



Sustainability Report 2020

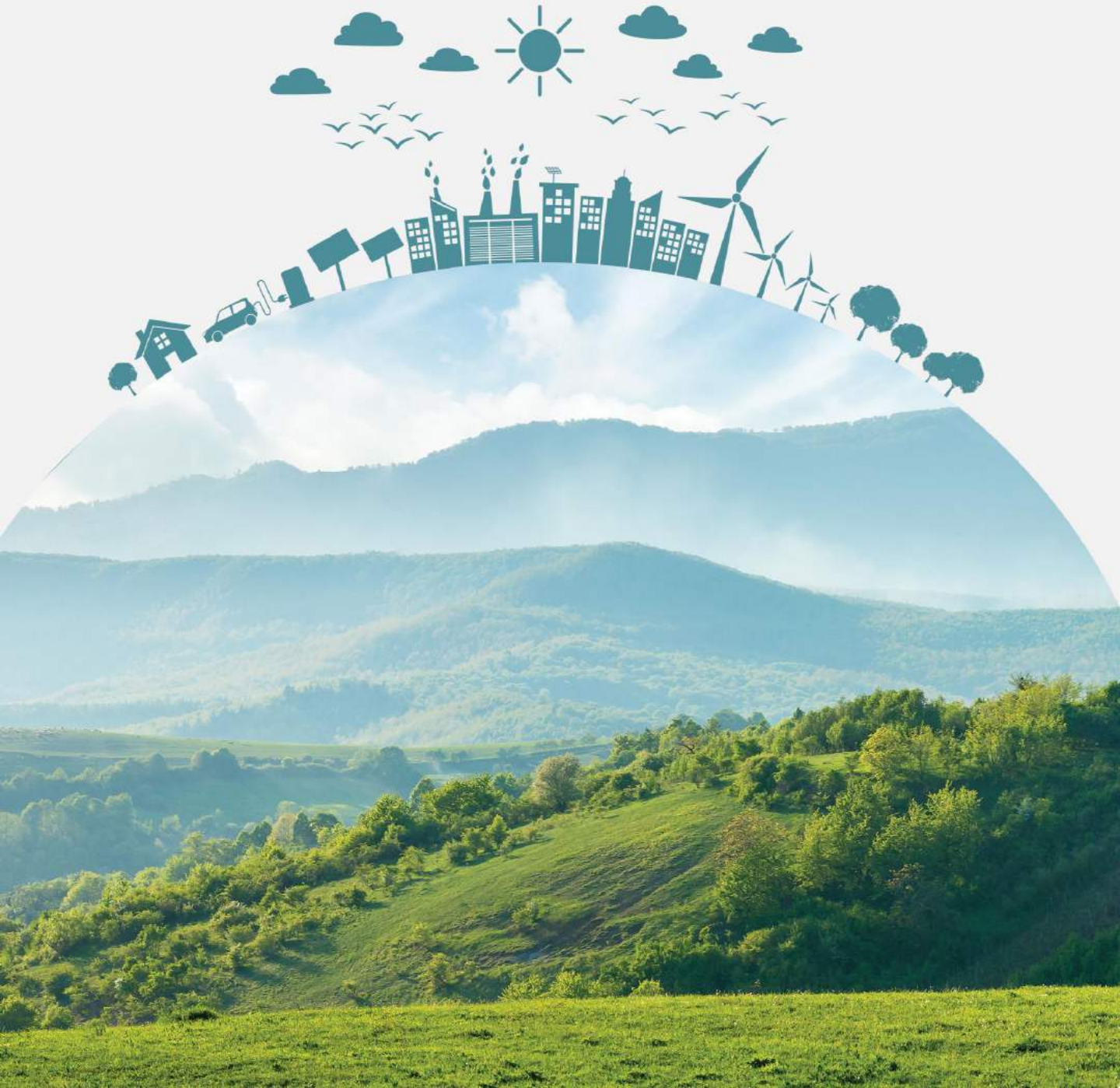


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“ Value Oriented, Reliable and Sustainable Growth. ”

We have built our sustainability approach on 4 key perspectives with the motto of

Sharing Business Approach



Sharing and ethical business approach that adds value to stakeholders

Reliable Business Approach



Reliable working approach that prioritizes occupational health and ergonomics

Environmentally Respectful Business Approach



An environmentally friendly, innovative production approach that reduces carbon footprint

Sustainable Development Focused Business Approach



Global growth approach that supports economic and social development

Our main goal is to add value to our stakeholders and lead the target markets by creating innovative solutions with our expertise and technological capabilities, starting from raw material supply to the last stage of production.

Our Report

In line with our sustainability strategy, we have completed our second sustainability report in which we describe our sustainability performance in order to guide our work and to achieve our corporate goals and to meet the expectations of all our stakeholders.

We are thrilled to share our first sustainability report, with you, our esteemed stakeholders, about our activities that we have carried out effectively and efficiently by adopting sustainable production principles with transparency and honesty under the theme, 'VALUE ORIENTED, RELIABLE AND SUSTAINABLE GROWTH' since the day we were founded.

In our report, you can find our work on the issues that we primarily focus on and will focus on with our sustainability approach and our stakeholders' expectations, global trends affecting our sector and our corporate goals. In addition, we have also demonstrated our contribution to the United Nations Sustainable Development Goals by linking our activities with them.

We have conducted a broadly participatory and inclusive stakeholder engagement process while determining our sustainability approach and sustainability priorities. The compilation of data related to the report has been carried out under the leadership of ASAŞ Sustainability Committee with the contributions of our relevant units.

Our report covers the works we carried out between 1 January 2020 and 31 December 2020. We aim to share the works we will perform in the coming periods through the sustainability report that we will prepare annually.

Within the scope of the report, we included 5 production centers and 1 headquarter within our company operating in Turkey.

'This report has been prepared in accordance with the GRI Standards: Core option'.

ASAŞ Alüminyum Sanayi ve Ticaret A.Ş. Sustainability Report has been prepared in two different languages, Turkish and English. The report has not been audited externally.

HEADQUARTER

ASAŞ Alüminyum Sanayi ve Ticaret A.Ş.
Rüzgarlı Bahçe Mah., Kumlu Sok. No.2
Asaş İş Merkezi, 34810 Kavacak,
Beykoz – İstanbul, Türkiye

ALUMINIUM PROFILE & COMPOSITE PANEL FACTORIES

Küçücek İstiklal Mah., Kışla Alanı Cad. No: 2,
54400 Akyazı - Sakarya / Türkiye

FLAT ROLLED FACTORY

Yazılıgürgen Mahallesi Fabrikalar Cad. No. 50,
54400 Karapürçek - Sakarya / Türkiye

PVC PROFILE & ROLLER-SHUTTER FACTORY

Küçücek İstiklal Mah., Kışla Alanı Cad. No: 2,
54400 Akyazı - Sakarya / Türkiye

You can communicate all your questions, opinions and suggestions relating to our report and sustainability studies to

sustainability@asastr.com

Message from our General Manager



Esteemed Stakeholders,

2020 has been a year that will be remembered all over the world with the fears, difficulties and sad losses caused by the COVID-19 pandemic.

Continuing our struggle with the difficult economic conditions faced with the pandemic, we tried harder with the awareness of our responsibility to the country's economy and closed the year with a picture slightly above 2019.

Right after the stabilization period with the Digital Transformation Project (DigitAll) in the first 3 months of 2020, our only priority in this really challenging period was to try to meet the demands of our customers without risking the health of our employees and their families. I would like to express with gratitude that as a result of the devoted and disciplined work of all our friends, we have succeeded in providing uninterrupted service to our customers without a serious contamination case and production stoppage in our factories. We have fulfilled our commitment to answer all our friends' questions about the process within 24 hours by using our website "asashaber.com" for an effective communication and by sharing the information about every stage of the process with our friends working in production, we proceeded by making decisions with a common mind.

In this context, we have re-formed our working order in our fields and offices. We received the COVID-19 TSE Safe Production Certificate.

While continuously investing in the development of our employees, we continued to support our employees during the pandemic period and used remote working options using digital solutions, and continued training and development activities through these platforms.

In this extraordinary period, we continue to take fast steps towards doing our part as an institution regarding the issues of climate change and sustainability, which have become a major threat to our world. With the European Green Consensus, which was prepared with the aim of Drawing a Sustainable Product Policy Framework for Waste and Resource Management, it is aimed to reduce net greenhouse gas emissions to zero by 2050.

If this initiative is not implemented and continued with the current consumption habits and methods, we will have consumed as much resources as the 3 worlds need by the end of 2050. As Asaş, we prefer energy efficient solutions in all our investments, and we attach importance to this process by increasing efficiency-oriented studies in our facilities.

We have determined our Asaş Sustainability Strategy in order to be prepared for these processes that will have a significant impact on our lives in the near future, in order to protect the world's resources and ensure the financial sustainability of our institution, we have planned all the steps we will take in our action plans and have started to implement them. With our sense of responsibility, we take every step we take for a livable and sustainable future with the support of you, our esteemed stakeholders.

In the following periods, we will concentrate our focus on the 3 most important areas by working hard as before: Unique customer experience for sustainable growth, efficiency based on digitalization and being the perfect team.

I have no doubt that we will continue to leave the mark of ASAŞ in the sector with the added value we create with the innovative, future-oriented projects we carry out.

I would like to thank all of our stakeholders who have been with us in our sustainability and development journey for their contributions, valuable ideas, approaches that motivate us and their belief in us.

I am very happy to present our Sustainability Report, which we prepared for the second time this year, for your information.

Yours sincerely,

Derya Hatiboğlu

Asaş Alüminyum San. ve Tic. A.Ş
General Manager

About Us

With 5 production facilities equipped with the state-of-the-art technology in Akyazı, Sakarya region and more than 2,500 employees and exports to more than 80 countries, we have been among the most influential industrial organizations in Turkey since our establishment in Gebze in 1990.

With a steady growth trend since our establishment, we ranked 63th in the top 100 in ISO 500 in Turkey in 2020. We also became one of the leading manufacturers in Europe. With our innovative products, technology, having the first R&D Center approved by the Ministry of the sector and the services we offer, we produce solutions and add value to every sector we are in.

In Akyazı and Karapürçek campus, we serve our customers in our Aluminium Profile, Composite Panel, Aluminium Flat Finished Product, PVC Profile and Roller-Shutter production facilities, 300,000 m² of which are indoor and installed on a total area of 750,000 m².

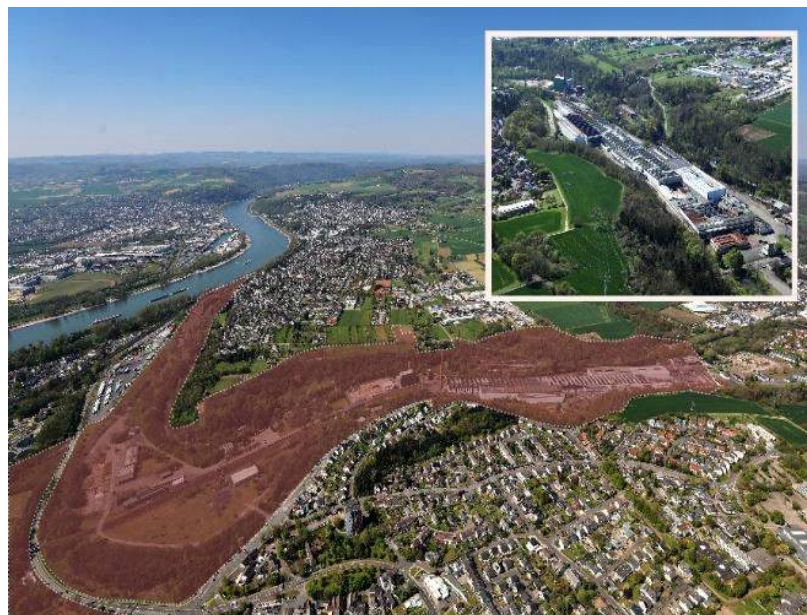
In our integrated facilities, we produce

- Aluminium Billet: 90.000 tons/year
- Aluminium Profile: 75.000 tons/year
- Anodic Oxidation Profile: 40.000 tons/year
- Electrostatic Powder Coating Profile: 25.000 tons/year
- Aluminium Flat Rolled: 150.000 tons/year
- Rolling: 140.000 tons/year
- Folio: 75.000 tons/year
- Painted Sheet: 50.000 tons/year
- Aluminium Composite Panel: 7.500.000 m²/year
- PVC Profile production: 35.000 tons/year
- Lamellar Roller-Shutter: 30.000.000 linear meter/year

ASAŞ GmbH

In 2018, ASAŞ GmbH was established by purchasing a 880,028 m² land with a 72,793 m² closed area belonging to Thyssen Krupp Rasselstein in Neuwied, a city adjacent to Koblenz, 1 hour away from Frankfurt and Cologne airports, which is a strategic location in the European distribution network.

With ASAS GmbH, it is aimed to provide closer and faster service to customers in Western Europe, especially in Germany. In addition, strengthening the commercial cooperation with Europe, increasing the activities in technological and value-added products and utilizing new opportunities are among the priority targets.



We provide services in many different sectors such as construction, automotive, rail systems, commercial vehicles, energy, packaging, consumer products, maritime. As well as producing the products and semi-finished products that our customers need in their own projects, we enrich our knowledge in the field of production with our design and Production & Development efforts and offer the products we produce with our own brand to the market. Aluminium architectural systems (door, window and curtain facade systems), aluminium composite panel, PVC door and window systems, aluminium design products (aluminium flag and lighting poles, aluminium furniture), Roller-Shutter systems, garage doors and engine control systems are the product groups we sell with our own brand.

With the awareness that not only science but also art contributes greatly to the development of societies, we continue our support for art by further developing it under the umbrella of ASAŞSANAT, which we established in 2015. ASAŞSANAT continues its activities as a learning, sharing, design and production platform that brings art and design students together with academics and professionals.

In the art workshop we will build in Akyazı, Sakarya region, we aim to revive the change created by art in societies and the ability to gain different perspectives by organizing courses and seminars for the spouses and children of our employees. In addition, we aim to develop projects where they can create works of art for our disabled friends in line with our social responsibility activities.



Click for more details about ASAŞ

www.asastr.com

ASAŞ at a Glance



5 Production Facilities
on an area of 923.000 m²



100%
Domestic Capital



Exports to
90 + Countries on 6
Continents



Asaş GmbH
of 880.000 m²



3.494.045.756 TL
Turnover



63
ISO 500 Turkey's 500
Big Industry
Establishment Ranking



10
Most R&D Projects
Executing Company
Ranking



26 Million TL
R&D
Investment
Amount



First R&D
Center of the
sector



31 Completed
R&D Projects



%32
Female Employee
Rate on White
Collar



2.598
Employees



32.347
Training time held
with ASAŞ ACADEMY
organization
(Person*hour)



Recycled Material
Utilization Rate
Aluminium Profile: 52.01%
Flat Products: 36.21%

History of ASAŞ

1992 First Aluminium extrusion line production opened in Gebze.

1997 PVC production started in Akyazı.

1998 Aluminium production lines moved from Gebze to Akyazı.

2006 Aluminium composite panel production started in Akyazı in 2008.

2008 Aluminium Roller-Shutter and shutter production started in Akyazı.

2014 Aluminium flat rolled production started in Karapürçek.

2015 ASAŞSANAT was established.

2015 The first R&D Center in the aluminium industry of Turkey approved by the Ministry of Science, Technology and Industry was established.

