas emissions from operations.

Compressed air accounts for a significant portion of our manufacturing energy usage. To address this, we deploy industrial imaging technologies to locate leaks and implement targeted corrective actions, cutting energy losses while enhancing system efficiency.

Waste Management and Circularity

In an era of escalating pressure on natural resources, the efficient use of resources and the integration of the circular economy principles into production processes stand as core pillars of sustainable development. Aluminium, which is highly recyclable without compromising quality or performance, is a key building block in this global shift. We at ASAŞ continue our efforts to improve resource efficiency, reduce waste generation at the source, and recover the highest possible amount of waste in line with our circular economy approach. We carry out our waste management activities under a three-year plan established in accordance with legal requirements.

Our facility recycling operations center predominantly on aluminium scrap. We target scaling up secondary raw material use by increasing the volume of externally sourced aluminium scrap. We also continue working toward obtaining a plastic recycling license for the ASAŞPEN facility on our campus. Our facilities recover and dispose of non-recyclable waste through licensed firms. Through our circular economy approach, we aim not only to support regulatory compliance but also to optimize resource utilization by driving operational efficiency.

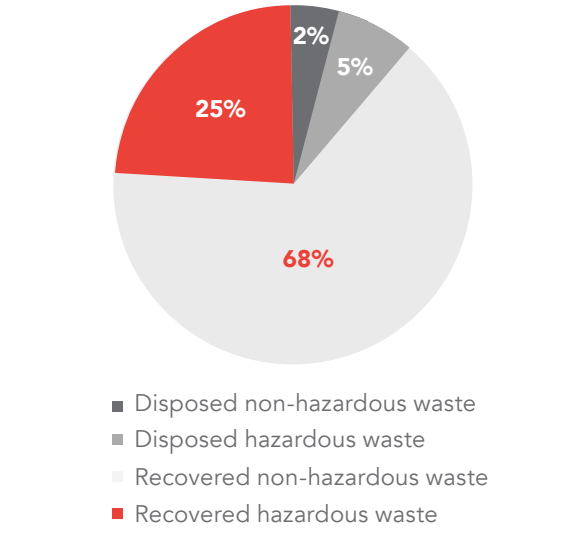
Throughout our production areas, we sort and collect waste like paper/cardboard, plastic, metal, glass, organic waste, and hazardous materials at the source, incorporating them into the relevant management processes. Alongside these efforts, we repurpose waste materials like treatment sludge and foundry sand into alternative raw materials, while remelting process-derived and external aluminium scrap in our casting furnaces and reintroducing them into our production processes.

Waste generated in our operational areas is identified with the In-Department Waste Declaration Label and transported to the designated waste collection areas. Waste is collected by the Administrative Affairs Unit, sorted under appropriate conditions at our temporary storage sites, and sent to licensed firms on a daily or weekly basis. All records are tracked digitally through the SAP system. During monthly HSE audits, non-conformities are evaluated, and improvement actions are defined for the relevant units. Performance regarding hazardous waste is analyzed with the Ensemble software in line with our monthly targets and officially verified with annual waste declarations.

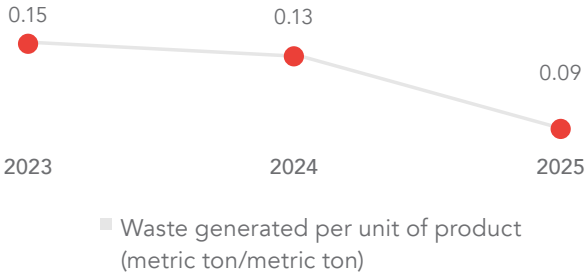
Out of a total of 24,869 metric tons of waste generated in 2025, we recycled 23,033 metric tons, while disposing of 1,835 metric tons. Accordingly, nearly 93 percent of the waste generated during the year was recycled and reintroduced into the circular economy. During the same period, we generated 0.09 metric ton of waste per unit of product.

In 2025, we recovered nearly 93% of our total waste.

2025 Waste Breakdown



Production Waste Intensity



Waste Management Awareness Initiatives

At ASAŞ, we conduct various training and awareness activities to enhance employees' understanding of waste management throughout the year. We provide regular training to personnel involved in waste collection processes, while our new hires are informed about waste reduction and separation, safe working with chemicals, and spill management as part of orientation programs. For current employees, digital platforms offer e-learning courses on Zero Waste and waste management hierarchy. We also continue to provide the infrastructure necessary for our employees to bring used cooking oil and electronic waste from their homes to the collection points located on our campus.

As an industry stakeholder, we continue to participate in sectoral initiatives and collaborations aimed at reducing the environmental impact of the aluminium industry and supporting climate transformation.

Hazardous Material and Chemical Management

We consider the safe management of chemicals and hazardous materials used in our production activities an integral part of our environmental sustainability approach and our understanding of occupational health and safety. Accordingly, we manage all processes from the selection and storage of chemicals to their use, transportation, and disposal in accordance with relevant legal requirements and company procedures, while carrying out efforts aimed at reducing environmental impacts and utilizing safer alternatives.

We regularly assess the risks associated with the chemicals used in our processes, adhering to safe storage and usage protocols. For each new chemical introduced to the facility, a Safety Data Sheet (SDS) is sent to the relevant units via the SAP system for evaluation. Following reviews conducted by the HSE Directorate, the use of the relevant chemical is approved or, when possible, reviewed in favor of a less hazardous alternative. We also require all new chemicals to be supplied with an MSDS/SDS (Material Safety Data Sheet).

Chemicals and hazardous substances are classified in accordance with their SDSs and stored in dedicated areas equipped with impermeable flooring, specialized ventilation, and fire protection systems, arranged to prevent incompatible chemical reactions. ADR standards are observed in both on-site and off-site transportation processes, and shipments are handled by competent personnel and digitally recorded via the Mobile Waste Tracking System (MOTAT). For hazardous waste recovery and disposal, we only cooperate with facilities licensed by the Ministry of Environment, Urbanization, and Climate Change. Our processes are carried out under the ISO 14001 Environmental Management System and the ISO 45001 Occupational Health and Safety Management System, with support from Dangerous Goods Safety Advisors (DGSAs).



With the system developed in accordance with the ISO 14001 standard, we determine the effects of potential spills and leaks, analyze their root causes, and plan the necessary activities for improvement. Reviewed annually, this framework incorporates response protocols for chemical spills directly into our emergency action plans. In chemical handling areas, we deploy retention sumps, drainage lines routed to the treatment plant, overflow containment basins, and emergency spill kits to ensure effective containment, continuing our efforts to manage chemicals in alignment with Best Available Techniques.

We utilize precision dosing technologies to optimize chemical consumption and mitigate raw material loss. While chemical precipitation methods are applied using suitable coagulants and flocculants tailored to the wastewater characteristics, neutralization units maintain pH levels well within regulatory limits. Where required, tertiary treatment processes like chemical oxidation and activated carbon adsorption are leveraged to curb pollutant loads and ensure minimal environmental footprint.

We support our processes for preventing chemical spills with monthly HSE audits, and we follow up on identified non-conformities by defining improvement actions for the relevant units. In 2025, we conducted a chemical spill drill at the chemical storage area of the Aluminium Profile Anodizing Plant and at the Flat-Rolled Products Paint Plant. No chemical spills occurred during the reporting period.

Through solvent and rolling oil recovery in our painting and rolling operations, as well as acid recovery at our anodizing facility, we systematically divert chemicals from waste streams for reuse. We manage chemical waste through licensed contractors, focusing on industrial symbiosis and recovery wherever possible, consistent with circular economy principles.

We also prioritize increasing employee awareness in the safe management of chemicals and hazardous materials. In areas where chemicals are used, SDSs and operating instructions are kept readily accessible, supported by regular training on their proper use. Chemical evacuation drills are executed periodically, with all associated risk analyses managed through our QDMS system in accordance with OHS Risk Assessment Regulation. Furthermore, we provide ongoing chemical safety training to our workforce and encourage the use of appropriate personal protective equipment.

Water Management

We consider the conservation and efficient use of water resources to be a key element of our environmental sustainability approach. We focus on reducing water usage in our production processes, increasing resource efficiency, and promoting practices that support the circular use of water. Accordingly, we regularly monitor our water consumption, identify areas for development, and manage our operational processes with a commitment to continuous improvement.