2016 ASAŞ ACADEMY was established in November

2017 ASAS GmbH was established in November 2017

2020 Covid-19 TSE Safe Production Certificate was obtained.

1990-1995

- We started production on an area of 13,000 m² in Gebze by commissioning an extrusion press line of 2,750 tons with an aluminium profile production capacity of 6,000 tons/year.
- We established an anodized plant with a production capacity of 3.000 tonnes/year.
- We have established an electrostatic powder coating plant with a production capacity of 6.000 tons/year.
- We increased the production capacity to 11,000 tons/year by commissioning a second extrusion press line of 1,600 tons.

1996-2000

- We commissioned a horizontal billet casting plant with a capacity of 5,000 tons/year.
- We started PVC profile production by commissioning 4 PVC profile extrusion lines with a total production capacity of 6.000 tons/year on an indoor area of 6.000 m² in Akyazı/Adapazarı region.
- We have established a PVC laminated profile production facility.
- We moved other lines other than an extrusion press line of 2,750 tons in the aluminium profile production facilities in Gebze to Akyazı/Sakarya facilities.
- We have increased the aluminium press profile production capacity to 22,000 tons/year by commissioning extrusion profile lines of 3,500 tons and 1,250 tons.
- We have increased the anodized plant capacity to 6,000 tons/year by commissioning new rectifiers.

2001-2005

- We increased PVC profile production capacity to 20,000 tons/year with a total of 14 extruders with 10 PVC profile extrusion line investments.
- For the first time in Turkey, we established a double face laminate production facility and reached an annual production capacity of 4,000 tons.
- We commissioned a PVC ready-made door and window automatic production facility.
- We commissioned Hot Top Air-Slip vertical billet casting facility with 35.000 tons/year billet production capacity.
- We commissioned a vertical electrostatic powder coating facility with a production capacity of 18,000 tons/year.
- With the investment of MIG/TIG welding machines of CNC cutting, milling, turning, machining centers, CNC pipe and profile bending lines, we have put into operation the Mechanical Processing Department where profiles are processed in semi-finished/finished form.

2006-2010

- We commissioned the first aluminium composite panel production facility with a production capacity of 1,500,000 m²/year. In a short time, we commissioned the second production facility with a production capacity of 2,500,000 m²/year and increased the total capacity to 4,000,000 m²/year.
- We have increased the capacity of Hot Top Air-Slip vertical billet casting facility to 60,000 tons/year.
- By commissioning 2,700 tons and 5,500 tons of extrusion profile lines, we increased the aluminium press profile production capacity to 50,000 tons/year.
- With the investment of the new anodized facility, we have reached an aluminium anodized coating capacity of 25,000 tons/year.
- We have established a production facility for steel Roller-Shutter systems of aluminium lamellar shutter and box lines.
- We have commissioned the production of laminate machine for PVC coaster production.
- We made the first EN-VER VAP (Productivity Enhancing Project) with the Ministry of Energy, Energy Affairs Survey Administration.

2011-2015

- We commissioned 2 natural gas-powered power plants (trigeneration plant) with 4.3 MWe power (total 8.6 MWe power).
- We have commissioned the investment of a sublimation plant with a production capacity of 2.000.000 m²/year.
- By commissioning the 15-meter anodized plant, we have reached an aluminium anodized coating capacity of 35,000 tonnes/year.
- By commissioning 2,200 tons and 13,200 tons of extrusion profile lines, we increased the aluminium press profile production capacity to 70,000 tons/year.
- We increased the capacity of aluminium composite panel production facility to 7.500.000 m²/year with 2 new line investments.
- Aluminium flat rolled (Cast: 60.000 tonnes/year, roll: 140.000 tonnes/year, foil: 25,000 tons/year, painted plate: 45,000 tonnes/ year).
- By commissioning the 4th melting furnace and the 2nd casting machine in the aluminium billet casting plant, we increased the capacity to 75.000 tons/year.
- We increased the capacity to 8,000 tons/year by buying CNC processing centers, welding robots and special processing centers with various features in Mechanical Processing and Special Manufacturing departments.
- We increased the PVC production facility to 25,000 tons by 22 lines.
- We have increased the production capacity of Roller-Shutter lamellar to 30.000.000 linear meter/year.
- We established the first R&D Center approved by the Ministry of Science, Industry and Technology of the sector.
- We established ASASSANAT.

2016-2020

- We established ASAŞ GmbH.
- We have put ASAŞ Basketball Club into implementation.
- We increased the 55 MN press pressure to 62 MN pressure power, the 35 MN press pressure to 40 MN pressure power and the 27 MN press pressure to 29 MN pressure power.
- We have put Digital-Digital Transformation Project into implementation.
- For energy quality and sustainable uninterrupted energy supply, we implemented the 154 kV Stepdown Substation (Switching Station) Project (19 June 2016).
- We established ASAS ACADEMY.
- As of 2019, we increased our Flat Products production capacity from 60,000 tons/year to 120,000 tons/year.
- We received the Covid-19 TSE Safe Production Certificate.

First results and Tops

First results and Tops

- We established the First R&D Center of the sector.
- We are the first company to supply CERN in the aluminium sector.
- We are the first company to establish a vertical powder coating facility the extrusion sector in Turkey.
- We are the first company to produce aluminium composite panels in Turkey.
- We are the company with the highest capacity anodized plant in the same campus in the world, which can anodize the longest profiles (up to 15 m) in Europe in the extrusion sector.
- We are the first company in Turkey to have ISO/TS 22163 (IRIS) certification requested by rail transport sector in Europe.
- We are the most modern and technological plant in Europe with ASAŞ Aluminium Flat Rolled Production Facility [We have the ability to produce Turkey's largest aluminium coil (2200 mm in width, 2600 mm in diameter and 26 tons)].
- We have the largest extrusion press in Turkey (62 MN).
- We are the first company to manufacture aluminium conical pole machine in Turkey.
- We have the largest foil production lines in the world.
- We are the only facility in Turkey that can effectively roll 5.000 and 6.000 series of hard alloys with the first 6-roller CVC feature cold roller in the aluminium sector in Turkey.
- We are the only company in Turkey and the one with the largest coil coating line in the world.
- We are the first company to establish ultrasonic billet test and continental homogenization in the extrusion sector in Turkey.
- We are the first company to receive TPM award in Turkey in the aluminium sector.

Leading Steps in Sustainability

- We established ASAŞSANAT, the first art workshop that brings industry and art together in the sector.
- At the Flat Rolled Products Production Facility equipped with the state-of-the-art technology, we have included all environmentally sensitive systems within the bounds of today's technology into the facility by addressing the issues of sustainable healthy life and production with great sensitivity. With this approach, we are the first company in Turkey to invest in facilities that recycle the oils discharged through chimney at cold Rolling and foil rolling mills.
- We are a company that provides products to sectors that require serious expertise such as automotive, rail system, aviation and energy; and also touch the lives of people all over without compromising on quality in sectors such as construction, architecture, consumer products, HVAC and so on.
- We care about the happiness of our employees and we are a company that implemented the IVF (in vitro fertilization) project (Golden Ball) for our employees to have babies.
- We are the first company to establish the Directorate of Change Management in the sector.
- We are a company that established a children's basketball club and licensed basketball team so that children can contribute to social development and become successful individuals in the future.
- We are a pioneering company in the aluminium sector that established its own academy under the name of ASAŞ ACADEMY, which aims to transform its knowledge into an intellectual asset.
- We are also aware of our responsibilities within the framework of climate action on a global scale. We have established our committee structure for reduction studies related to our carbon emissions. We will announce our targets in 2022.

Objective

- In 2021, it is planned to carry out the sustainability activities of the institution under the coordination of a committee and to periodically transfer internal and external environmental analyzes and up-to-date information to the sustainability action plans.

Our Economic Performance



Asaş Financial Outlook	2018	2019	2020
Net Sales (TL)	2.669.513.136	2.965.044.427	3.564.113.425
Cost of Sales (TL)	-2.056.829.137	-2.538.994.126	-2.703.196.346
Personnel Expenses (TL)	-40.377.681	-41.965.707	-57.422.625
Operating Expenses (TL)	-29.168.117	-47.268.293	-76.401.589
Other Expenses (TL)	-540.525.018	-325.312.849	-720.225.800
Current Rate	99%	105%	129%
Acid - Test Ratio	60%	55%	70%

Covid-19, which the World Health Organization (WHO) declared a "pandemic" on March 11, 2020, caused the worst health crisis in more than 100 years, while also affecting the globalizing economy in an unprecedented way.

Advanced economies, including the USA and European countries, shrank by an average of 4.9. Developing country economies contracted by 2.4 percent on average.

China and Turkey were among the growing economies in 2020. China's growth rate was recorded as 2.3 percent and Turkey's growth rate as 1.8 percent.

LME Aluminum raw material prices fell below the level of 1500 USD in April and May 2020 due to the closures, and reached values of around 2000 USD at the end of 2020 with the start of the economic recovery in the second half.

As ASAŞ, our main focus in 2020 has been to prioritize the health of our employees and to continue production. We have successfully completed this challenging year by achieving growth in all aspects.

In 2020, we managed to increase the production amount in all product groups (Flat, Extrusion, Composite, PVC and Shutter) compared to the previous year.

With our 100% domestic capital, we increased our turnover by 20% and approached 3.5 billion TL.

The number of employees, which was 2441 at the end of 2019, reached 2622 at the end of 2020. We achieved a 7.4% increase in employment.

Despite the economic shrinkage in developed countries, which are our main export markets, we increased exports from 1.5 billion TL to 1.8 billion TL and achieved 52% of exports within sales.

Export Figures	2018	2019	2020
Export Amount(TL)	1.203.897.836	1.551.122.401	1.818.243.665
Export Percentage	%45	%52	%51

Sales Volume	2018	2019	2020
Extrusion (tons)	46.349	43.341	44.892
Composite Panel (000 m ²)	4.429	3.156	3.769
PVC Profile (tons)	14.486	14.403	14.787
Roller-Shutter (000 mt)	17.207	12.582	12.266
Flat Product (tons)	69.646	84.946	83.967

Corporate Management

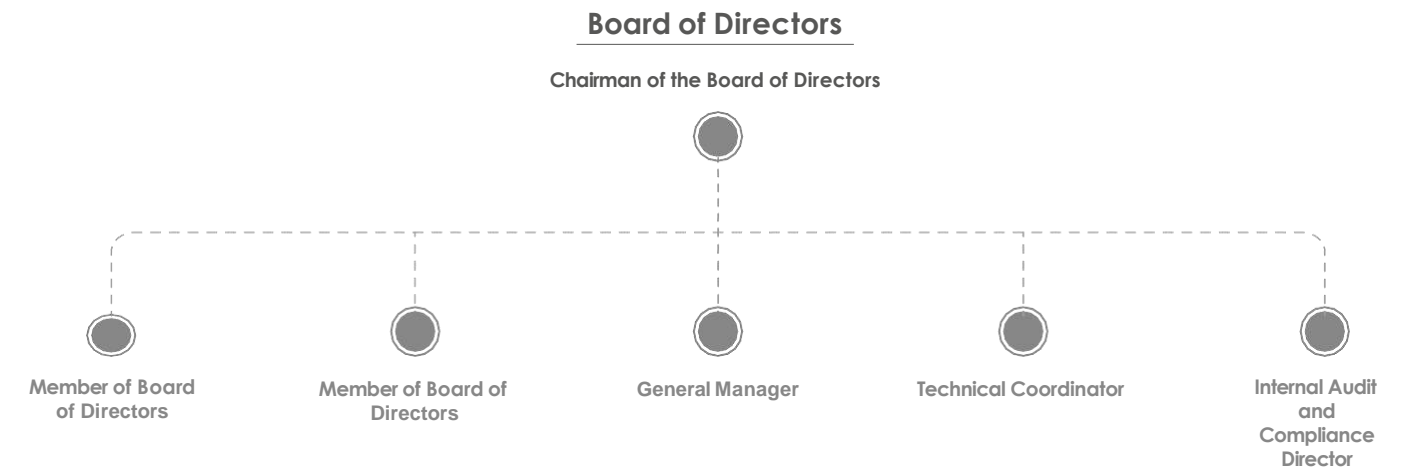


Our Mission: Our mission is to carry aluminium and PVC to every point of life for a sustainable, load-free, bright future.

Our Vision: We aim to add value to our stakeholders and lead the target markets by creating innovative solutions with our expertise and technological capabilities.

Since the day we were founded, we have adopted a participatory, innovative, reliable, environmentally friendly and human-oriented management approach. With this approach, we evaluate economic, social and environmental elements together in all strategic and operational processes and decision-making mechanisms.

The highest decision-making authority in our company is the Board of Directors. Our Board of Directors consists of 6 persons. The awareness and leadership of our board of directors are vital in integrating our economic, environmental, social and ethical responsibilities into our strategies. The Board of Directors is ultimately responsible for the management of these issues affecting the reputation and profitability of our company. With the leadership and vision of our board of directors, we adopt an effective management model in all our facilities and in all decision-making processes.



Boards and Committees



Information Security Board

Information Security Management Certificate (BGYS) covers all our departments except Production and R&D departments in aluminium profile, composite panel, PVC, Roller-Shutter, shutter and flat finished business centers.

Information Security Board is established for

- Aligning the sections within the scope of the document on BGYS,
- Having information about the activities related to information security,
- Receiving the suggestions and opinions of the departments and to plan the necessary actions,
- Rendering information security sustainable and identifying deviant cases and ensuring that decisions are taken to make solutions systematic.

The Board is responsible for identifying current or potential breaches in its departments, identifying potential information security risks, and initiating corrective and preventive actions when necessary. The Board convenes periodically and holds meetings based on pre-determined agenda items. The Board shares its outputs with senior management during management review meetings.



Energy Committees

In our company, there is a separate energy committee for each department to ensure energy efficiency. Energy committees are responsible for raising awareness and consciousness about energy in the relevant departments, providing training, and ensuring and monitoring the energy-efficient work of the businesses. In addition, it is the responsibility of the energy committees to reveal the VAP potentials, to inform about the Energy Management and ISO 50001 Energy Management System, to explain and monitor the energy consumption targets of the enterprises, and to create a working platform for the realization of Energy Efficiency-Energy Improvement projects.



Disciplinary Board

Disciplinary boards are separate in each of our factories. Disciplinary boards include the Factory Director, Human Resources Group Manager; Health, Safety, Environment (HSE) Manager, two-line managers appointed by the Factory Director and one of the employee representatives of the Occupational Health and Safety (OHS) Board appointed by the Factory Director. Disciplinary Boards are responsible for acting in accordance with the guidelines of the regulation and ensuring the confidentiality of the files received by the board.