We conduct our water management practices in accordance with applicable regulations, primarily the Regulation on Water Pollution Control. Meanwhile, we aim to contribute to sustainable water management by pursuing the sectoral targets determined in accordance with the Water Efficiency Regulation and the Water Efficiency Strategy Document and Action Plan. To serve this end, we continue to advance projects focused on wastewater recovery and the detailed, digital monitoring of our water consumption.

Water consumption and discharge are monitored company-wide in line with standardized environmental management procedures. Departmental water consumption is tracked through monthly manual meter readings, while total consumption is monitored based on utility bills. We standardize our processes under the "Management of Environmental Activities and Performance Directive," while working on digitalization-focused projects to increase traceability.

In 2025, our total water withdrawal reached 911,494 cubic meters, marking a year-on-year increase of 15.2 percent. This increase resulted from investments and preparatory work aimed at strengthening production capacity. During this period, water demand experienced a temporary rise, driven primarily by major capital projects including the Cold Mill and the 150 MN press investments scheduled for commissioning in 2026. We plan to counterbalance this production-driven increase through targeted water efficiency initiatives, recycling projects, and digital monitoring infrastructure.

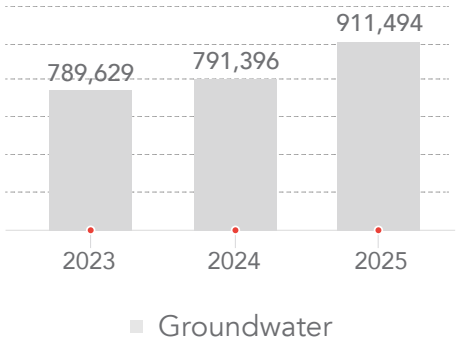
We withdraw water exclusively from groundwater sources, fully compliant with permitted extraction limits. We do not withdraw water from high-water-stress areas. During the same period, our water consumption per product stood at 6.20 m^3/metric ton.



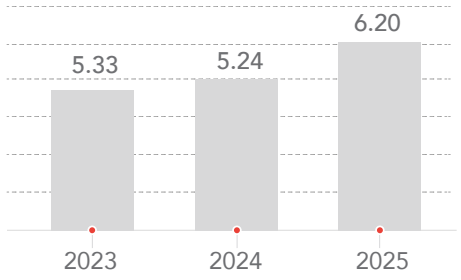
Water conservation is a key consideration in the design of our production facilities. We deploy rainwater harvesting systems across our new sites while continuously assessing water usage within our environmental aspect analyses to identify improvement opportunities. Although our consumption operates significantly below permitted well allocations, we remain committed to driving further water efficiency across our operations. We also consider the efficient management of wastewater to be a crucial part of our environmental performance. Our wastewater management framework strictly complies with the Regulation on Water Pollution Control, alongside its subordinate Communiqués on Sampling and Analysis Methods and Administrative Procedures. Wastewater treated at our two on-site treatment plants is discharged into receiving bodies in full compliance with statutory discharge limits. Our treatment plants operate on three shifts to keep wastewater quality well below legal limits. Automated systems enable controlled effluent intake when necessary, while processes engineered with PLC integration minimize chemical consumption. To prevent accidental discharges, an emergency retention sump is in place, and critical parameters are analyzed and recorded daily using calibrated equipment. Compliance with discharge standards is continuously validated through daily in-house testing and monthly audits by independent organizations.

In 2025, our total water discharge amounted to 287,319 cubic meters. In wastewater management, we go beyond ensuring legal compliance and explore opportunities to increase water reuse and resource efficiency. Currently, we are upgrading the water infrastructure in our facility by leveraging the best available techniques to analyze both domestic and industrial water systems for continuous improvement. We plan to establish an integrated digital management system to reduce water consumption, improve water quality, and increase recycling rates. In this context, **we submitted our "AI- and Digital Twins-Based Water Recovery, Carbon and Water Footprint Monitoring and Planning Platform" project under the TÜBİTAK 1833 SAYEM Green Transformation Call in 2025.** Aligned with the European Green Deal's resource efficiency, circular economy and climate-neutral production goals, the project is currently undergoing evaluation. Upon the project's acceptance, the **goal is to achieve an improvement of 40 to 50 percent in water recovery** rates by the end of a 32-month implementation period. Additionally, real-time monitoring, AI-powered optimization, and digital twin applications aim to improve water use efficiency, reduce water consumption per production unit, and manage the amount of wastewater discharged more effectively. Beyond operational measures, we place high priority on fostering water conservation awareness among our employees. Bite-sized training modules and videos created in-house are made accessible via our digital platforms, while water efficiency is actively addressed during onboarding through our "Environmental Awareness and Environmental Management Training." We continuously drive awareness through face-to-face briefings, site-wide posters, and desktop screensavers.

Water Withdrawal by Year (m3)



Water Consumed Per Unit of Product (m3/metric ton)



Biodiversity and Land Use

Ecosystem degradation, land-use changes, species loss, and habitat fragmentation make biodiversity conservation a critical priority for social and economic sustainability, as well as environmental health. Today, as nature-based solutions gain momentum in addressing global crises like climate change and biodiversity loss, international initiatives dedicated to protecting and restoring ecosystems are rapidly accelerating. We at ASAŞ are committed to responsibly managing the actual and potential biodiversity impacts of our operations and value chain.

Our HSE Policy, environmental management systems, and Biodiversity Action Plan inform our approach to biodiversity. As part of our HSE commitment to "take necessary precautions by respecting local biodiversity," we assess the impacts of our operations through science-based studies and carry out initiatives to prevent and mitigate potential adverse effects.

Beyond our direct operations, we are committed to evaluating actual and potential biodiversity impacts that may arise from our value chain. Key areas of evaluation in this regard include land-use change, new capital projects and site expansions, impacts on habitat integrity, soil displacement, soil and water quality, and potential effects on flora and fauna. In 2022, we partnered with leading flora and fauna academics to publish our first Biodiversity Action Report aimed at mapping and mitigating these risks.

This research delineated our operational sites and surrounding ecologically sensitive zones, assessed ecological risks, cataloged local species via field surveys and literature to uncover biodiversity potential, and translated the findings into digitized spatial maps. Critical habitats, protected species, and invasive organisms were thoroughly assessed, leading to targeted removal efforts for invasive species where required.

We maintain regular species and habitat monitoring across our operational areas in accordance with our overarching Biodiversity Action Plan. Annual findings are evaluated to establish actionable plans for the upcoming period. Targeted priority and sensitive species are monitored monthly by expert biologists, with dedicated population tracking for those classified as threatened or vulnerable.

Furthermore, invasive species vectors are monitored continuously, triggering removal and containment interventions as required. Our other efforts for biodiversity conservation include practices aimed at preventing water and soil pollution, minimizing the impact of heavy metal-induced pollution on critical habitats, and protecting topsoil. Environmental, social and governance (ESG) criteria play an integral role in our decision-making mechanisms related to new investments, capacity increases, facility expansions, and product development processes.



When making investment decisions, we holistically consider energy efficiency, carbon emissions, water consumption, biodiversity impacts, occupational health and safety, local community impacts, and regulatory compliance criteria. Through our Environmental and Social Impact Assessments (ESIAs), we define preventive and mitigation measures, giving investment priority to initiatives aligned with our corporate sustainability goals.

In addition, we conduct multi-disciplinary field surveys involving hydrologists, biologists, species experts, and soil scientists to assess habitat integrity, protected zone characteristics, existing flora and fauna, and soil/water impacts to establish prevention and mitigation protocols. We actively promote biodiversity awareness on site through informative events and deploy conservation signage.

We back our commitment to minimize our environmental footprint with targeted field operations. Our drone-assisted seeding and ecosystem rehabilitation project aims to combat deforestation while supporting the restoration of disaster-affected areas, erosion-prone zones, and natural landscapes requiring revegetation. Autonomous drones equipped with GPS navigation enable rapid, cost-effective dispersal of region-appropriate seeds over vast distances, helping regenerate ecosystems in terrain inaccessible to manual labor. **With this project titled "Every Seed Counts," we planted nearly 125,000 seeds in the last quarter of 2025.**

We continue our efforts toward biodiversity conservation with a commitment to continuous improvement, contributing to nature conservation by monitoring flora and fauna in our areas of activity, protecting critical habitats, managing invasive species, and implementing ecosystem rehabilitation practices. We foster biodiversity awareness across our workforce and stakeholder ecosystem while tracking and enhancing our biodiversity performance through annual reviews and action plans. Over the long term, our objective is to establish data-driven KPIs and performance targets to manage our biodiversity footprint with greater measurability.