Ethical Committee

The Ethics Committee is responsible for investigating and resolving the complaints and notifications regarding the breach of ethics per those underlined under ASAŞ. The Ethics Committee working under the Chairman of the Board of ASAŞ Alüminyum San. ve Tic. A.Ş. consists of the persons in the following positions;

- President of the Ethics Committee: Company General Manager
- Member of the Ethics Committee: Financial Affairs Department Authority
- Member of the Ethics Committee: Corporate Communications Department Officer
- Member of the Ethics Committee: Internal Audit Department Official
- Member of the Ethics Committee: Human Resources Department Officer



Digital Transformation Committee

Together with the Digital Project (SAP), the «Digital Transformation» committee, consisting of the chief executive officer and members, was established within the scope of our digitalization roadmap. Projects included in the company's digitalization roadmap are evaluated in the board convened under the chairmanship of the general manager. Studies are carried out by making resource planning, time planning and prioritization for these projects. Here, our projects that touch our customers are among our first priorities.



Pandemic Board

As of February 2020, the Pandemic Board was established in order to protect the health of our employees and their families, and to provide uninterrupted service to our customers by taking the necessary precautions from the coronavirus epidemic that affected the whole world.

In the Board; In order to quickly implement the circulars issued by the Ministry of Health and the Ministry of Internal Affairs of the Republic of Turkey, regular meetings are held and necessary actions are taken and followed up.

In the pandemic board; Our General Manager, Health Safety Environment, Human Resources, Corporate Communications, Business Center Managements and Workplace Physicians. The implementation and dissemination of the decisions taken by the Board is carried out by the members of the Board in accordance with the distribution of responsibilities determined during the meetings.



Health Committee

We established the Health Committee with the principle of "health at the beginning of every work" and within the framework of our "Utmost Respect for the Employee" value, in order to support our employees and their families in health issues.

Requests for support in the care and treatment needs of our employees in cases related to disability or chronic disease for either themselves or their close relatives are evaluated in the committee by the HR, HSE Directorate and workplace physician.

We materially and/or morally support requests that are determined to comply with the committee rules and become partners in the challenging processes experienced by our employees.



OHS Boards

OHS Boards operate under the responsibility of our factory managers to carry out works related to occupational health and safety and separately in our factory. The Department of HSE is responsible for the preparation of the board meetings and the secretariat of the meetings and the training of the board members.

Our OHS Boards consisting of employee representatives, employer or employer representative, occupational physician, occupational safety specialist, human resources, administrative and financial affairs officials convene at least once every two months.

OHS Boards;

Assesses the hazards and measures in relation to Occupational Health and Safety in the factory on a regular basis, identifies measures to be taken and measures OHS performance.

Plans training and instruction of Occupational Health and Safety and prepares this safety instruction and programs related to the guidelines. Monitors the implementation of these programs and gives feedback in case of any deficiency.

Plans required safety measures in maintenance and repair works to be performed in the workplace, and also inspects these measures.



Sustainability Committee;

The Sustainability Committee was established to improve the sustainability practices we carry out, to ensure the adoption and dissemination of these practices throughout the company and to follow the practices. The detailed functioning of the Sustainability Committee is described under the heading of "Sustainability Management" of our report.

Our Corporate Values

As ASAŞ, the best guide for us is the values we adopt:

- Utmost respect for the employee
- Journey to perfection in search of continuous improvement
- Being ethical by showing the right behaviour
- Customer orientation by creating continuous value

Our values set the boundaries of the way each stakeholder understands and behaves and apply to all our stakeholders. All our employees demonstrate exemplary behaviour in the adoption of our values.

Utmost respect for the employee



- We take care of one another and respect differences for the happiness of our employees.
- We support differences by giving equal and fair opportunities; we believe that the organization is enriched by being expressed freely with different experiences, backgrounds, lifestyles and beliefs.
- We act openly, honestly, constructively and respectfully in all our communications.
- We create continuous positive and efficient communication processes and ensure their implementation.
- We care about the continuous development of our people with the awareness that sustainability will be possible by contributing to society and the environment.
- We believe that all work-related incidents are preventable. We do not compromise the health and safety of our employees in any work we do.

Being Ethical by Exhibiting the Right behaviour



- We prefer to be bona fide, fair, moral, honest and reliable in our relationships to others.
- We do not just do the job right; we believe it is important to do the right thing in terms of social values.
- In our decision processes, we act with a sense of responsibility towards all our stakeholders, society and the environment.
- Knowledge is our greatest asset. We protect the knowledge of both us and all our stakeholders in line with our common interests.
- We work in the light of laws and social values and keep our accountability in mind.

Journey to Excellence Seeking Continual Improvement



- With every investment we make, we strive to achieve excellence in every product we develop.
- We know that our success depends on sticking to our vision and not compromising for perfection.
- With our open to learning approach, we prefer success to excuse and define the success criterion with excellence.
- We are aware of the fact that the best results are achieved through correctly designed processes, and we reveal our process maps clearly at the beginning of each work.
- We encourage innovations with our learning organization perspective, constantly improve ourselves to design our future together, and work for the rapid and effective dissemination of intra-organizational information.

Customer Orientation by Creating Continuous Value



- We never forget that the most significant return we get from our investments is the happiness of our customers.
- We know that the way to become a global leader is to understand the needs and expectations of our customers.
- In order to create value for our customers, we consider the needs as customers and respond to the voice of our customers.
- Technology, quality, trust and fast turnaround are indispensable for creating happy customers.
- While developing our products and services, we work with great passion and create projects that will excite our customers.

Our Management Policy

Our management policy is to ensure the development and business continuity of our company by adhering to international and national laws and ethical values by taking into account our vision, mission and basic values in all our products and services we offer to our stakeholders; to be the leading company preferred by our stakeholders in its sector.

In implementing this basic policy, we undertake

- Achieving a strong brand status in the target markets to be determined in the global arena,
- Moving our success in Turkey to international markets,
- Using capacity effectively first and then to search for new investments/opportunities with calculated risks,
- Focusing on value-added innovative products and sectors,
- Increasing awareness in branded products, leveraging our image,
- Approaching operational excellence in all processes,
- Disseminating "ASAŞ Is Mine " culture to our employees,
- Staying focused on management with objectives,
- with the participation of all our employees.

Our National and International Certificates

Our national and international certificates are an integral part of our corporate governance and values. One of the most important conditions determining the way we do business is compliance with international laws and standards. We carry out a significant part of our work and our management objectives with the management systems listed below:

• Aluminium Profile and Composite Panel

ISO 9001	ISO 50001	EN 1090-1	TS 13777 ALFABOND
ISO 14001	ISO IEC 27001	EN 15088 CE	TS 13777 NATURALBOND
OHSAS 18001	EN 40-6	QUALANOD	TS EN ISO 3834-2
ISO TS 22163 (IRIS)	EN 15085-2	QUALICOAT	TS 4922
IATF 16949	TS EN 755-1	TS EN 12020-1	TSE COVID-19

• Flat Rolled

ISO 9001	ISO 50001	HALAL CERTIFICATE
ISO 14001	ISO IEC 27001	NFS CERTIFICATE
OHSAS 18001	KOSHER	TSE COVID-19

• PVC, Roller-Shutter

ISO 9001	ISO 50001	TS EN 12608-1
ISO 14001	ISO IEC 27001	TSE COVID-19
ISO 45001	RAL	

In order for our institution and departments to set targets that will serve the expectations of the Board of Directors, we have identified the main objectives that constitute the framework in our 2023 roadmap. Last year, we defined profitable, sustainable growth steps with 7 main goals we set as a result of the efforts we started to develop management processes and targets. These main objectives we set will serve as a cockpit in the vision aligned journey for senior management and will require directing our activities to these points. We align our work within the framework of 7 main management objectives in all business units and factories.

Profitable Sustainable growth

- Increase efficiency and discipline in all processes
- Use capacity effectively first then search for new investments/opportunities with calculated risk
- Take your success in Turkey to international markets
- Focus on value-added innovative products and sectors
- Increase awareness and image in branded products
- Leverage employee ownership
- Ensure accountability with performance culture

Objective Aluminum Flat Products IATF 16949 Automotive Certification

IATF 16949 Automotive Certification is planned for the Aluminum Flat Products facility in 2021.



ASAŞ System

ASAŞ System is a customized management system that we have created to standardize critical processes in order to reach our vision. We designed ASAŞ System to consist of 5 modules that include detailed road maps, taking into account the dimensions that form the basis of our strategy such as HSE, quality, customer, process, innovation.



HSE Culture

Making our working environments sustainable with the motto "health first".

- Management Commitment • Sample Exhibition • Awareness Level • Employee Engagement
- Observing Your Friend

Respect for Human Culture

Creating an organization that owns the institution with the approach of "ASAŞ Is Mine".

- Planning and Strategy • Inspirational Leadership • Communication Management
- Management and Organization Activity • Learning Organization • Performance management

On Place In Time Quality Culture

Dominating the "customer focused" approach to deviations.

- Recognition • Application • Awareness Level • Communication & Development • Competence of Management

Innovation Culture

Preparing the ground to meet today's and future expectations of the market.

- Life-Long • Idea and Project Management • Cooperation Management • Intellectual Asset Management

Process Excellence

Being the organization where all kinds of improvement opportunities that will prevent waste are sought.

- Life-Long • Idea and Project Management • Cooperation Management • Intellectual Asset Management

Digital On Place In Time Quality Platform

In 2020, we carried the On Place In Time Quality Culture, which we have been carrying out since 2014, to the digital environment. Together with the Digital On Place In Time Quality,

- Traceability of retrospective records from the institutional memory,
- Location-independent management of meetings online,
- Adding all analyzes of the agenda items to the institutional memory and making them accessible when needed
- Making analyzes and identifying improvement opportunities,
- Making reports on department management and quality problems,
- Elimination of vulnerabilities caused by document recording and tracking,
- We have added topics such as action assignment, escalation and reminders to the system.



ASAŞ System Integrated Audit Infrastructure

We have designed the ASAŞ System Integrated Audit Infrastructure to be used in 2021 for the audits of Asaş System modules, which we have gradually commissioned since 2014.

During the design phase, we conducted company-wide surveys regarding the audit infrastructure, held workshops with all relevant parties, and took into account the feedback provided by Asaş Sistem auditors during the audits.

With Asaş System Integrated Infrastructure

- Goal oriented,
- Each question expectation is evaluated independently of each other,
- Supporting the philosophy of continuous improvement,
- With a holistic perspective, the maturity of all asaş system modules is measured,
- An effective evaluation structure will be adopted in which the level of success is evaluated in terms of maturity level as major, minor and open to development.

Sustainability Management

We aim for value-oriented, reliable and sustainable growth in our journey to the vision with our strategies determined in line with our Asaş Sustainability Policy.



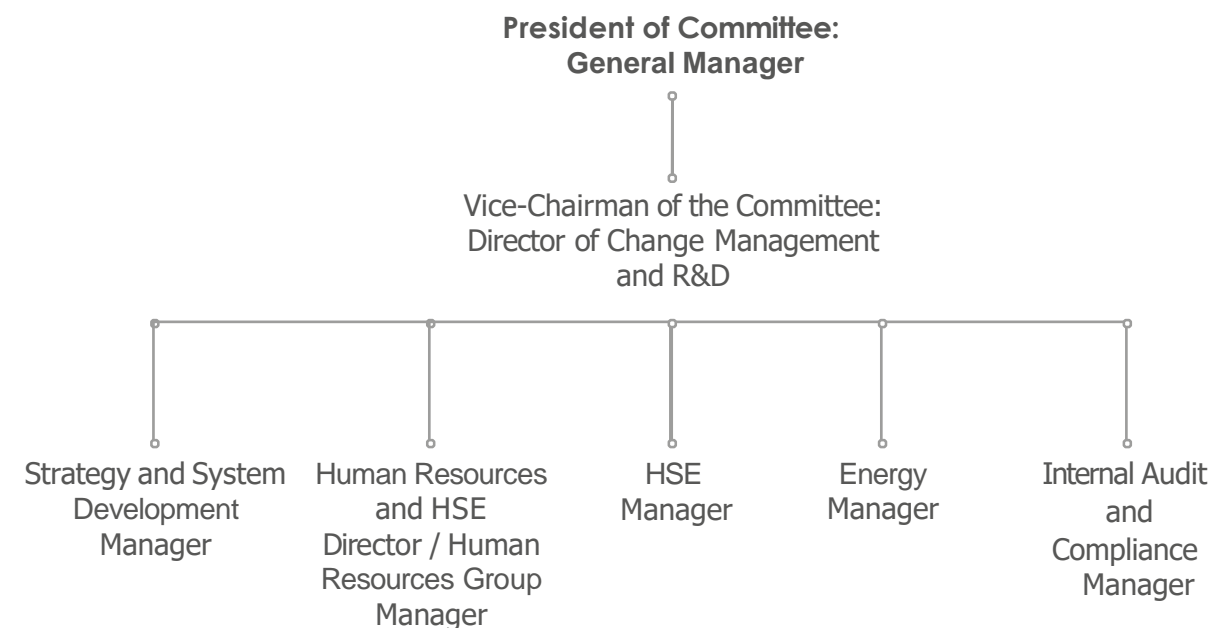
In 2019, we established the Sustainability Committee under the leadership of our General Manager as an output of the prominence we attach to this issue as an institution in our sustainability journey and started activities with our senior committee members who participated in all functions.

We structured the Sustainability Committee in order to improve corporate sustainability practices, to ensure that these practices are adopted and disseminated throughout the company and to follow the increase in efficiency and performance. Some key topics from the Committee's sensitive work are as follows:

- Ensuring compliance of all decisions we make and projects we carry out within the framework of our sustainability structure with other policies of our institution and relevant regulations,
- Establishing communication to ensure the adoption of our sustainability strategy, policy and practices by all our stakeholders, ensuring coordination of the participation of our stakeholders.

Sustainability Committee;

Sustainability Committee consists of the following permanent participants representing different functions.



Objective

- We will perform and verify your Corporate Carbon Footprint calculations within the scope of the ISO 14064 Verification of Greenhouse Gas Emissions standard, and we will perform all documentation regarding this process.
- We will carry out product-based EPD (Environmental Product Declaration) certifications. We will ensure that EPD certificates are obtained for the product types determined for Aluminum Profile, Aluminum Flat Products and PVC, Shutter, Shutter business centers.
- Within the scope of Green Energy, we will be making our attempts to benefit from clean energy resources in parallel with the formation of the Carbon Market conditions.
- We aim to achieve the ASI certification for International Sustainable Aluminum production.

Objective

- In 2021, it is planned to carry out the sustainability activities of the institution under the coordination of a committee and to periodically transfer internal and external environmental analyzes and up-to-date information to the sustainability action plans.

102-43, 102-44, 102-46, 102-47

102-44, 102-46, 102-47

Asaş and Sustainability

Our Sustainability Priorities

We appeal to a wide range of stakeholders with the different sectors we serve. As stated in the "Stakeholder Relations" section of our report, we have regular dialogue with our stakeholders at every stage of both production and sales. We have constructed the general concept and content of this report taking into account the outcomes of the stakeholder analysis and prioritization study we carried out in 2019. We created the Sustainability Priorities Matrix with an approach that takes into account both qualitative and quantitative elements. The Sustainability Committee reviewed economic, social and universal issues, which are key indicators of sustainability, and identified 18 potential sustainability issues. Determining which issues affect our sustainability performance the most with both internal and external stakeholders within the framework of sustainability issues, the Committee conducted an online impact assessment survey to understand which issues should have the highest priority.

This survey, which provided representation from all our units and levels, included 672 employees and 68 different external stakeholders from both domestic and foreign countries.

Our results were re-evaluated by the Sustainability Committee and our senior management. As a result of this evaluation, the issues affecting the sustainability performance have been grouped under three main headings as very high priority issues, high priority issues and other issues and thus we have created the Sustainability Priorities Matrix.

Our Sustainability Priorities Map



Our Relationship with UN Global Goals According to Our Priority Topics

Very high priority issues

- Occupational Health and Safety
- Financial Performance



Topics of high priority

- Emissions
- Energy Management
- Customer Satisfaction



Miscellaneous

- Water Management
- R&D and Innovation



Our Sustainability Policy

After identifying our priority issues that closely affect our sustainability performance with a holistic perspective and our relationship with global goals, we have created our sustainability strategy by evaluating our company's environmental, social and economic impact areas, our stakeholders' expectations and corporate strategic planning together.

VALUE-ORIENTED, RELIABLE AND SUSTAINABLE GROWTH

We built our sustainability concept on 4 key perspectives.

Sharing Business Approach



Sharing and ethical business approach that adds value to stakeholders

Environmentally Respectful Business Approach



An environmentally friendly, innovative production approach that reduces carbon footprint

Reliable Business Approach



Reliable working approach that prioritizes occupational health and ergonomics

Sustainable Development Focused Business Approach



Global growth approach that supports economic and social development

Sharing Business Approach

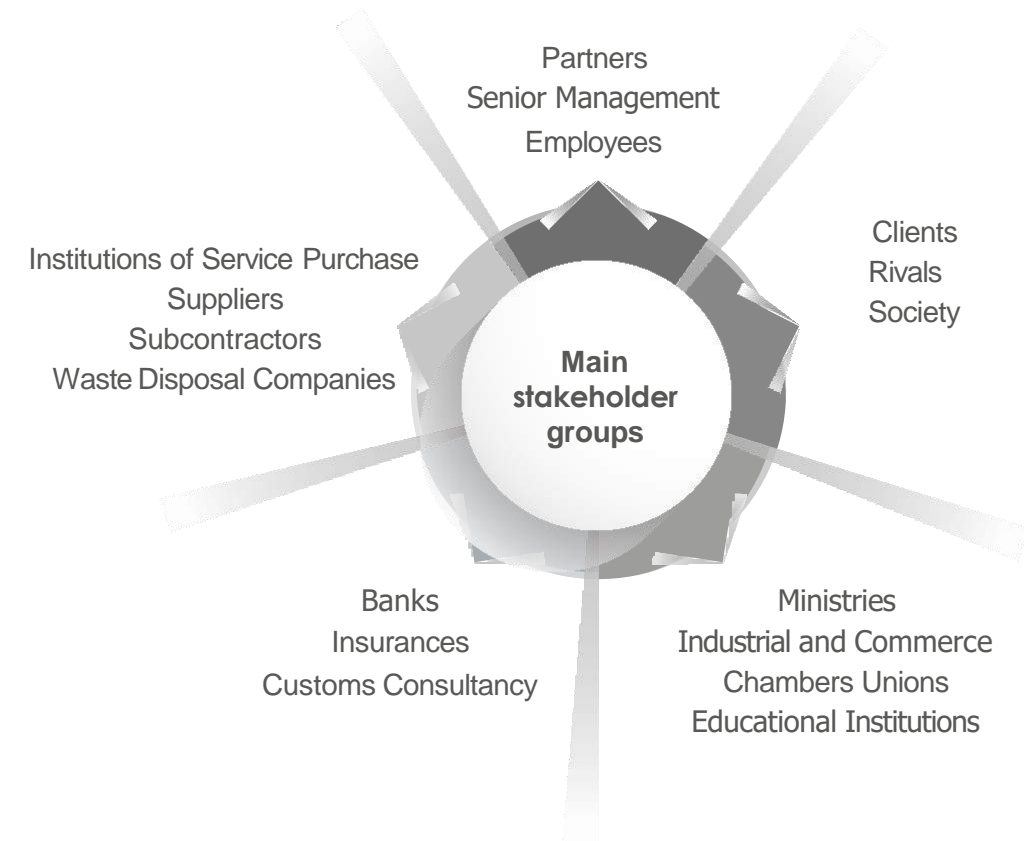


As per our understanding of sustainability, we take an inclusive approach that follows not only our own practices, but also the practices of all our stakeholders. In order to protect our stakeholders in the future, we work to ensure that they adapt to global trends while attaching importance to stakeholder satisfaction. We aim to create a fairer, equitable, transparent business approach by adopting sustainable development goals. We are working to promote our inclusive ASAŞ culture. We are constantly improving our business processes for the satisfaction of our stakeholders. We implement applications to support and develop our immediate environment and local people, including our supply chain.

Relations with Stakeholder

With the work carried out by the Sustainability Committee, we define people and institutions that are affected by our activities both today and in the short and medium term, and also have an impact on our company performance with their decisions and behaviours, we define them as key stakeholders. We evaluate each of our key stakeholders separately in our processes such as production process, human resources management, processes supporting production, support, public institutions and organizations, suppliers, customers and strategic planning according to their needs and expectations.

Our methods of communicating with our stakeholders vary based on needs and expectations. In line with these differences, monitoring periods and responsible units are also determined. As an integral part of our sustainability studies, we continuously monitor and report the views, needs and expectations of our stakeholders using the most effective and efficient communication channels.



Collaborations and Memberships

We collaborate with many institutions and organizations through many different channels with teams that are integrated, winning and work together on the way we set out to create cooperation environments with our stakeholders.

We carry out waste management, energy saving and consumption reduction projects with our customers, suppliers and all other stakeholders in accordance with product, production performance, efficiency increase, sustainability priorities.

In addition, we carry out joint projects with organizations such as the European Union, the Ministry of Industry, TUBITAK (Scientific and Technological Research Council of Turkey), universities and educational institutions on many issues; we also contribute to the economy of the country and our brand value with our joint works.



We share our corporate memory and experiences with many associations, councils and chamber memberships in Turkey; we support the holistic development and development journey. We take responsibility by taking part in the management of many associations and rooms we are a member of and we fulfill our duties.

Some key associations and institutions we are a member of;


- TALSAD (Aluminium Industrialists' Association of Turkey)
- AYİD (Aluminium Surface Processors Association)
- TAYSAD (Vehicle Subsidiaries Association)
- DEİK (Foreign Economic Relations Board) - American Business Council
- German-Turkish Chamber of Commerce and Industry
- İSO (The Istanbul Chamber of Industry)
- ITO (Istanbul Chamber of Commerce)
- IMMIB (Istanbul Mineral and Metals Exporters' Associations)
- KALDER (Quality Association)
- PÜKAB (Window Manufacturers Quality Association)
- ARUS (Anatolian Rail Transportation Systems Cluster)
- CEPHEDER (Facade Industrialist and Business People Association)


Business Ethics and Rules


As we continue to grow without slowing down in the changing business world, we have determined our common business principles, ethical principles and practices based on universal rules with ethical codes. "ASAŞ Code of Business Ethics", which we aim to make accessible, understandable by all components of our company and our stakeholders and published in 2019, is the main component of our activities. Our code of ethics and the code we publish under this code (<https://www.asastr.com/corporate-/codes-of-conduct/>) We undertake to put honest and ethical behaviours before everything else in our relations with our customers, suppliers, business partners, stakeholders and rivals (regardless of duty and qualification at ASAŞ)


The "Ethics Committee", which we have established to address ethics violations or ethics dilemmas, is obliged to investigate and resolve the complaints and notifications regarding the fact that the ethics are violated within the scope of ASAŞ Business Ethics.

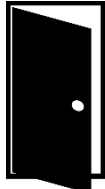
Our Core Business Ethics Values and Principles

- 

Integrity and Reliability
Honesty and reliability are our primary value in all our business processes and relations. Our employees act in accordance with laws of Republic of Turkey, international legal rules and moral values while they reach company objectives.
- 

Confidentiality
As ASAŞ employees, we care confidentiality and protection of private information of our customers, colleagues and other persons and organizations that we work together with. We protect confidential information of company activities, use these information only in accordance with ASAŞ purposes and share with authorized persons. We do not transfer works such as confidential information, documents, regulations and projects of company, use for our interests against ASAŞ while leaving the company.
- 

Justice and Equality
We treat fairly to our shareholders and each other, we prevent discrimination. As ASAŞ employees, we do not take any notice of differences such as race, nationality, language, religion, gender and social status between customers, subcontractors and suppliers, and avoid from prejudiced attitudes.
- 

Productivity
We utilize from existing sources to reach company objectives and work as result-oriented. We use time properly to be more efficient and productive while doing a job, dedicate ourselves to our jobs, complete that job as possibly as the best and most successfully and seek the ways to do the job better. We measure our performance fairly and attentively, set realistic and reachable goals and evaluate our performance in accordance with these goals.
- 

Open Door Policy
We resolve many issues before they become problems in ASAŞ. "Open Door" policy encourages employees to explain their ideas and opinions, to mention their worries and complaints and to ask questions under the condition of remaining in legal and ethical limitations. All managers support this policy by "keeping their door open" for their subordinates and other personnel who want to reach them.

Our Code of Business Ethics

Our Code of Business Ethics consists of 4 main articles and sub-articles with application principles of these articles.

Conflict of Interest: We observe and prevent situations where our individual interests and the interests of the people and institutions to which our company is related may conflict. Failure to use company resources, name, identity and influence for personal benefit, avoiding situations that adversely affect the name and image of the institution are among the key responsibilities of all employees.

Accepting and Giving Gifts: It is essential that our employees do not accept gifts or benefits likely to affect their objectivity, decisions and behaviours and do not attempt to provide gifts and benefits within this scope to third parties and organizations.

Establishing and Maintaining a Fair Work Environment: We consider the creation and maintenance of a fair working environment for our employees and one of the most key delicacies. We do not consider differences between our employees, customers, suppliers and 3rd parties such as race, nationality, language, religion, gender, social status and avoid biased attitudes.

We refuse the use of child labor except as prescribed by law. We do not work with any supplier or subcontractor who uses children as a workforce.

Ensuring Work Safety and Environmental Protection: We aim to leave a healthy, clean, liveable and sustainable world to future generations. For this purpose, we work in line with high standards in our environmental protection activities and within the framework of the relevant legal legislation and regulations for the safety of the works performed.

Our responsibilities

Our Responsibility for Compliance with the Laws and Regulations: We comply with laws and regulations of the countries in which we operate. We keep and maintain regularly and completely the information, documents and records related to these activities. We prepare all kinds of reports, presentations, financial statements and footnotes to be made public and submitted to the competent authorities in accordance with the laws, legislation and internal regulations meticulously, accurately and transparently.

Our Responsibilities towards our Employees: We ensure that our employees' personal rights are fully and correctly exercised. We treat employees honestly and fairly and commit to a non-discriminatory, safe and healthy working environment. We make the necessary efforts for the individual development of our employees and support them to volunteer for appropriate social and social activities that they will take part in with the awareness of social responsibility.

Our Responsibilities towards our Customers: We work with a proactive approach by focusing on customer satisfaction and responding to the needs and demands of our customers in the shortest time and in the most accurate manner. We act honestly and fairly towards all our customers and make the necessary efforts to fulfill our commitments to them on time and under the conditions we promise.

Responsibilities to Suppliers and Business Partners: We carefully protect the confidential information of the individuals and organizations we do business with and our business partners. We act fairly and respectfully to our suppliers and business partners and make every effort to fulfill our obligations on time and to prevent, resolve and resolve any disputes that may occur.

Our Responsibilities towards Rivals and the Sector: We compete with our sectoral rivals on a legal and ethical basis. We comply with competition law rules and avoid unfair competition.

Our Responsibilities towards Society and Humans: We place emphasis on the protection of democracy and human rights, training and charity, elimination of crime and corruption. We support all kinds of activities and formations that will increase the responsibility towards the society and prioritize the development of environmentally friendly technologies. In all our practices, we take into account the protection of human health and respect for the environment.

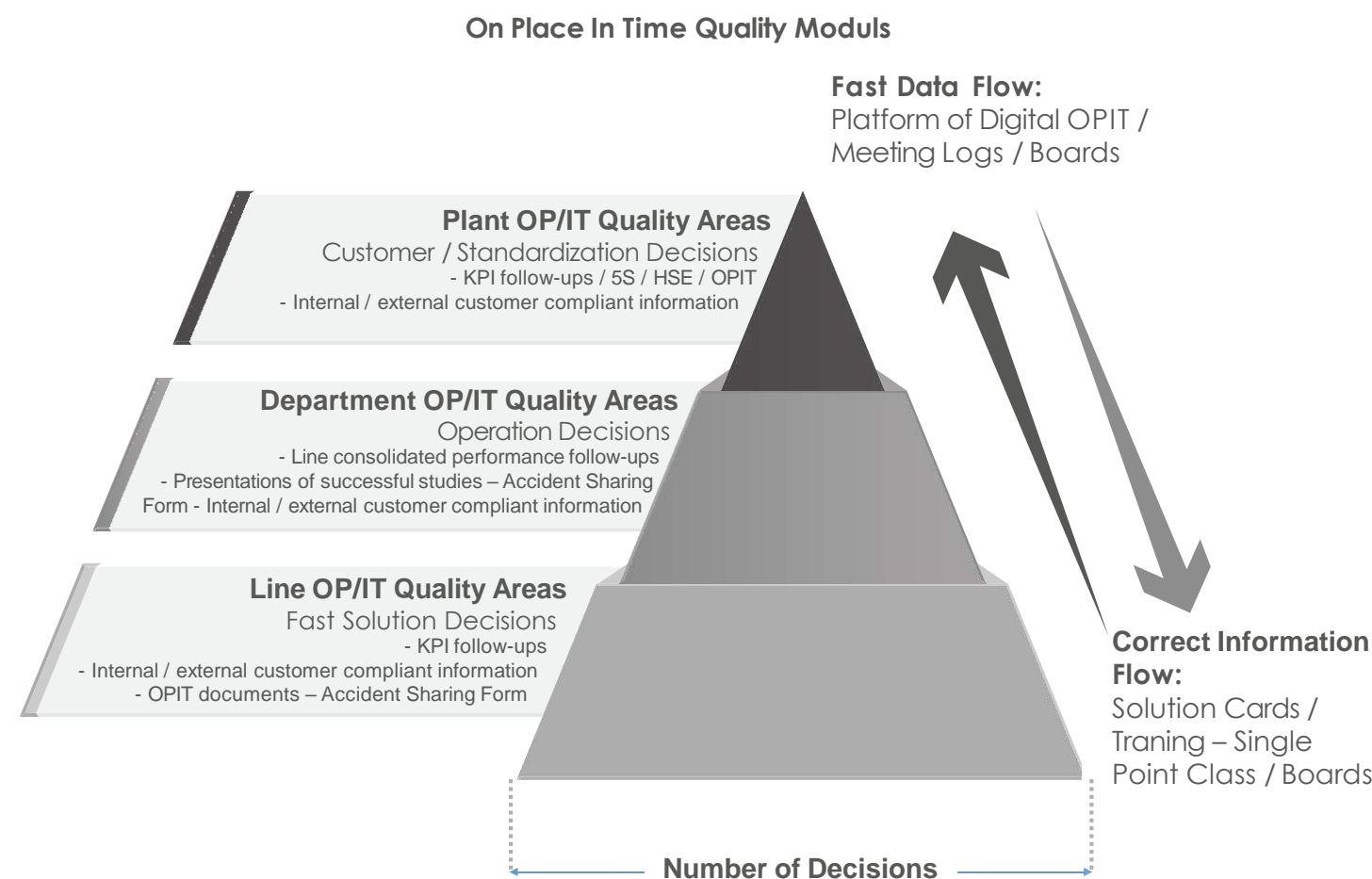
Customer Satisfaction

"We put customer orientation, which is one of our corporate values, at the center as the first priority of all our processes.