For more details on the project, please refer to the **Social Impact** section of the report.



Appendices



National and International Certificates

Our portfolio of national and international certifications, integral to our corporate governance framework and values, demonstrates our unwavering commitment to regulatory compliance and adherence to industry standards across all operational domains. A substantial portion of our management objectives and activities across all manufacturing plants are executed through the management systems outlined below.

STANDARDS / CERTIFICATES	Aluminium Profile	Flat-Rolled Products Composite Panel	PVC, Roller Shutter
ASI Performance Standard	●	●	●
ISO 9001 Quality Management System	●	●	●
ISO 14001 Environmental Management System	●	●	●
ISO 50001 Energy Management System	●	●	●
ISO IEC 27001 Information Security Management System	●	●	●
ISO 45001 Occupational Health and Safety Standard	●	●	●
IATF 16949 - Automotive Quality Management System	●	●	
ISO TS 22163 (IRIS) Railway Industry Quality Management System	●		
Kosher Certificate, NSF Certification		●	
EN 40-6 / EN 15085-2 / EN 1090-3 Standards	●		
QUALANOD Specifications, QUALICOAT Specifications	●		
Gold Level Cycle-Friendly Employer (CFE) Certification	●	●	●
LEED Gold Certificate (R&D Center)	●	●	●
RAL Certification			●
TS EN 12068 – 1 Cathodic Protection Certificate			●
TS EN 12020-1 Standard	●		
TS EN 755-1 Standard	●		
Halal Certificate		●	
TS EN ISO 3834-2 Standard	●		
TS 4922 Standard	●		
EN 15088 Certificate of Factory Production Control	●	●	
TS EN ISO/IEC 17025 Standard for Testing & Calibration Labs		●	
Passive House (For certain products)			●

Achievements and Awards

Türkiye Exporters Assembly (TİM) "Top 1,000 Exporters of Türkiye" Report

We earned 4th place in our sectoral category in the 2025 Champions of Exports list based on the traditional "Top 1,000 Exporters of Türkiye" research conducted by the Türkiye Exporters Assembly (TİM).

ISO 500 Ranking: 68th Place

We ranked 68th in the 2025 edition of the "Türkiye's Top 500 Industrial Enterprises" survey, announced for the 58th time this year by the Istanbul Chamber of Industry.

Acceptance into the Turquality Program

Our strong position in global markets, robust brand recognition, and corporate governance approach enabled us to become the first company in the aluminium profile industry to be accepted into the Turquality program.

6 Projects Qualify for Funding Under TÜBİTAK 2209-B

Six of our projects submitted under the TÜBİTAK 2209-B Industry Oriented Research Project Support Program for Undergraduate Students were awarded funding.

Collaborations and Memberships

ASAŞ Aluminium builds strong partnerships through various channels with institutions and organizations that contribute to our corporate strategy and sustainability performance. We aim to foster mutually beneficial relationships through collaborations. Through corporate memberships in sectoral associations, professional organizations, and chambers of commerce, we stay updated on the latest developments and best practices in the industry and engage with industry stakeholders by leveraging our corporate knowledge and experience.

Collaborations

Research and Industry Organizations

- CIRCE-Innovation Technology Centre
- Centre Tecnològic de Catalunya, Eurecat
- European Aluminium
- Fraunhofer-Gesellschaft
- Fundación Cidaut
- International Systems Institute
- Instytut Energetyki
- I-REC
- KIOS Research and Innovation Center of Excellence
- Łukasiewicz Research Network
- Max-Planck-Gesellschaft
- SINTEF Research Institutes
- IVL Swedish Environmental Research Institute
- TÜBİTAK (The Scientific and Technological Research Council of Türkiye)

Universities in Türkiye

- Atılım University
- Boğaziçi University
- Bursa Uludağ University
- Eskişehir Osmangazi University
- Eskişehir Technical University
- Gebze Technical University
- Işık University
- Istanbul Technical University
- Istanbul University
- Istanbul University - Cerrahpaşa
- Karadeniz Technical University
- Kocaeli University
- Marmara University
- Mersin University
- Pamukkale University
- Sabancı University
- Sakarya University
- Sakarya University of Applied Sciences
- Samsun Ondokuz Mayıs University
- TOBB University of Economics and Technology (TOBB ETÜ)
- Turkish-German University
- Yıldız Technical University

International Universities

- Brunel University of London
- Graz University of Technology
- Institut supérieur de mécanique de Paris
- University of Cyprus
- Northumbria University
- Technische Hochschule Ingolstadt
- Universität Bremen
- Università degli Studi di Napoli Federico II
- Università degli Studi di Padova (UNIPD)
- University of Leicester
- University of Liège (ULiège)
- Upper Austria University of Applied Sciences

Memberships

- Aluminium Stewardship Initiative (ASI)
- EcoVadis
- UN Global Compact
- European Aluminium
- European Aluminium Foil Association (EAFA)
- European Coil Coating Association (ECCA)
- RAL Quality Association for PVC Window Profile Systems (Germany)
- Association of Aluminium Surface Treatment (AYİD)
- Anatolian Rail Transportation Systems Cluster (ARUS)
- Facade Industrialists and Business People Association (CEPHEDER)
- Energy Efficiency Association (ENVER)
- Flexible Packaging Manufacturers Association (FASD)
- Automotive Manufacturers Association
- Window Manufacturers' Quality Association (PÜKAB)
- SAHA Istanbul (Defense, Aviation and Space Cluster)
- Automotive Suppliers Association of Türkiye (TAYSAD)
- Turkish Aluminium Industrialists Association (TALSAD)
- Akyazı Chamber of Commerce
- DEİK Türkiye-U.S. Business Council
- Foreign Economic Relations Board (DEİK)
- Istanbul Ferrous and Non-Ferrous Metals Exporters' Association (İDDMİB)
- Istanbul Mineral and Metals Exporters' Association (İMMİB)
- Istanbul Chamber of Industry (ICI)
- Istanbul Chamber of Commerce (ICOC)
- Sakarya Chamber of Commerce and Industry
- German-Turkish Chamber of Industry and Commerce
- Türkiye Exporters Assembly (TİM)
- ASAŞ Sports Association
- Çaykara and Dernekpazarı Education Foundation (ÇADEV)
- Women Entrepreneurs Association of Türkiye (KAGİDER)
- Turkish Quality Association (KalDer)
- Business Council for Sustainable Development Türkiye (BCSD Türkiye)
- Education and Development Platform Association (TEGEP)

Sustainability Performance Indicators

Environmental Performance Indicators / Energy Consumption

Total Energy Consumption	2023	2024	2025
Electricity Consumption (GJ)	618,548	643,197	672,907
Natural Gas Consumption (GJ)	1,705,164	1,580,395	1,347,549.01

Composite Panel Manufacturing Plant	2023	2024	2025
Electricity Consumption (GJ)	29,798	28,810	29.474
Natural Gas Consumption (GJ)	341.02	299.56	333.46

Aluminium Flat-Rolled Products Manufacturing Plant	2023	2024	2025
Electricity Consumption (GJ)	307,257	355,615	355,885
Natural Gas Consumption (GJ)	620,278	714,106	714,026

PVC Profile and Shutter Manufacturing Plant	2023	2024	2025
Electricity Consumption (GJ)	49,353	50,081	66,054
Natural Gas Consumption (GJ)	11,453	10,761	13,476

Aluminium Profile Manufacturing Plant	2023	2024	2025
Electricity Consumption (GJ)	232,140	208,691	221,494
Natural Gas Consumption (GJ)	732,413	555,968	619,713

Energy Intensity

Aluminium Flat-Rolled Products Manufacturing Plant	2023	2024	2025
Electric Energy Intensity (GJ/metric ton)	3.45	3.44	3.48
Natural Gas Energy Intensity (GJ/metric ton)	6.97	6.91	6.97