From this point of view, in the climatic conditions we create with our On Place In Time Quality (OPIT) approach, which we have designed to standardize the internal and external customer orientation of our organization and improve the ability to give the right reflex;

- Understanding internal and external customer expectations,
- Seeking the solution of problems where they occur,
- Managing processes with the right communication and systemic relations,
- Adopting a positive approach, seeing each problem as a development point,
- We work to meet customer expectations with a conscious and participatory organizational structure.

We regularly evaluate all customer-oriented issues from line level to senior management level with the participation of relevant people with systematic OPIT meetings that we carry out at different levels in the institution and guarantee customer satisfaction with permanent solutions.



Purpose: to accelerate information and data flow, to support value-added oriented management and to provide communication/analysis and follow-up tools that will facilitate decision-making processes

DIGITALL Project: Industry 4.0 Transformation Journey!

The year 2020 has been a year rarely seen in human history, where everyone tried to maintain their status within the same restrictions and uncertainties. In the days when the effects and consequences of Covid-19, which caused restrictions, are not yet known clearly, we took the Digitall Project, the first step of the Digital transformation journey we started in 2018, live and continued the live support process. With the Digitall project, we have digitized a significant part of our operations, and accordingly, we have eliminated office dependency. Asaş employees, quarantine processes, curfew, etc. The opportunity to work remotely was offered. We have experienced this process in the most effective way without any interruption in the processes and without interrupting the service we provide to our customers.

Although there were serious workforce losses due to the pandemic in 2020, we supported the execution of existing business processes without interruption, and we implemented many projects that will contribute to the digitalization process.

We continued to use "new disruptive technologies" very efficiently to increase efficiency, reduce quality errors and create value. One of them was the dissemination of the RPA (Robotic Process Automation) system. In 2020, we made about 20 of our processes done through RPA. Thus, we prevented a significant amount of workforce loss by performing our labor-intensive, error-prone, and repetitive inefficient processes with RPA.

Automatic creation of customer orders coming with Excel in SAP with the help of RPA,

- Automatic reporting of Crisis Patterns with RPA,
- Automatically issuing and controlling export invoices with RPA

We carried out Data Analysis and Visualization projects in line with our goal of innovative and data-based decision making and management.

- ASAŞ Daily Group Report with Qlik Sense,
- AS20-21 Sales Reports with Qlik Sense,
- Flat production-Order-Shipment reports with Qlik Sense,
- Customer Pareto reports etc. with Qlik Sense.

The majority of these reports are automatically pulled from SAP and visualized daily and sent to the managers by e-mail every morning.

In the context of Cyber Security Investments, we continued our investments that we started in 2019 without slowing down in 2020.

With these projects, we did not only invest in security products, but also brought all the digital assets and access of the company under an integrated security umbrella.

Projects Performed:

- | | |
|--|---|
| • Extrusion Factory MDG Project | • Creating the Qlik Sense Data Architecture |
| • Idle Stock Reservation Program | • Asaş Group Report |
| • Ticket Reading And Automatic Loading | • Creation of Customer Orders in SAP |
| • Production Console Displays | • McAfee ALL SECURITY Project (General) |
| • Extrusion Process Data | • Network Access Control (NAC) Project |
| • HR System Separation-hana Migration | |

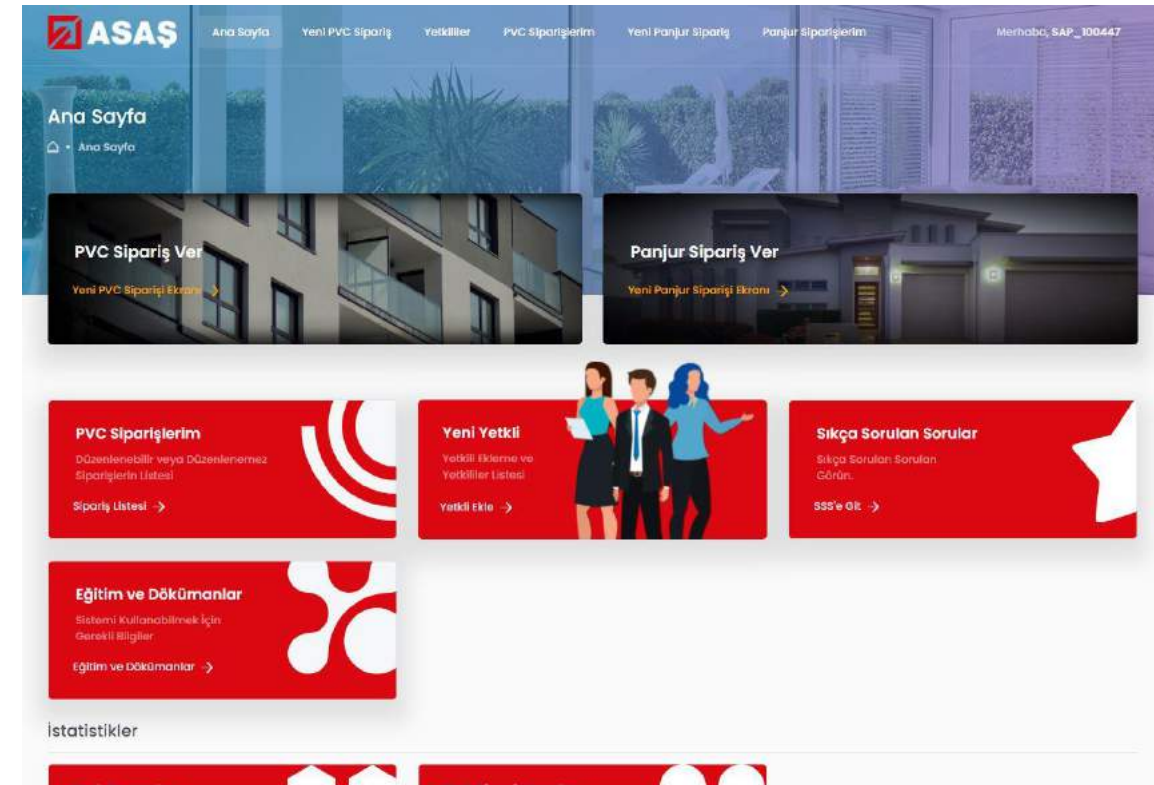
We provided the opportunity to visualize and touch the data to enrich the data and evaluate it analytically multidimensionally. Through the Qlik Sense platform, we consolidated dozens of reports, mainly production and sales, into dashboards, enabling the user to see the data they need interactively, without the need for IT. Instead of two-dimensional and static reports like Excel or standard SAP reports, we started to take the first steps towards advanced analytics with multi-dimensional interactive, visual reports.

We have started projects that address our smart factory or Industry 4.0 journey: Pilot projects that can take instant data from the machines, report in detail the traceability of the material we produce, and instantly take into account the feedback to prevent the systems from making faulty production using this data.

Although 2020 is the year of surviving all over the world due to Covid-19, as ASAŞ, we have added value to our customers, employees and our company by carrying out many technology-oriented transformation projects. We continue to lead our digital transformation journey with all our strength.

Order Portal

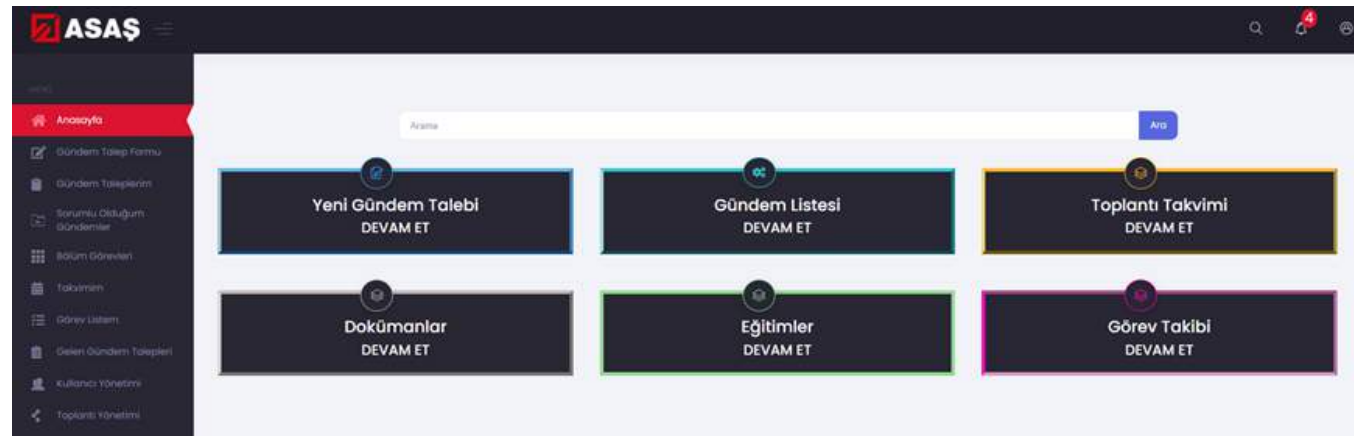
One of the important steps of our digital journey that we started as of 2018 was to enable our customers to deliver their orders to us whenever and wherever they want. With the Customer Order Portal we have developed for this purpose, we have enabled our customers to send their orders to us by entering our systems whenever they want from anywhere with internet access. With the new features we will launch in the coming days; They will be able to use many services such as the stage of their retrospective orders, their credit status, limits, and information on the stage of their order. Thus, our customers will be able to manage all their order processes with better quality and in real time.



Digital YAK Platform

In 2020, we carried the On-Site Quality culture, which we have been carrying out since 2014, to the digital environment. Together with the digital SAR,

- Traceability of retrospective records from the institutional memory,
- Location-independent management of meetings online,
- Adding all analyzes of the agenda items to the institutional memory and making them accessible when needed,
- Making analyzes and identifying improvement opportunities,
- Making reports on department management and quality problems,
- Elimination of vulnerabilities caused by document recording and tracking,
- We made sure that subjects such as action assignment, escalation, and reminders were added to the system.



Digital Clipboard Management Project

- With the Digital Panel project, it is aimed to increase the performance of YAK, to eliminate the panels in the fields, to allow more effective use of SAR areas (education, information) and to adapt the areas to the Digital Factory environment.
- Saving the time spent on updating YAK boards, eliminating the possibility of being out of date,
- Online, remote management and control of the graphics in the SAR fields (automatic data flow as a result of integrating with the KPI system),
- Increased awareness of the performance of section indicators with the interest we expect to generate from screen use,
- Internal announcement, etc. the use of related screens (the possibility of the system to work at certain times on the given commands),
- Accessing the e-training platform in the YAK area, providing trainings without loss of time,
- Screens have been started to be used in all 4 of our business centers in order to make department presentations on the screen in a standard way.



Supplier Relations and Supply Management

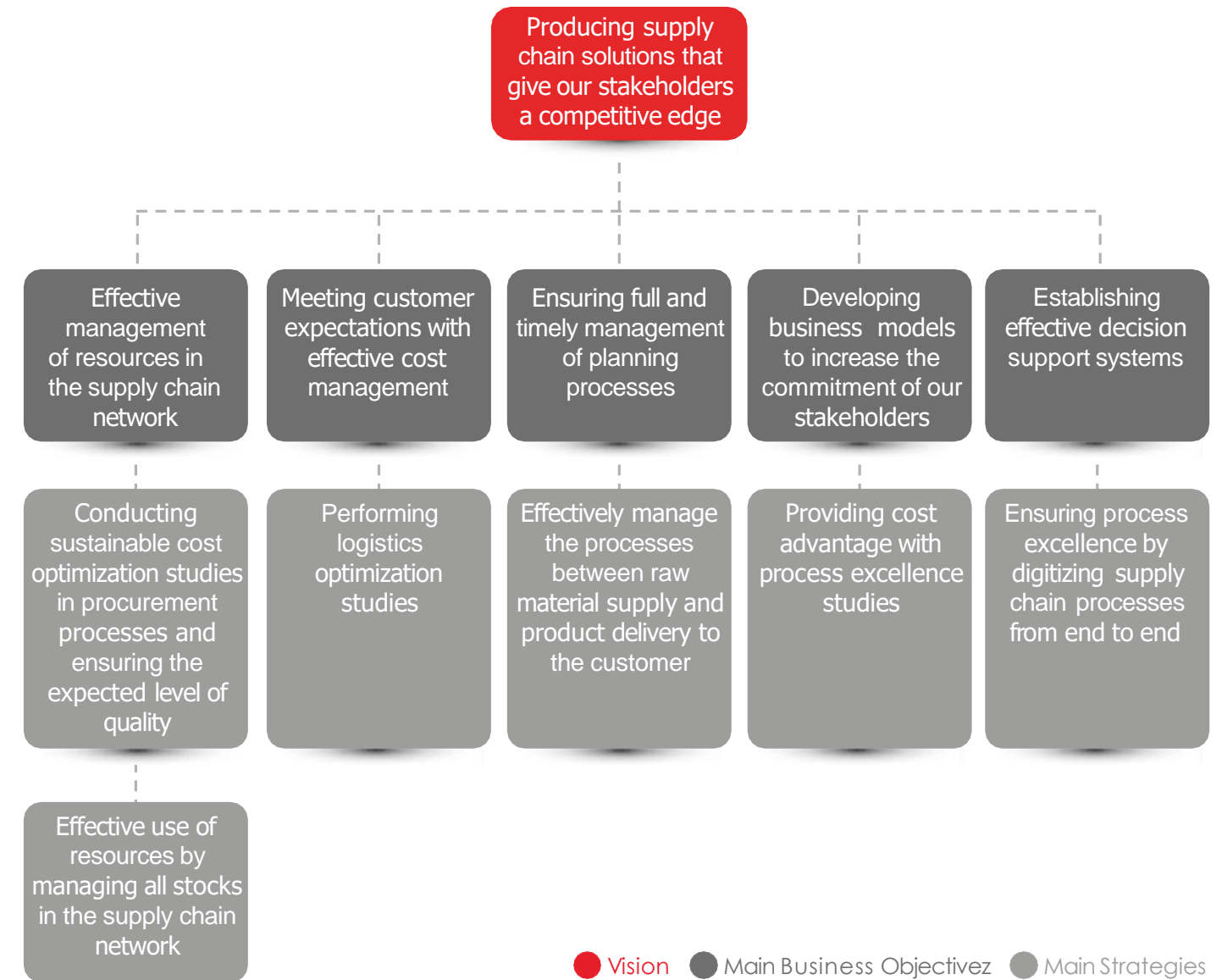
Our ability to ensure the maximum quality of the products and services we provide is directly proportional to the performance of the raw materials, products and services we purchase. In our purchasing processes, we comply with occupational health and safety, environmental impacts, working life and ethical rules as well as cost advantages, compliance with deadlines and international certifications.