Composite Panel Manufacturing Plant	2023	2024	2025
Electric Energy Intensity (GJ/metric ton)	0.93	0.91	1.01
Natural Gas Energy Intensity (GJ/metric ton)	0.01	0.009	0.011

Aluminium Profile Manufacturing Plant	2023	2024	2025
Electric Energy Intensity (GJ/metric ton)	3.96	4.38	4.47
Natural Gas Energy Intensity (GJ/metric ton)	12.50	11.69	12.49

Energy Savings (GJ)	2023	2024	2025
Annual Energy savings achieved	6,384	1,074	2,462

PVC Profile and Shutter Manufacturing Plant	2023	2024	2025
Electric Energy Intensity (GJ/metric ton)	2.51	2.77	3.13
Natural Gas Energy Intensity (GJ/metric ton)	0.58	0.59	0.64

Waste Heat Generation (kg)	2023	2024	2025
Hot Water	547,525	220,181	494,655
Steam	9,690,000	4,820,000	8,995,831

Green House Gas Emissions

Green House Gas Emisions (metric ton CO_2e)	2023	2024	2025
Scope 1	79,112	68,618	77,194
Scope 2 (Market-Based)	0	0	0
Scope 2 (Location-Based)	67,756	75,998	75,609
Scope 3	2,549,787	1,755,600	2,001,122
Total	**2,628,899**	**1,824,218**	**2,078,316**

Greenhouse Gas Intensity MRV (metric ton CO_2e/metric ton product)	2023	2024	2025
Sakarya Facility	0.36	0.37	0.42
Akyazı Facility	0.47	0.38	0.47

Water Management

Water Withdrawal	2023	2024	2025
Groundwater (m³)	789,629	791,396	911,494
Water withdrawal in high-water-stress areas (m³)	0	0	0
Water consumed per unit [11] of product (m³/metric ton)	5.33	5.24	6.20

Water Discharge (m³)	2023	2024	2025
Surface water	293,092	238,305	287,319

[11] Production figures represent the sum of total shipments from the aluminium profile manufacturing plant and flat-rolled products manufacturing plant.

Waste Management

Disposed Non-Hazardous Waste (metric ton)	2023	2024	2025
Non-hazardous waste sent to landfill/storage	0	0	122
Non-hazardous waste incinerated for energy recovery	0	0	448
Total non-hazardous waste disposed	**0**	**0**	**570**

Recovered Waste (metric ton)	2023	2024	2025
Recovered/reused non-hazardous waste	15,426	13,960	16,944
Recovered/reused hazardous waste	5,499	6,183	6,090
Total recovered waste	**20,925**	**20,142**	**23,033**

Disposed Hazardous Waste (metric ton)	2023	2024	2025
Hazardous waste sent to landfill/storage	46	0	26
Hazardous waste incinerated for energy recovery	868	1,198	1,239
Hazardous waste incinerated for non-energy purposes	0	0	0.28
Total hazardous waste disposed	**914**	**1,198**	**1,265**

Waste per Unit of Production [12]	2023	2024	2025
Waste generated per unit of product (metric ton/metric ton)	0.15	0.13	0.09

[12] Production figures represent the sum of total shipments from the aluminium profile manufacturing plant and flat-rolled products manufacturing plant.

Employee Demographics

Employees	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of employees	255	2,717	259	2,642	276	2,673
Total number of employees	2,972		2,901		2,949	
Number of white-collar employees	205	426	191	411	198	428
Total number of white collar employees	631		602		626	
Number of blue-collar employees	50	2,291	68	2,231	78	2,245
Total number of blue-collar employees	2,341		2,299		2,323	

Employee Distribution by Educational Attainment	2023	2024	2025
Primary School	728	685	682
High-School	1,319	1,315	1,339
University degree and higher	925	901	928

Employee Distribution by Age Group	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
30 and younger	78	906	80	839	80	806
Between 30–50	163	1,634	168	1,634	181	1,669
50 and older	14	177	11	169	15	198

Employee Distribution by Employment Type	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Total full-time employee count	255	2,717	259	2,642	276	2,673
Total part-time employee count	0	0	0	0	0	0
Total	**2,972**		**2,901**		**2,949**	

Employees by Years of Service	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
0–5 years	129	1,238	148	1,220	166	1,206
5–10 years	83	680	72	606	65	558
10 years and longer	43	799	39	816	45	909

Employee Demographics

Other Equal Opportunity Indicators	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Employees in STEM roles[13]	58	167	60	168	59	186

Employees with Disabilities	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of employees with disabilities	5	88	6	83	8	75

Executives by Age	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
30 and younger	1	0	1	0	0	2
Between 30–50	24	83	22	76	19	12
50 and older	3	11	2	10	2	

Executives by Organizational Level	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Board of Directors	0	3	0	3	0	3
C-level	0	3	0	3	0	3
Director	1	14	1	13	1	15
Manager	12	42	13	42	18	48

Employees by Contract Type	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Permanent employment contract	255	2,717	259	2,642	276	2,673
Fixed-term employment contract	0	0	0	0	0	0
Employees covered by collective bargaining	0	0	0	0	0	0

[13] The 2023 and 2024 data on the number of employees in STEM roles were updated based on retrospective calculations.

Performance and Talent Management

Employee Turnover	2023	2024	2025
Number of employee departures	535	513	447
Number of voluntary departures	283	215	206
Employee turnover rate (%)	18.04	17.88	15.16

Parental Leave	2023	2024	2025
Number of white-collar employees under regular performance review	520	537	628
Number of blue-collar employees under regular performance review	2,341	2,199	2,200

Parental Leave[14]	2025	
	Female	Male
Number of employees who took parental leave	4	162
Number of employees who returned to work after parental leave	4	162

Engagement Survey Results	2023	2024	2025
Employee engagement/satisfaction survey results	74%	75%	75%

Volunteering	2025[15]
Total hours spent by employees on volunteering	13
Number of employees participating in volunteering activities	55
Total number of volunteering projects	4

Internal Candidates[16]	2025	
	Female	Male
Number of positions filled by internal candidates	4	20
Total job openings	468	
Internal fill rate (%)	5	

Recruitment by[17] Age and Gender	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
30 and younger	18	151	18	136	20	201
Between 30 - 50	19	73	19	85	26	111
50 and older	0	5	0	4	0	5

[14] Reporting on parental leave data commenced in 2025.
[15] Reporting on volunteering data commenced in 2025.
[16] Reporting on internal candidate data commenced in 2025.

Training and Development

Training Hours by Gender and Age	2023		2024		2025 [18]	
	Female	Male	Female	Male	Female	Male
Training Hours by Gender and Age	-	-	-	-	3,565	26,235
Total training hours for employees aged 30–50 (person*hours)	-	-	-	-	5,047	43,845
Total training hours for employees aged 50 and older (person*hours)	-	-	-	-	344	4.536
Total training hours for blue-collar employees (person-hours)	51,017		22,192		1,476	55,884
Total training hours for white-collar employees (person-hours)	20,718		12,095		7,480	19,032
Average training hours per employee	24.2		11.6		28.2	

Leadership Training	2023		2024		2025	
	Female	Male	Female	Male	Female	Male
Number of employees who received leadership training by gender	14	20	-	-	57	240
Total leadership training hours (person-hours)	1,231		342		1,661	

[17] The 2023 and 2024 data on recruitment by age and gender were updated based on retrospective calculations.
[18] Reporting on total training hours broken down by gender commenced in 2025.

OHS

OHS Performance	2023	2024	2025
Number of ISO 45001-certified facilities	5	5	5
Accepted workday time	7.5	7.5	7.5
Accepted fiscal year days	365	365	365
Total hours worked	6,576,039	6,312,052	6,405,343
OHS training hours per employee (person-hours)	8.51	10.9	14.4
OHS training hours per contractor (person-hours)	-	-	-
Number of workdays lost due to accidents	3,170	9,474	2,956
Number of accidents	273	285	243

OHS Performance	2023	2024	2025
Number of Fatal Accidents			
Direct employment (Number of fatal accidents)	0	1	0
Occupational Diseases			
Direct employment (Number of occupational diseases)	0	1	11
Number of Employee Absences			
Direct employment* (Number of absent days)	19,277	17,995	18,238
Incident Rate (IR) (%) **	8.30	9.03	7.59
Fatality Rate (%) ***	0	0,03	0
Occupational Disease Rate (ODR) (%) ****	0	0.03	0.37
Lost Day Rate (LDR) (%) *****	96.41	300.19	92.30

*Based on workforce loss due to illness.
** Total number of accidents * 200,000 / Total hours worked
*** Total number of fatal accidents * 200,000 / Total hours worked
**** Total number of occupational diseases * 200,000 / Total hours worked
***** Number of lost days due to injuries * 200,000 / Total hours worked

R&D and Innovation

R&D and Innovation Indicators	2023	2024	2025
R&D and innovation expenditure (TRY)	57,820,381.52	67,882,322.00	96,407,217.13
R&D expenditure aimed at improving environmental performance (TRY)	21,107,148.86	21,386,112.56	25,923,078.83
Number of R&D and Innovation employees	67	73	59
Completed projects	10	22	13
R&D-focused projects per person	1.45	2.53	2.63
Number of patent applications	0	0	2
Number of registered patents	3	0	0
Number of registered utility models	1	-	0
Number of registered designs/trademarks	9	7	15
Number of fairs, conferences, etc. attended	15	4	6

GRI Content Index



GRI Content Index

Disclosure of Use	ASAŞ Alüminyum has reported the information specified in this GRI Content Index for the period between January 1, 2025, and December 31, 2025, with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARD	REMARKS	LOCATION OF DISCLOSURE / DIRECT RESPONSE
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	9-12
	2-2 Entities included in the organization's sustainability reporting	4
	2-3 Reporting period, frequency and contact point	4
	2-4 Restatements of information	No information has been restated in the report.
	2-5 External assurance	
	2-6 Activities, value chain and other business relationships	9-12, 25-26
	2-7 Employees	8, 69
	2-9 Governance structure and composition	14-16
	2-10 Nomination and selection of the highest governance body	14
	2-11 Chair of the highest governance body	14
	2-12 Role of the highest governance body in overseeing the management of impacts	14-15
	2-13 Delegation of responsibility for managing impacts	14-16
	2-14 Role of the highest governance body in sustainability reporting	35-37
	2-15 Conflicts of interest	20-21

GRI Content Index

Disclosure of Use	ASAŞ Alüminyum has reported the information specified in this GRI Content Index for the period between January 1, 2025, and December 31, 2025, with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARD	REMARKS	LOCATION OF DISCLOSURE / DIRECT RESPONSE
General Disclosures		
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	20-21, 38, 40
	2-17 Collective knowledge of the highest governance body	14-15
	2-18 Evaluation of the performance of the highest governance body	14-15
	2-19 Remuneration policies	71
	2-20 Process to determine remuneration	71
	2-22 Statement on sustainable development strategy	34-35, 43-45, 89
	2-23 Policy commitments	14, 35
	2-24 Embedding policy commitments	14, 35
	2-25 Processes to remediate negative impacts	17-18, 38
	2-26 Mechanisms for seeking advice and raising concerns	21, 38
	2-27 Compliance with laws and regulations	18, 20
	2-28 Membership associations	113-114
	2-29 Approach to stakeholder engagement	38-40
	2-30 Collective bargaining agreements	120

GRI Content Index

Disclosure of Use	ASAŞ Alüminyum has reported the information specified in this GRI Content Index for the period between January 1, 2025, and December 31, 2025, with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARD	REMARKS	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Material Topics		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	41
	3-2 List of material topics	42
	3-3 Management of material topics	41-44
Economic Performance		
GRI 3: Material Topics 2021	3-3 Management of material topics	12
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	12
	201-2 Financial implications and other risks and opportunities due to climate change	18
Anti-Corruption		
GRI 3: Material Topics 2021	3-3 Management of material topics	20-21
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	20-21
	201-3 Confirmed incidents of corruption and actions taken	20-21

GRI Content Index

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Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARD	REMARKS	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Energy		
GRI 3: Material Topics 2021	3-3 Management of material topics	94-95
GRI 302: Energy 2016	302-1 Energy consumption within the organization	115
	302-3 Energy intensity	116
	302-4 Reduction of energy consumption	101-102, 116
Water and Effluents		
GRI 3: Material Topics 2021	3-3 Management of material topics	94-95
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	106
	303-2 Management of water discharge-related impacts	106-107
	303-3 Water withdrawal	117
	303-4 Water discharge	117
	303-5 Water consumption	117
Biodiversity		
GRI 3: Material Topics 2021	3-3 Management of material topics	94-95
GRI 304: Biodiversity 2016	304-2 Significant impacts of activities, products and services on biodiversity	108-109

GRI Content Index

Disclosure of Use	ASAŞ Alüminyum has reported the information specified in this GRI Content Index for the period between January 1, 2025, and December 31, 2025, with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARD	REMARKS	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Emissions		
GRI 3: Material Topics 2021	3-3 Management of material topics	94-95
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	117
	305-2 Energy indirect (Scope 2) GHG emissions	117
	305-3 Other indirect (Scope 3) GHG emissions	117
	305-4 GHG emissions intensity	117
	305-5 Reduction of GHG emissions	96-100
Waste		
GRI 3: Material Topics 2021	3-3 Management of material topics	94-95
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	103
	306-2 Management of significant waste-related impacts	103
	306-3 Waste generated	103, 118
	306-5 Waste directed to disposal	118

GRI Content Index

Disclosure of Use	ASAŞ Alüminyum has reported the information specified in this GRI Content Index for the period between January 1, 2025, and December 31, 2025, with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARD	REMARKS	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Employment		
GRI 3: Material Topics 2021	3-3 Management of material topics	68
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	121
Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topics	84-88
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	84-88
	403-2 Hazard identification, risk assessment, and incident investigation	123
	403-3 Occupational health services	84-88
	403-4 Worker participation, consultation, and communication on occupational health and safety	84-88
	403-5 Worker training on occupational health and safety	84-88, 123
	403-6 Promotion of worker health	84-88
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	84-88
	403-8 Workers covered by an occupational health and safety management system	84-88, 123
	403-9 Work-related injuries	123
	403-10 Work-related ill health	123

GRI Content Index

Disclosure of Use	ASAŞ Alüminyum has reported the information specified in this GRI Content Index for the period between January 1, 2025, and December 31, 2025, with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARD	REMARKS	LOCATION OF DISCLOSURE / DIRECT RESPONSE
Training and Education		
GRI 3: Material Topics 2021	3-3 Management of material topics	77
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	122
	404-2 Programs for upgrading employee skills	77-80
	404-3 Percentage of employees receiving regular performance and career development reviews	121
Diversity and Equal Opportunity		
GRI 3: Material Topics 2021	3-3 Management of material topics	69-70
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	69-70
Supplier Social Assessment		
GRI 3: Material Topics 2021	3-3 Management of material topics	51-53
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	51-53

GRI Content Index

Disclosure of Use	ASAŞ Alüminyum has reported the information specified in this GRI Content Index for the period between January 1, 2025, and December 31, 2025, with reference to the GRI Standards.
Use of GRI 1	GRI 1: Foundation 2021

GRI STANDARD	REMARKS	LOCATION OF DISCLOSURE / DIRECT RESPONSE
R&D and Innovation		
GRI 3: Material Topics 2021	3-3 Management of material topics	59-66
Social Impact		
GRI 3: Material Topics 2021	3-3 Management of material topics	89-91
Customer Satisfaction		
GRI 3: Material Topics 2021	3-3 Management of material topics	47-49

ASI Performance Index

CATEGORY	ASI STANDARD CLAUSE	ASI STANDARD SUBCLAUSE	2025 SUSTAINABILITY REPORT PAGE NO
A. Governance	1. Business Integrity	1.1. Legal Compliance	16-20, 25
A. Governance	1. Business Integrity	1.2. Anti-Corruption	24
A. Governance	1. Business Integrity	1.3. Code of Conduct (Ethics)	20, 38
A. Governance	2. Policy and Management	2.1. Environmental, Social, and Governance Policy	13-15, 25, 41-45
A. Governance	2. Policy and Management	2.2. Leadership	14-15, 35-37
A. Governance	2. Policy and Management	2.3.a. Environmental Management Systems	34, 93
A. Governance	2. Policy and Management	2.3.b. Social Management Systems	34, 68, 84
A. Governance	2. Policy and Management	2.4. Responsible Sourcing	39, 42-46, 52-54, 95
A. Governance	3. Transparency	3.1. Sustainability Reporting	25, 125-134