In line with ASAŞ Aluminium vision, mission and strategies;

- We develop supply chain business models that provide competitive advantage and increase commitment to all our stakeholders.
- We meet the expectations of our customers in terms of quality, price, delivery, communication, design support and all other issues at the highest level and with the most effective cost management.
- We manage our materials, information, technology, money, methods and labor resources in the supply chain network effectively and with integration.
- We design our processes with lean, value-added and innovative methods, achieve our performance targets and continuously improve.
- We comply with the management system requirements, information security principles that we are obliged to comply with when managing our supply chain with this policy; we also act in accordance with all national and international legal legislation that prevents child labour and discrimination and covers ethical approaches based on human rights and gender equality.

Our Supply Chain Strategy Map

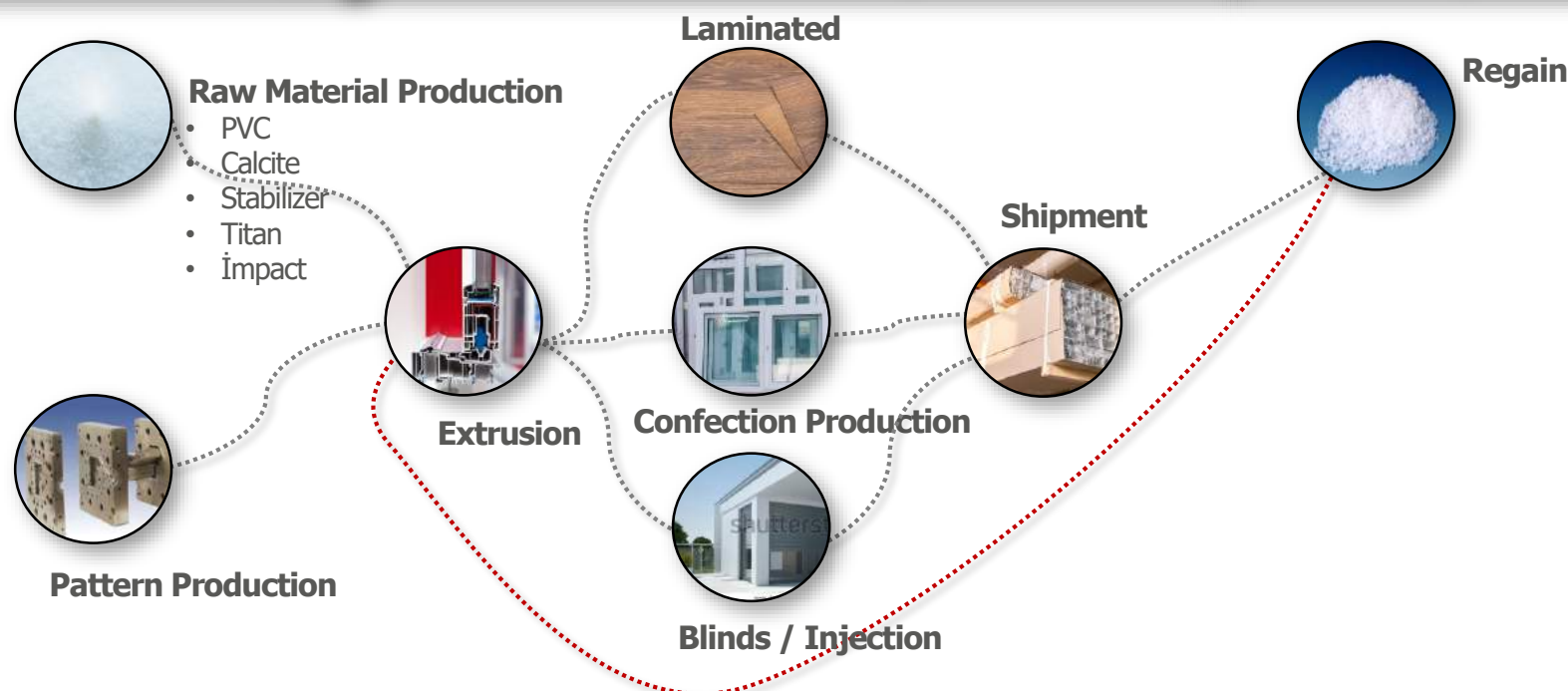
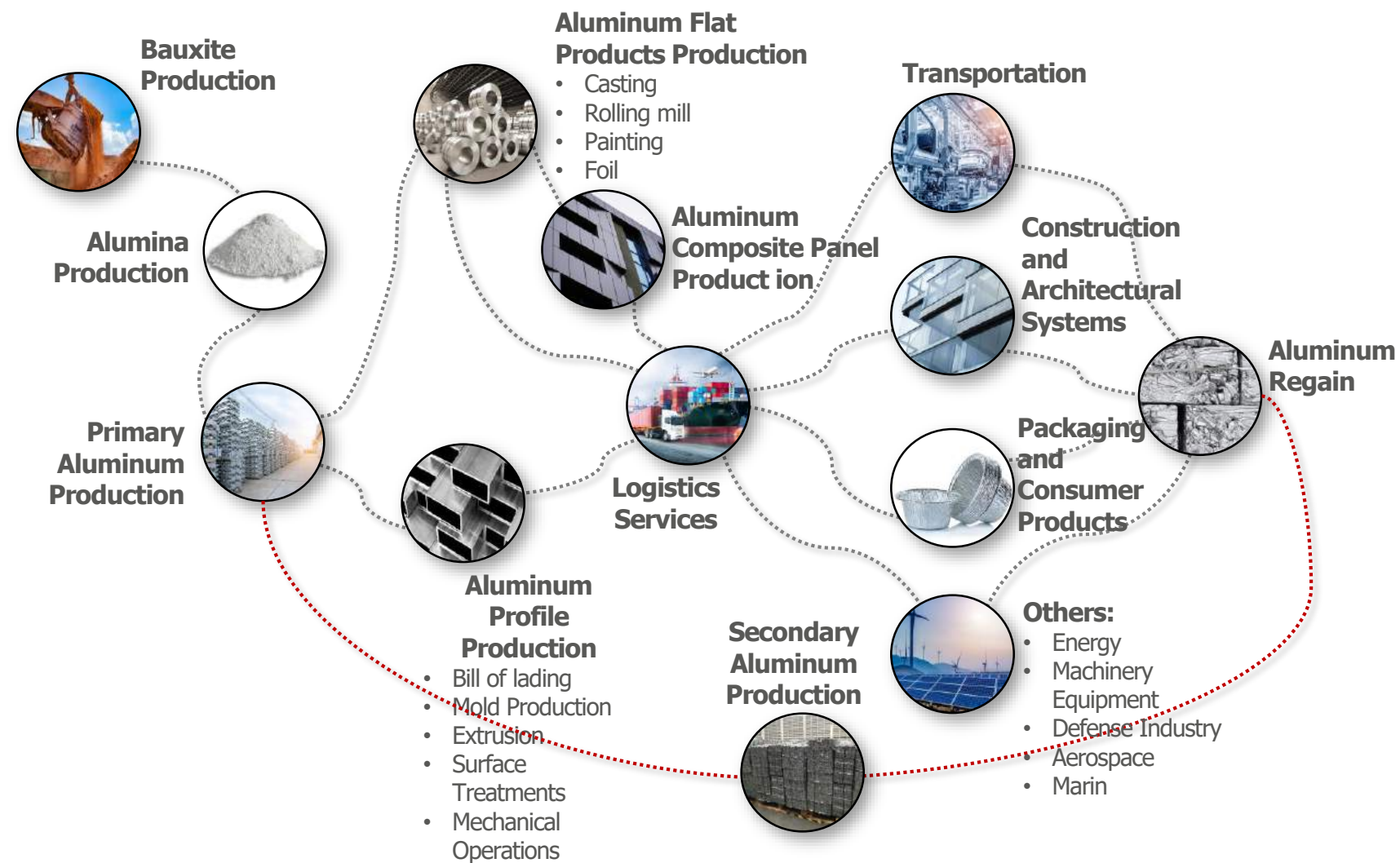


Our Value Chain

Aluminum Profile, Flat Products, Composite Panel Production



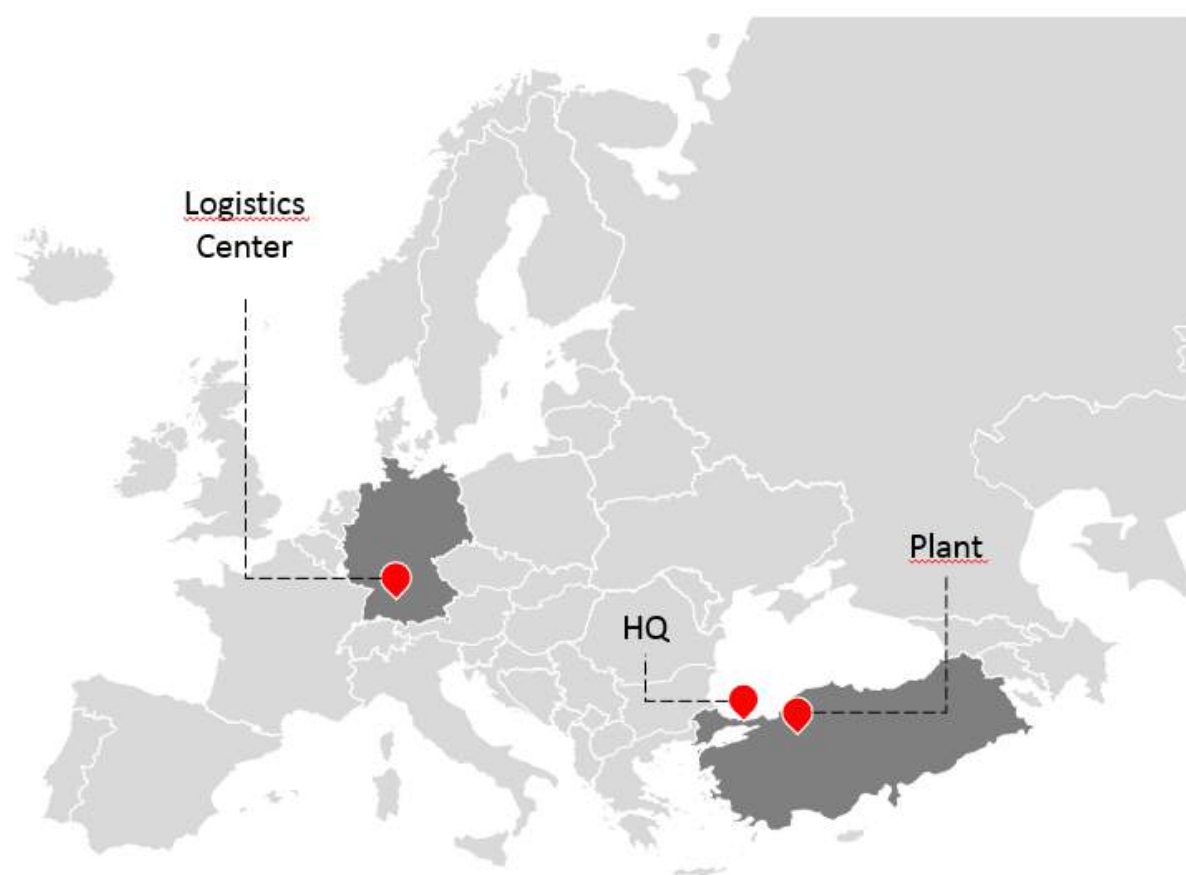
PVC, Blinds, Shutter Production



In our supply chain, we have set our main business objectives with the vision of “producing supply chain solutions that provide competitive advantage to our stakeholders”. We conduct our relationships in accordance with our ethical principles based on sustainable competition in line with our business objectives and based on trust. We believe that a reliable supply chain with a strong economy, which reduces its operational environmental impacts and is reliable in terms of quality and continuity is vital for achieving our goals. Accordingly, we are working to contribute to the continuous development of our suppliers, which is one of the most prominent elements of our value chain.

All our processes in the supply chain are managed by the Purchasing Directorate. In our purchasing categories; there are 5 different headings (there are 5 categories in the content) including the management of raw material, service, investment, import and export operations. Our processes vary in each of our purchasing categories. Our Supply Chain Management consists of 3 main processes:

- Selection Process
- Evaluation Process
- Supplier Development Process



Our suppliers undergo an effective and efficient pre-evaluation system. Our relevant units are responsible for supplying the procurement process under the most appropriate conditions within the framework of the determined criteria.

We evaluate our suppliers at least once a year. These evaluations vary by purchasing category. As a result of our evaluations, we include our suppliers in the scope of the development program according to the performance grade.

Distribution of Our Suppliers	2018	2019	2020
Local Supply	29,7%	28,3%	%34,71
Foreign Supply	70,3%	71,7%	%65,29

” Good Practice Examples “

• Extrusion Export Poland Shipments Project

In the export of extruded long profiles, shipments to Poland were made by trucks. After the project with John Good and Link Denizcilik, we started to use the sea route, we unloaded our cargoes by sea to the port of Gdynia in the north of Poland and delivered them to the customers by inland shipping. In this way, we achieved an improvement of 800 EUR per upload.

• New Product Development Project Instead of Calcite in PVC Snow Center

We carried out long-term trial studies with Nidaş company in order to create an alternative to calcite, which is one of the raw materials used in our Asaşpen factory, supplied from Lime Brick company. At the first stage, Nidaş Kalsit's product was approved by quality for the amounts used in colored profiles and was put into use. Thus, we saved 26%. Our work continues for white profiles as well. In case of success in white profiles, 5 times the current earnings will be earned.