ASI Performance Index

CATEGORY	ASI STANDARD CLAUSE	ASI STANDARD SUBCLAUSE	2025 SUSTAINABILITY REPORT PAGE NO
A. Governance	3. Transparency	3.2. Non-Compliances and Liabilities	12, 41-45
A. Governance	3. Transparency	3.3. Payments to Governments	12, 41-45
A. Governance	3. Transparency	3.4. Stakeholder Complaints, Grievances and Requests for Information	38-39, 89-90
A. Governance	4. Material Stewardship	4.1. Environmental Life Cycle Assessment	95
A. Governance	4. Material Stewardship	4.2. Product Design	95, 103, 104, 112
A. Governance	4. Material Stewardship	4.3. Aluminium Process Scrap	103
A. Governance	4. Material Stewardship	4.4. Collection and Recycling of Products at End of Life	30, 64, 66, 112, 94, 103, 103, 118
B. Environment	5. Greenhouse Gas Emissions	5.1. Disclosure of GHG Emissions and Energy Use	96-102, 115-117
B. Environment	5. Greenhouse Gas Emissions	5.3. GHG Emissions Reduction Plans	99

ASI Performance Index

CATEGORY	ASI STANDARD CLAUSE	ASI STANDARD SUBCLAUSE	2025 SUSTAINABILITY REPORT PAGE NO
B. Environment	5. Greenhouse Gas Emissions	5.4. GHG Emissions Management	41-45, 96, 115-117
B. Environment	6. Emissions, Effluents and Waste	6.1. Emissions to Air	97
B. Environment	6. Emissions, Effluents and Waste	6.2. Discharges to Water	107, 117
B. Environment	6. Emissions, Effluents and Waste	6.3–6.4. Assessment and Management of Spills and Leakages	104
B. Environment	6. Emissions, Effluents and Waste	6.5. Waste Management and Reporting	41-45, 103-104, 118
B. Environment	7. Water Stewardship	7.1. Water Assessment and Disclosure	106, 117
B. Environment	7. Water Stewardship	7.2. Water Management	41-45, 106-107
B. Environment	8. Biodiversity and Ecosystem Services	8.1–8.7. Biodiversity and Ecosystem Services Risk and Impact Assessment; Management of Priority Ecosystem Services; Alien Species; Commitment to “No Go” in World Heritage Properties; Protected Areas; Mine Rehabilitation	38, 41-45, 108 44, 51, 22, 119-121
C. Social	9. Human Rights	9.1. Human Rights Due Diligence	

ASI Performance Index

CATEGORY	ASI STANDARD CLAUSE	ASI STANDARD SUBCLAUSE	2025 SUSTAINABILITY REPORT PAGE NO
C. Social	9. Human Rights	9.2. Gender Equality and Women's Empowerment	41-45, 82-83, 113
C. Social	9. Human Rights	9.3–9.7. Indigenous Peoples; Free, Prior, and Informed Consent (FPIC); Cultural and Sacred Heritage; Displacement; Affected Populations and Organizations	38, 41-45
C. Social	9. Human Rights	9.8. Conflict Affected and High-Risk Areas	38, 51
C. Social	9. Human Rights	9.9. Security Practice	38
C. Social	10. Labor Rights	10.1. Freedom of Association and Right to Collective Bargaining	38
C. Social	10. Labor Rights	10.2. Child Labor	22, 119-121
C. Social	10. Labor Rights	10.3. Forced Labor	22, 119-121
C. Social	10. Labor Rights	10.4. Non-Discrimination	41-45, 82, 119-121
C. Social	10. Labor Rights	10.5. Communication and Engagement	38, 119-121

ASI Performance Index

CATEGORY	ASI STANDARD CLAUSE	ASI STANDARD SUBCLAUSE	2025 SUSTAINABILITY REPORT PAGE NO
C. Social	10. Labor Rights	10.6. Violence and Harassment	22
C. Social	10. Labor Rights	10.7. Remuneration	41-45, 70, 71, 74, 82
C. Social	10. Labor Rights	10.8. Working Time	119-121
C. Social	10. Labor Rights	10.9. Informing Workers of Rights	41-45, 71
C. Social	11. Occupational Health and Safety	11.1 Occupational Health and Safety (OH&S) Management System	41-45, 84-88, 123
C. Social	11. Occupational Health and Safety	11.2. Employee Engagement on Health and Safety	38, 71, 84-88, 95, 123

ASAŞ Aluminium 2025 Sustainability Report - Reporting Guide

This Reporting Guide ("Guide") provides information on the preparation, calculation and reporting methodologies for the limited assurance indicators included in the 2025 Sustainability Report of Asaş Alüminyum San. ve Tic. A.Ş. ("Asaş Aluminium", "Company") ("2025 Sustainability Report"). These indicators cover environmental, social, and economic dimensions. Company management is responsible for ensuring that appropriate procedures are applied, in all material respects, to prepare these indicators in line with the Guidelines. This Guide covers Asaş Aluminium's operations for the period January 1 – December 31, 2025 (fiscal year 2025), as defined in the "Key Definitions and Reporting Scope" section, and excludes subcontractor data unless otherwise indicated.

General Reporting Principles

This Guide has been prepared in line with the following principles:

• Emphasizing the basic principles of relevance and reliability of information in the preparation of information for users of the information,
Emphasizing the principles of comparability/consistency with other data (including the previous year) and accessibility/transparency in the reporting of information for providing users with clarity.

Key Definitions and Reporting Scope

ASAŞ Aluminium has clearly defined the scope and definitions included in the report.

TYPE	INDICATOR	SCOPE
	Employee Demographics	
Social Indicators	Total Number of Employees	Represents the total number of employees employed by ASAŞ Aluminium during the reporting period.
	Employee Distribution by Gender (Female/Male)	Represents the breakdown of total employees by gender at ASAŞ Aluminium during the reporting period.
	Number of White-Collar Employees (Total and by Gender)	Represents the total and gender-based distribution of employees (non-blue-collar) working in management and office positions at ASAŞ Aluminium during the reporting period.
	Number of Blue-Collar Employees (Total and by Gender)	Represents the total and gender-based distribution of employees working in ASAŞ Aluminium production sites during the reporting period.

TYPE	INDICATOR	SCOPE
	Employee Demographics	
Social Indicators	Employees by Employment Type (Full-Time / Part-Time)	Represents the distribution of ASAŞ Aluminium employees by employment type (full-time or part-time) during the reporting period.
	Employees by Education Level (Primary / High School / University and Above)	Represents the distribution of ASAŞ Aluminium employees by their level of education during the reporting period.
	Employees by Age Group (Under 30, 30–50, 50+) – By Gender	Represents the distribution of ASAŞ Aluminium employees by age and gender during the reporting period.
	Employees by Length of Service (0–5 years, 5–10 years, 10+ years) – By Gender	Represents the distribution of ASAŞ Aluminium employees by length of service and gender during the reporting period.
	Employees in STEM Roles (Female/Male)	Represents the number of female and male employees working in science, technology, engineering and mathematics (STEM) fields at ASAŞ Aluminium during the reporting period.
	Number of Employees with Disabilities (Female/Male)	Represents the number of employees with disabilities employed by ASAŞ Aluminium under the Labor Law No. 4857 during the reporting period (by gender).

TYPE	INDICATOR	SCOPE
	Management and Leadership	
Social Indicators	Executives by Age (Under 30, 30–50, Over 50) – By Gender	Represents the distribution of ASAŞ Aluminium executives by age and gender during the reporting period.
	Executives by Management Level (Board, C-Level, Director, Manager) – By Gender	Represents the number of executives by level of management (Board, C-Level, Director, Manager) at ASAŞ Aluminium during the reporting period (by gender).

TYPE	INDICATOR	SCOPE
	Type of Contract	
Social Indicators	Permanent/Fixed-Term Employment Contract (By Gender)	Represents the distribution of ASAŞ Aluminium employees by contract type (fixed-term or permanent) and gender during the reporting period.
	Employees Covered by a Collective Bargaining Agreement	Represents the number of employees covered by a collective bargaining agreement at ASAŞ Aluminium during the reporting period.