• Foil Rolling Main Motors Couplings Localization Project

We started our work in February for the localization of the couplings supplied from Foil Rolling Machine manufacturer Achenbach. We held many meetings with the maintenance team and the company and took pictures of the couplings during planned stops. We got a positive result by installing the first coupling produced for trial purposes on the line and we changed 5 couplings. Similar studies continue for other couplings in the same line and in cold rolling.

Social Projects



We aim to improve the welfare level of the society in the region where we operate and to ensure the economic, cultural, social and environmental sustainability of development. In this context, our regular activities are listed below.

Child Welfare Institution Events

As ASAŞ Family, we organize activities every year the saying "May children never lose their innocence" with our children in Sakarya

Friendship Child Protection Institution located in the region where we operate within the scope of the corporate social responsibility movement that we started by taking our children into our focus as a guarantee of our future.



In 2020, we could not organize an event with the Child Protection Agency in order to protect the health of our children. In case of normalization of pandemic conditions; We are planning to activate this event, which we hold every year on the week of April 23.

One Drop Thousand Hope Project with Asaş and Kızılay Cooperation

With the awareness of the essence of unity, we give hope to patients awaiting stem cell transplantation and blood transfusion with this project.

Although we had to suspend our cooperation with the Kızılay in order to protect the health of our employees in 2020; We plan to continue our cooperation with the Red Crescent in the first period when conditions will normalize and the practice will not pose a risk for employees.



Environment Day Activity

Within the scope of 2019 Environmental Protection Week, we visited schools in Akyazı and its surroundings. We shared the importance of protecting the environment and nature with the students. We took part in the activities organized in the schools during the delivery of the waste units donated to Paris Primary School and Karapürçek Atatürk Secondary School in the region. As part of the activities, we provided a short training session during the delivery of waste units and conveyed the importance of separate collection of wastes to the students.



Although we cannot celebrate the Environment Day in 2020 with the excitement we want, we plan to contribute to a greener future by adapting to the pandemic conditions in 2021 by planting saplings in our factory area with limited participants, in compliance with the rules.

Work Safety Week (3M Training)

We organized an event in front of our Aluminium Profile Production Facility so that all our colleagues could obtain the most up-to-date information about Personal Protective Equipment (PPE). In the event organized with the participation of experts from 3M Company, we created awareness for the most effective use of PPE in the fields. At the same time, the maintenance and cleaning procedures required for PPE were shown to our employees by experts.



During the event, we brought DEMOVAN vehicles and established a virtual reality experience in our Social Facilities Training Hall. With the virtual reality experience established in the hall, our employees were shown the PPE to be used to work at certain heights and the points to be checked in PPE before starting to work. In addition, in the virtual reality experience, our colleagues observed the importance of PPE one-on-one by undergoing the experience of falling from a certain height.



Occupational Safety week; We could not celebrate with an organization in order to protect the health of our employees and the companies we cooperate with. We plan to organize an event in the first period when conditions are normalized and the practice will not pose a risk to employees.

Asaş Basketball Club

We are raising little giants in the basketball school we established with the belief that making positive touches to the lives of children in the region where we operate through sports and education is the right human resources investment for the future.

We support children to grow up with sports within the body of ASAŞ Basketball Club, which we established in Sakarya in 2017 with the aim of bringing our children together with sports and guiding them to sports. It is one of our priorities to contribute to Sakarya, where we operate with our factories, not only economically but also culturally and educationally. Today, we serve all our children from Sakarya with our club, which we established for the children of ASAŞ employees in the first place.

We believe that making positive touches to the lives of children in our region through sports and education is the best investment for the future. Because the love of sports and the socialization provided by the culture enable us to get away from bad habits, and thanks to the disciplined and healthy living opportunities, it allows our children to grow up as more successful individuals in life.

ASAŞ Basket Training Class

It is very important for us to support our athletes in their school life as well. For this purpose, we implemented our ASAŞ Basket Training Class project. About 80 students started to take English and Mathematics lessons in the class opened to support girls and boys between the ages of 10 and 14 in ASAŞ Basketball Club. As a result of our cooperation with ministries, we also shape the trainings given by volunteer teachers according to the needs of children.

Even though this work has been interrupted during the current pandemic process, it is still on the agenda and our lessons will continue at the first time we return to normal.

ASAŞ Art

In 2015, we established ASAŞ Art, which we call the 'Art production center', in order to bring together artists, academicians and students and to support learning, design and production processes with mutual synergy. Our Art Production Center is an area that brings together artists working with aluminum, where they have the opportunity to produce and exhibit their products, and it is the only place in Turkey that can provide this. Here, we both support young talents and provide professional workshop service and artisan support to professional artists and designers. In addition, with the ASAŞ Art Sculpture Competition, which we organize every two years, we aim to increase the awareness of the artists about the wide variety of production possibilities this material has.



ASAŞ Brand Strategy Works

As a result of our market insights and workshops conducted in 2019, our brand vision and mission are determined as follows:

Brand Vision:

As a brand which adds value to life; to be an authority in our field in Turkey and to be positioned as a company with high reputation by all our stakeholders in the strategic markets where we operate.

Mission of the Brand:

THANKFULLY THERE IS ASAŞ!

«Adding value” in Turkey and strategic markets we operate in with both our corporate attitude and social sensitivity and ensuring that our stakeholders say “Thankfully There is ASAŞ!”

Since 2017, “We have been with you everywhere in life!” with this motto, we emphasize that the product range such as finished/semi-finished products, etc. which we produce in a wide range with the motto, is used in many areas ranging from coffee makers to kitchen foil that we use in our daily lives to high-tech vehicles such as trains, metros, cars that we ride to work every day. Our aim is to contribute to the perception of the scope of our work by our stakeholders and end users by embodying the areas where our company, which has strong production power in the industry, serves.

Within the scope of the project in which the roof brand values of our company were determined in 2019, we determined our brand essence as “Adds Value”. We have been using “We are with you all over life!” we decided that the motto should be supported by the communication strategy “Adds value to every aspect of life”, including our social responsibility, internal and external communication activities.

Configuring Brand Architecture

In 2019, we took one of the important steps in terms of branding. Until 2019, we were conducting branding studies with the names that define that product group for the products developed by the business units that continue their activities within our company. As of 2019, we have decided to remove the brands such as Naturoll, Naturalbond, Rescara, Aludes etc. which are the product brands under ASAŞ brand and to use ASAŞ brand which is the name of the main institution. Since we sell our products to professionals in the business world called B2B and we have a strong brand perception and awareness in the sector, we aimed to benefit all product groups from our brand value.

With this new structure;

- Removal of NATUROLL, RESCARA, RESCARA ELITE, ALUDES brands and use of ASAŞ main corporate brand,
- Using ASAŞ brand alone in channels such as catalogs and giving the business segment to which the product belongs in writing, adding the business segment next to the brand in website uses,
- ALFABOND brand is completely removed, this product group is put on the market as NATURALBOND 30+30,
- The status of NATURALBOND and SIGNBOND brands will be changed and continued to be used as a product name, and the VERATEC brand will be converted to ASAŞ brand except for a few countries with recognition,
- Removal the use of the VERAWIN brand,
- We have decided to act with an “Approved-Endorsed” brand architecture in Art, Academy and Sports Club.



Our Promotion Activities

Fairs

We export to more than 90 countries in 6 continents. In 2019, we participated in a total of 11 fairs, 3 of which were in Turkey, in order to strengthen our position in the markets where we sell and to evaluate the opportunities in new markets. We participated in fairs in Germany, the United States of America (USA), Canada, France, Portugal, Mexico and the United Arab Emirates (UAE), especially in the construction sector, aluminium sector and transportation sector.

In 2019, we planned and implemented two advertising campaigns within the company.

ASAŞ Advertising Campaign - Cevherler Soruyor



Cevherler Soruyor campaign has been planned to ensure that our corporate brand awareness is also known to the end user. In the campaign, we selected four of the qualified works (CERN, communication satellite, brake block production for the automotive sector, production for the train sector) implemented by our company, which emphasizes the image of Turkish company in global projects in people's minds. In addition, we have prepared scenarios for the shootings in which young people talk about our product groups as a follow-up campaign.

During the campaign process, we have progressed in competition format in terms of both attracting people's attention to the brand quickly and ensuring interaction and increasing the memorability of our works by embodying them with short videos to be prepared.

Our company, which is involved in international projects and has Turkey's value in the campaign, was promoted by 3 young people who successfully represented our country by winning international competitions in accordance with the desired message.

We designed a special website for the advertising campaign published on digital media and prepared video questions for those who want to participate in the competition. The competition attracted great interest from all over Turkey and achieved success. As a result of the lottery draw in the presence of the National Lottery, we gave 5 people iPhone XS Max.

ASAŞPEN Advertising Campaign - Mimar Sinan Tests



In 2019, we started our business unit serving in the PVC window and door sector, which exports to 55 countries on 5 continents, to increase domestic awareness with ASAŞPEN brand.

We have decided that ASAŞPEN brand image, which is an accepted and approved Turkish brand in the global markets, specialized and trusted in its field, will be explained with the business discipline of Mimar Sinan, who is known in the world with the value he has created and has proven his expertise in his works.

While creating the works of Mimar Sinan, we have determined that such selected materials are meticulously tested, outstanding performance is sought and business discipline as the themes that will be featured in the advertisement.

We have planned to spread the campaign through digital and radio channels. We used jingle, performed by Nil Karabrahimgil, as a radio spot.

We Promote ASAŞPEN Together

The advertising campaign was also supported by mailing and social media content, reaching the target audience through different channels. In order to increase the spread of the campaign among our employees and their circles, we organized an in-company competition called "We Promote ASAŞPEN Together" and awarded the most liked posts.

Reliable Business Approach



It is an obligation for us to ensure the corporate commitment and continuity of our employees in order to ensure economic development. This makes our employees our most important stakeholders. With the awareness that our employees are our most important stakeholders in sustainable growth, we work to create a safe, healthy and motivating working environment.

Working Life in ASAŞ

For us, a "human" is our most valuable asset, and the basis of our corporate values is 'giving the utmost respect to our employees' with a human-oriented approach.

With this, our policy is;

- Conducting modern Human Resources Practices based on success in order to ensure that quality labor force is performed in line with the goals and strategies of our company in order to prepare the organizational needs of today and the future and this force is utilized in the most effective and efficient manner
- Creating an environment where ASAŞ employees can realize their corporate vision.
- Creating a safe workplace where they will feel they belong and be proud of themselves and their families,
- Including people with high education level, open to innovations and changes, entrepreneurial talent, aiming to develop himself/herself and his/her business, and believing in the power of teamwork, who will protect the corporate vision of ASAŞ and "ASAŞ Is Mine" culture,
- Organizing vocational and personal training to support the employees who will lead the change and development within ASAŞ ACADEMY in order to be an organization that fully meets the Human Resources development needs of ASAŞ in accordance with its vision and strategic objectives.

As ASAŞ members who say "ASAŞ Is Mine";

- We take our values as guides,
- We believe in the continuity of education,
- We know there is nothing that cannot be solved by teamwork,
- We value employee satisfaction and quality service above all else,
- We are proud and excited to be from ASAŞ.

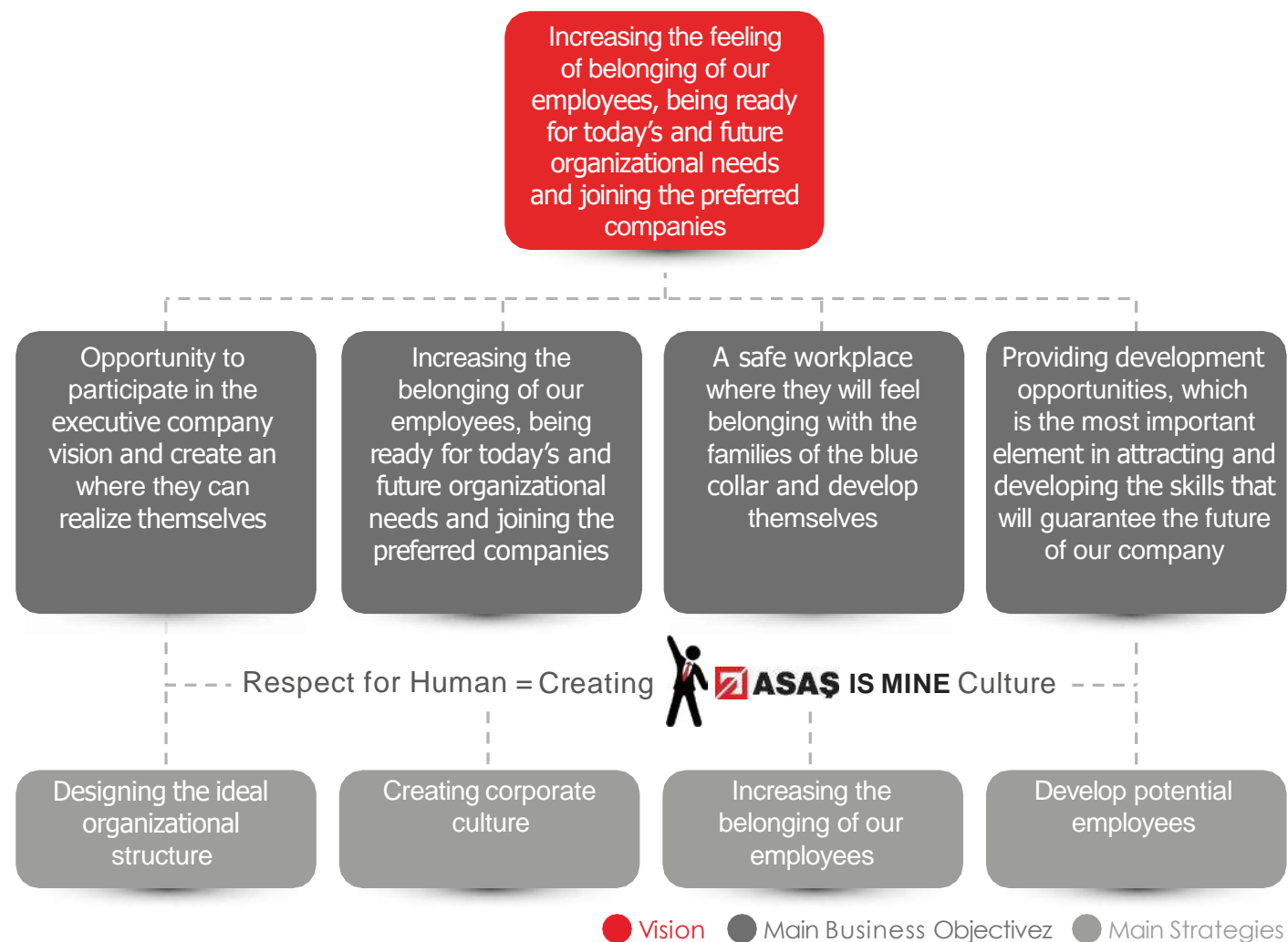
Based on our vision of "Increasing the belonging of our employees, being ready for today's and future organizational needs and joining the preferred companies», we set our main goal to create an environment where all our employees are happy, and everyone wants to work.