TYPE	INDICATOR	SCOPE
	Training and Development	
Social Indicators	Average Training Hours per Employee	Represents the average training hours per employee, obtained by dividing the total training hours by the total number of employees during the reporting period.
	Total Training Hours for Blue-Collar Employees	Represents the total hours of training delivered to blue-collar employees during the reporting period (person × hours).
	Total Training Hours for White-Collar Employees	Represents the total hours of training delivered to white-collar employees during the reporting period (person × hours).
	Number of Employees Who Received Leadership Training (By Gender)	Represents the number of employees who participated in leadership development training during the reporting period (by gender).
	Total Leadership Training Hours	Represents the total hours of leadership training during the reporting period (person × hours).

TYPE	INDICATOR	SCOPE
	Performance and Talent Management	
Social Indicators	Number of Employees Leaving	Represents the total number of separations during the reporting period. This number includes both voluntary (e.g., resignation, retirement, personal reasons) and involuntary (e.g., employer-initiated termination, failed probation, performance or disciplinary reasons) separations.
	Number of Voluntary Separations	Represents the total number of employees voluntarily leaving ASAŞ Aluminium during the reporting period.
	Employee Turnover Rate (%)	Represents the percentage obtained by dividing the number of employee separations by the average headcount during the reporting period.
	White-Collar Employees Receiving Regular Performance Evaluations	Represents the total number of white-collar employees who completed goal-setting and performance evaluation processes.
	Blue-Collar Employees Receiving Regular Performance Evaluations	Represents the total number of blue-collar employees included in performance evaluations during the reporting period.

TYPE	INDICATOR	SCOPE
	Training and Development	
Social Indicators	Average Training Hours per Employee	Represents the average training hours per employee, obtained by dividing the total training hours by the total number of employees during the reporting period.
	Total Training Hours for Blue-Collar Employees	Represents the total hours of training delivered to blue-collar employees during the reporting period (person × hours).
	Total Training Hours for White-Collar Employees	Represents the total hours of training delivered to white-collar employees during the reporting period (person × hours).
	Number of Employees Who Received Leadership Training (By Gender)	Represents the number of employees who participated in leadership development training during the reporting period (by gender).
	Total Leadership Training Hours	Represents the total hours of leadership training during the reporting period (person × hours).

TYPE	INDICATOR	SCOPE
	Occupational Health and Safety (OHS)	
Social Indicators	Number of ISO 45001-Certified Facilities	Represents the total number of ASAŞ Aluminium facilities certified under the ISO 45001 Occupational Health and Safety Management System during the reporting period.
	Total Hours Worked	Represents the total hours worked used in calculating occupational health and safety rates during the reporting period.
	OHS Training Hours for Employees	Represents the total occupational health and safety training hours delivered per employee directly employed by ASAŞ Aluminium during the reporting period (hours/employee).
	OHS Training Hours for Contractors	Represents the total hours of occupational health and safety training (person × hours) delivered to supplier and subcontractor personnel working at ASAŞ Aluminium facilities during the reporting period.
	Number of Lost Workdays Due to Accidents	Represents the total number of lost workdays due to occupational accidents during the reporting period.
	Number of Accidents	Represents the total number of occupational accidents at ASAŞ Aluminium facilities during the reporting period.
	Number of Fatal Accidents	Represents the total number of fatal accidents during the reporting period.
	Number of Occupational Diseases	Represents the total number of recorded occupational diseases among ASAŞ Aluminium employees during the reporting period.
	Number of Employee Absence Days	Represents the total days of absence due to health reasons other than occupational accidents during the reporting period.
	Incident Rate (IR)	Represents the rate calculated by dividing the total number of accidents by the total working hours during the reporting period. (Total number of accidents / Total working hours) × 200,000 (A coefficient of 1,000,000 may be applied depending on company practice).

TYPE	INDICATOR	SCOPE
	Occupational Health and Safety (OHS)	
Social Indicators	Fatality Rate	Represents the rate calculated by dividing the number of fatal accidents by the total working hours during the reporting period. Formula: (Number of fatal accidents / Total working hours) × 200,000 (A coefficient of 1,000,000 may be applied depending on company practice).
	Occupational Disease Rate (ODR)	Represents the rate calculated by dividing the number of occupational diseases by the total working hours during the reporting period. Formula: (Number of occupational diseases / Total working hours) × 200,000 (A coefficient of 1,000,000 may be applied depending on company practice).
	Lost Day Rate (LDR)	Represents the rate calculated by dividing the number of days lost due to occupational accidents by the total working hours during the reporting period. Formula: (Days lost due to accidents / Total working hours) × 200,000 (A coefficient of 1,000,000 may be applied depending on company practice).

TYPE	INDICATOR	SCOPE
	Water Stewardship	
Environmental Indicators	Water Withdrawal (m^3) – By Source	Represents the total amount of water withdrawn from groundwater and other sources by ASAŞ Aluminium during the reporting period.
	Water Discharge (m^3) – By Receiving Environment	Represents the volume discharged to surface waters by ASAŞ Aluminium during the reporting period. (Compliance and treatment details are disclosed in a separate section.)
	Water Consumption per Product (m^3/metric ton)	Represents the ratio of ASAŞ Aluminium's total water consumption to the production volume during the reporting period.

TYPE	INDICATOR	SCOPE
	R&D and Innovation	
Social Indicators	R&D and Innovation Expenditure (TRY)	Represents the total investment in R&D and innovation activities at ASAŞ Aluminium during the reporting period.
	R&D Expenditure to Improve Environmental Performance (TRY)	Represents the total expenditure on R&D projects focused on energy efficiency, emission reduction, waste management, water efficiency, and similar environmental improvements during the reporting period.
	Number of R&D and Innovation Employees	Represents the total number of employees in the R&D and Innovation units of ASAŞ Aluminium during the reporting period.
	Completed Projects	Represents the total number of completed R&D and Innovation projects at ASAŞ Aluminium during the reporting period.
	R&D Projects per R&D Employee	Represents the rate obtained by dividing the total number of R&D projects by the number of employees working in R&D units during the reporting period.
	Number of Patent Applications	Represents the total number of patent applications filed by ASAŞ Aluminium during the reporting period.
	Number of Registered IP (Patents / Utility Models / Designs / Trademarks)	Represents the total number of patents, utility models, designs, and trademarks registered to ASAŞ Aluminium during the reporting period.
	Number of Fairs / Conferences Attended	Represents the total number of national and international fairs, conferences, and events attended by ASAŞ Aluminium during the reporting period for stakeholder engagement, knowledge sharing, and technology tracking.

TYPE	INDICATOR	SCOPE
	Energy	
Environmental Indicators	Total Energy Consumption (GJ)	Represents the total energy consumed from all direct and indirect energy sources, primarily electricity and natural gas, across ASAŞ Aluminium during the reporting period.
	Electricity/Natural Gas Consumption by Facility (GJ)	Represents the amount of electricity and natural gas consumed in ASAŞ Aluminium's Flat-Rolled Products, Aluminium Profile, PVC Profile & Shutter, and Composite Panel factories during the reporting period.
	Energy Intensity (GJ/metric ton) – By Facility and Source	Represents the ratio of total energy consumption (and/or electricity/natural gas sub-breakdown) at ASAŞ Aluminium facilities to the production volume during the reporting period.
	Energy Savings (GJ)	Represents the annual energy savings achieved through efficiency projects carried out by ASAŞ Aluminium during the reporting period.
	Waste Heat Recovery (kg) – Hot Water/Steam	Represents the amount of hot water and steam recovered from ASAŞ Aluminium production during the reporting period.

TYPE	INDICATOR	SCOPE
	Greenhouse Gas Emissions	
Environmental Indicators	Greenhouse Gas Emissions – Scope 1 (tCO_2e)	Represents ASAŞ Aluminium's direct greenhouse gas emissions from stationary and portable combustion, F-gas leaks, etc., during the reporting period. The company calculates its Scope 1 emissions in accordance with the "TS EN ISO 14064-1:2018 Greenhouse Gases – Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals" standard.
	Greenhouse Gas Emissions – Scope 2 (tCO_2e)	Represents the indirect emissions from electricity purchased by ASAŞ Aluminium during the reporting period. This value is calculated using a market-based or location-based method in accordance with the Company's policy. The company calculates its Scope 2 emissions in accordance with the "TS EN ISO 14064-1:2018 Greenhouse Gases – Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals" standard.
	Greenhouse Gas Emissions – Scope 3 (tCO_2e)	Represents the indirect emissions from ASAŞ Aluminium's value chain during the reporting period. This includes emissions from activities such as the purchase of goods and services, upstream/downstream transportation, waste, business travel, employee commuting, and investments. The company calculates its Scope 3 emissions in accordance with the "TS EN ISO 14064-1:2018 Greenhouse Gases - Part 1: Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals" standard.
	Total Greenhouse Gas Emissions (tCO_2e)	Represents the sum of ASAŞ Aluminium's Scope 1, 2 and 3 emissions during the reporting period.
	Greenhouse Gas Intensity (tCO_2e/metric ton of product) – By Facility	Represents the ratio of the total emissions from fixed units in ASAŞ Aluminium facilities during the reporting period to the annual production of PRODCOM products, as verified under the Regulation on Monitoring of Greenhouse Gas Emissions.

TYPE	INDICATOR	SCOPE
	Waste Management	
Environmental Indicators	Disposed Non-Hazardous Waste (metric ton)	Represents the amount of non-hazardous waste sent to storage or disposal by ASAŞ Aluminium during the reporting period.
	Disposed Hazardous Waste (metric ton)	Represents the amount of hazardous waste disposed by ASAŞ Aluminium for energy purposes through storage or incineration in the reporting period.
	Recovered/Reused Non-Hazardous Waste (metric ton)	Represents the amount of non-hazardous waste recycled or reused by ASAŞ Aluminium during the reporting period.
	Recovered/Reused Hazardous Waste (metric ton)	Represents the amount of hazardous waste sent to recovery/recycling by ASAŞ Aluminium during the reporting period.
	Total Recovered Waste (metric ton)	Represents the total amount of hazardous and non-hazardous waste recovered by ASAŞ Aluminium during the reporting period.
	Waste Generated per Unit of Product (metric ton/metric ton)	Represents the ratio of ASAŞ Aluminium's total waste to the production volume during the reporting period.

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Convenience Translation into English of the Independent Limited Assurance Report Originally Issued in Turkish

Independent Limited Assurance Report

To the Board of Directors of Asas Alüminyum San. ve Tic. A.Ş.

We were engaged by Asas Alüminyum San. ve Tic. A.Ş. (hereinafter "Asas Alüminyum" or "the Company") to provide limited assurance on whether the "Selected Information" as defined in the "Reporting Guidelines" in the Appendices of the Sustainability Report (hereinafter the "Report") has been prepared by Asas for the year ended 31 December 2025.

The Report has been prepared by Asas Management for the year ended 31 December 2025 and is presented in accordance with ASAŞ's internally developed reporting criteria as described in "Reporting Guidelines" in the Appendices of the Report.

Our assurance engagement in respect to the Selected Information as defined in "Reporting Guidelines" in the Appendices of Sustainability Report, did not extend to any procedures with respect to review or provide us any information on other than Selected Information as defined "Reporting Guidelines" in the Appendices of Sustainability Report and, any other elements included in the 2025 Sustainability Report and, therefore, does not express any conclusion thereon.

The scope of our assurance is limited to the Selected Information listed and described below for the relevant activities carried out at the Group's facilities.

- Total Energy Consumption (Natural Gas + Electricity)
- Energy Consumption by Factory (Natural Gas + Electricity)
- Total Energy Intensity (Natural Gas + Electricity)
- Energy Intensity by Factory (Natural Gas + Electricity)
- Annual Energy Savings
- Waste Heat Production (e.g. Heat Value + Source)
- Scope 3 Categories
- Scope 3 (Waste-related and operational) Intensity by purchased consumption
- GHG Emissions Intensity (Ton CO2e/ton Product, MRV + MP Factory)
- Water Withdrawal (Surface Water + Groundwater + Rainwater + Third-party Water + Water consumption per ton of product (m³/ton))
- Water Discharge (m³)
- Water Consumption (m³)
- Disposed Non-Hazardous Waste (tons)
- Disposed Hazardous Waste (tons)
- Recovered Waste (tons)
- Waste per Ton of Product
- Employee Demographics (Employees by education level + age + gender + STEM count + number of employees in the subsidiary + managers by age + management level + contract type)
- Performance and Talent Management (employee turnover + performance management + employee engagement survey results (broken by Age and Gender))
- Training and Development (total training hours + training hours per employee + training information)
- Occupational Health & Safety Performance Indicators
- R&D and Innovation Investments

Management's responsibilities

Management is responsible for the preparation and presentation of the Report, the Selected Information included therein in accordance with the Company's internally developed reporting criteria as described in "Reporting Guidelines" in Appendices of the Report, and for the internal control as Management determines is necessary to enable the preparation of the Report that is free from material misstatement, whether due to fraud or error. Management is also responsible for determining the Company's objectives in respect of sustainability performance, including identification of stakeholders and material issues, and for establishing and maintaining appropriate performance management and internal control systems from which the reported performance information is derived.

Management is responsible for preventing and detecting fraud and for ensuring and maintaining that the Company complies with laws and regulations applicable to its activities.

Management is also responsible for ensuring that staff involved with the preparation and presentation of the Report and the Selected Information are properly trained, information systems are properly updated and that any changes in reporting encompass all significant business units.

Our responsibilities

Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed. We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information and International Standard on Assurance Engagements (ISAE) 3410 Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board.

That Standard requires that we plan and perform the engagement to obtain limited assurance about whether the Selected Information is free from material misstatement. We apply International Standard on Quality Management (ISQM) 1 Quality Management for

Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, and accordingly maintain a comprehensive system of quality control including

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documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

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

Procedures performed

A limited assurance engagement on the Selected Information is of a nature, timing and extent less extensive than a reasonable assurance engagement. Our procedures are responsive to our assessment of the risk of material misstatement of the Selected Information, including assessing the risks of material misstatement of the Selected Information, whether due to fraud or error, and applying analytical procedures and other procedures, as appropriate.

These procedures included:

- Interviewing relevant personnel at both corporate and business unit levels responsible for providing the information included in the Selected Information;
- Performing sample based on test procedures on the Selected Information;
- Assessing the disclosure and presentation of the Selected Information within the 2025 Sustainability Report;
- Re-performing, on a sample basis, the calculations to prepare the Selected Information for the reporting period;
- Comparing the information presented in the Selected Information to the relevant underlying information sources to determine whether all relevant information included in the sources has been included in the Selected Information.

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less extensive than for, a reasonable assurance engagement, and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Inherent limitations

Due to the inherent limitations of any assurance engagement, it is possible that errors or irregularities in the information presented in the Selected Information may occur and not be detected. Our engagement is not designed to detect all weaknesses in the internal controls over the preparation and presentation of the Selected Information, as the engagement has not been performed continuously throughout the period and the procedures performed were limited to enquiry and test basis.

Conclusion

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Our conclusion is based on the matters set out in this report.

Based on the procedures performed and the evidence obtained, and as described above, nothing has come to our attention that causes us to believe that the Selected Information of the Company's for the year ended 31 December 2025 is not presented, in all material respects, in accordance with the Company's internally developed reporting criteria as explained in "Reporting Guidelines" in the Appendices of the Sustainability Report.

In accordance with the terms of our engagement, this independent limited assurance report on the Selected Information has been prepared for the Company in connection with reporting to the Company and for no other purpose. We do not, in any other context

Restriction of use of our report

Our report should not be regarded as suitable to be used or relied on by any party wishing to acquire rights against us other than the Group, for any purpose or in any context. Any party other than the Group who obtains access to our report or a copy thereof and chooses to rely on our report (or any part thereof) will do so at its own risk. To the fullest extent permitted by law, we accept or assume no responsibility and deny any liability to any party other than the Group for our work, for this independent limited assurance report, or for the conclusions we have reached.

KPMG Bağımsız Denetim ve Serbest Muhasebeci Mali Müşavirlik Anonim Şirketi

Partner

6 October 2026

Istanbul, Türkiye

"Sustaining Our Values"

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