Respect for human = Working with «ASAŞ Is Mine" culture

In this respect, we have developed strategies that will increase the contributions of our employees, reveal their potential, be happy, measurable, transparent, and self-improving, give importance to inclusiveness and diversity, adopt equal opportunities at all levels, and are away from forced labour.

We have defined how to achieve our main business objectives with the main strategies:

ASAŞ Human Resources Strategy Map



For us, as in 2019, 2020 was a year in which we invested in the future with the following activities in order to be ready for the organizational needs of the future.

1. Digitalization Studies:

We continued digitalization studies in all functions of HR. In the previous year, we made improvements to the processes that were transferred to the digital environment. (SAP Fiori, Digital Academy, Qlik Sense, EBA Process studies, ASAŞ Career (Digital Recruitment))

2. Organizational Development Actions:

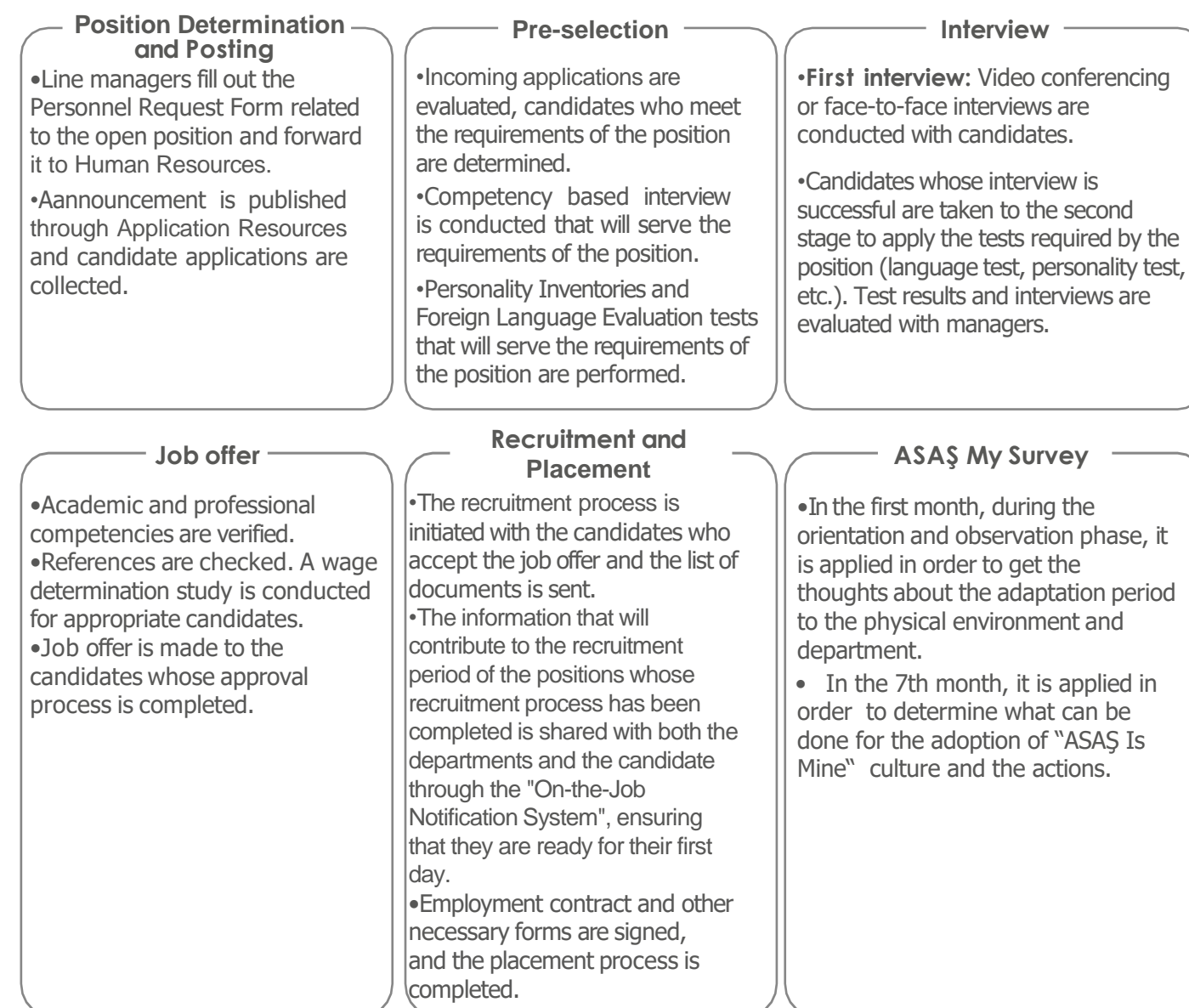
As the Organization and the Academy, we continued to work on infrastructure by realizing the following projects and activities.

- Making ASAŞ My Route Development Center Applications with internal and external resources,
- Commissioning of Assignment and Promotion Management Systems,
- Completion of white collar job descriptions in the Job Description System,
- Launch of the new Manager Program,
- Conversion of classroom training to online training,
- Integration of on-the-job training forms with job descriptions,
- Welcome my friend, transition to the evaluation phase in the Blue Collar Program.

Recruitment and Placement:

We do not discriminate based on religion, language, race, gender in any process of internal working life, including the process of selecting, placing and promoting candidates. We apply an egalitarian and fair approach to all our employees in business processes. Our main goal in selection and placement is "Right person for the right job".

The selection and placement practices of our company are designed to shape the ideal organizational structure, which is one of our main strategies. As of 2020, within the scope of ASAŞ My Route (4x4) project, we started to use the Evaluation and Development Center activities actively in recruitment and promotion/assignment processes. By launching our ASAŞ Career Portal in 2021, we aim to carry out all the tests and necessary procedures applied from A to Z in our recruitment processes through a single channel on the ASAŞ Career Portal.



Objective: Digital Recruitment (HR PEAK) Project

We will start a digital recruitment project in 2020 to gather all recruitment activities on a single platform and adapt to the digitalizing world conditions. We will launch the digital recruitment project in 2021 in order to gather all recruitment activities on a single platform and to adapt to the digitalizing world conditions.

Blue-Collar Handicraft Project:

This is the study we started in 2019 to measure the hand skills of the blue-collar candidates, which is evaluated positively, in order to determine their development areas and to provide educational support on the subjects needed by the candidates. In this project, we ask candidates to complete the product using various hand skills.



- We use the application results to make decisions during the trial and evaluation period.
- We consider the completion of the product as a recruitment criterion and the project contributes to our selection of qualified personnel. We support the candidates whose development area we have identified with training by ASAŞ ACADEMY after appropriate recruitment.
- We evaluate the completed products within the scope of Social Responsibility Project.

ASAŞ My Survey

ASAŞ My surveys contribute to improving the quality of our practices by receiving feedback about the areas that we can develop as an institution and department. The surveys also improve the quality of the ongoing ASAŞ journey at the end of the trial period completed during recruitments.

The quality of the ongoing ASAŞ journey is increased by conducting surveys at the end of the 1st and 7th months of recruitment.

With the transition to the remote working order due to the pandemic, the survey studies were temporarily suspended and started to be implemented again in the 4th quarter of 2020.

2020 ASAŞ My Survey Scores

White Collar: 23 Blue-Collar: 174

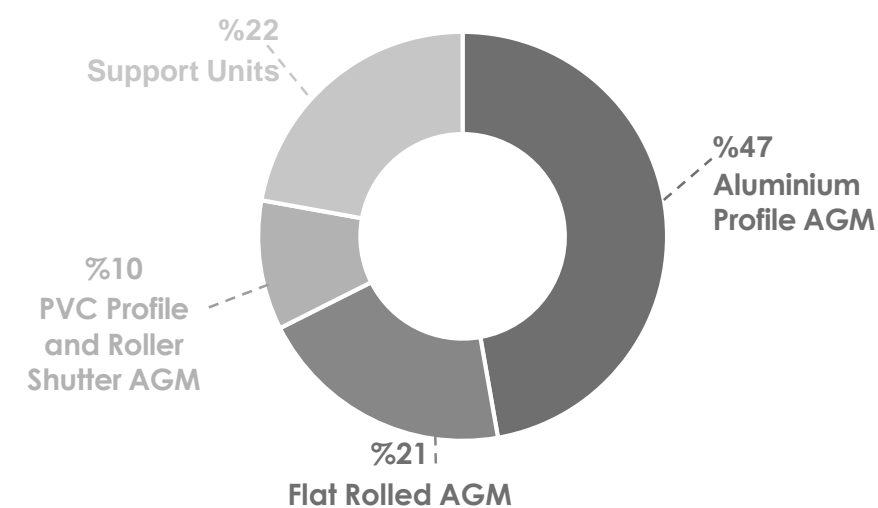
We put the complaints and suggestions we received after the interviews on the agenda at In-place Instant Quality meetings and report them to the relevant departments and request action.

We collect the results obtained from ASAŞ My surveys under 6 headings:

- Job Satisfaction • Social Facilities • Communication/Supervisor Relations • Working Environment • Training and Development • HSE

Employment Profile

Distribution of the number of employees



Number of Employees by Training Status	2018	2019	2020
Primary school	663	676	729
High School and Equivalent	981	1.006	1.098
Associate Degree	246	264	288
Bachelor's Degree	374	397	405
Master's/Doctorate	71	76	78
Total	2.335	2419	2598

Our Number of Employees by Age

Between 18-25 Age	233	222	298
Between 25-35 Age	1.046	1.062	1.087
Between 35-55 Age	1.030	1.008	1.185
55 and above	26	27	33
Total	2.335	2.419	2.598

Our Number of Employees by Seniority

Less than 1 year	351	300	383
Between 1 and 5 years	1.051	1.041	990
Between 5 and 10 years	536	645	734
10 Years and older	397	433	491
Total	2.335	2.419	2.598

Number of Female Employees

Manager and above	9	10	11
White Collar	162	176	175
Blue Collar	44	40	42
Total	215	226	228

Employee Loyalty

We carry out a wide range of communication and activities within the organization in line with the objectives such as facilitating communication between our employees, developing the team spirit, increasing the motivation of our employees, strengthening their sense of belonging and sharing common goals. We monitor and announce our activities carried out by the Directorate of Organizational Development and Corporate Communications through all written and verbal communication tools within the company.

Employee Commitment Survey

We conduct an employee engagement survey to measure the level of satisfaction of our most important stakeholders, identify the strengths of company practices and make action plans. The survey conducted by an independent research organization evaluates the expectations and needs of our employees under 10 different headings considering all applicable legal requirements, ethical and institutional principles. A total of 1535 employees, 475 white-collar and 1060 blue-collar, participated in the research, which was completed using the distribute-collect technique on the white-collar and blue-collar.



According to the research, the 3 most critical areas of action that triggered recommendations to other employees were «performance management», «mission, vision, policy and strategies» and «innovative and development leadership», respectively, while «brand and customer orientation» was the least important area in employee recommendation.

Considering the general evaluations of the areas, the titles of “Management of Pandemic Process», «health, safety, environment», «energy» and «brand and customer orientation» are the areas where the overall evaluation is relatively high. On the other hand, «Social Facilities» has been rated relatively low.

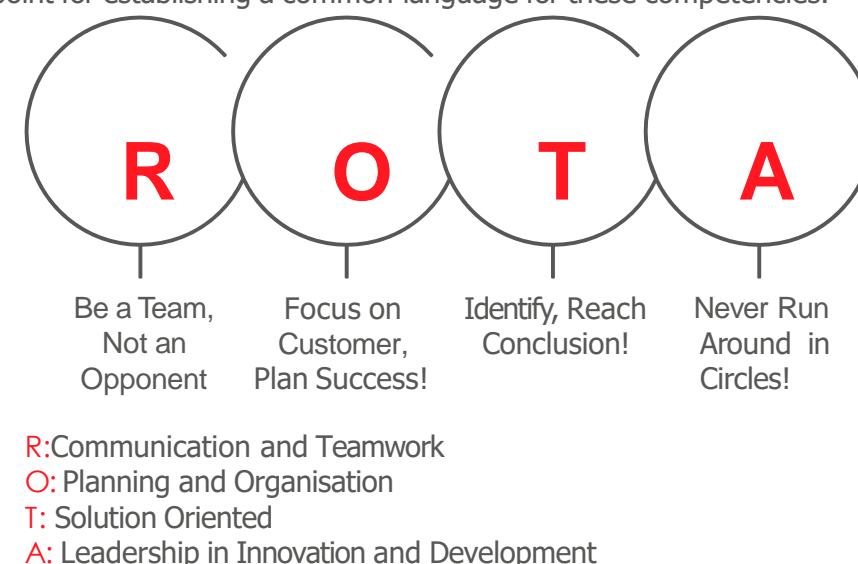
In the evaluation of Employee Engagement, the General NTS score turned positive in this period with a significant increase in the rate of praisers and a significant decrease in the rate of critics in blue collars. There is also a positive increase in the NTS score of White Collars. Considering the evaluation of all participants, NTS has improved by approximately 29% compared to 2019. The factors affecting the improvements can be listed as the improvements made in the Performance System, the expansion of its scope, the introduction of development programs, the development center applications, and the management of the pandemic process. In 2021, we will launch new development programs and continue existing development programs and improvements in processes.

ASAŞ My Route (4x4) Development Center Application

Based on our vision of increasing the feeling of belonging of our employees, being ready for future organizational needs and joining the preferred companies; we determined the current status of the competencies in managerial and higher positions (Strengths and open to development) according to ASAŞ My Route (4x4) Competence Glossary in line with the main strategy of creating the corporate culture. We have included all of our managers in this implementation, thus ensuring that employee-based development roadmaps are identified.

ASAŞ My Route (4x4) Competence Glossary consists of a total of 16 sub-competencies and 80 behaviour indicators in 4 main categories. This dictionary provides a detailed description of the competencies that all our employees and managers need to have in order for our company to successfully achieve its strategic goals.

The dictionary is also the reference point for establishing a common language for these competencies.



Within the scope of ASAŞ My Route (4x4) Development Center Application, we determined the training needs of 51 managers, 106 managers and 27 potential candidates in order to evaluate their current situation in 2020, taking into account the development roadmaps. We aim to organize the trainings in order of priority in 2021.

In order to be able to operate the internal evaluation mechanism in the appointment and promotion processes, we ensured that 8 of our employees, determined from the Human Resources team, received internal evaluator training in cooperation with İzgören Academy, and we designed 4 different cases approved by İzgören Academy to be used in applications. First of all, we started to carry out internal evaluations with internal resources as part of the Promotion Management System in the promotions of sub-managerial positions.

Complaint Reporting Systems:

We established the Complaint Reporting System in 2019, which enables our employees to notify Human Resources in a confidential manner without specifying a name. We have placed complaint reporting boxes in dressing rooms outside of camera viewing angles on the basis of confidentiality. Every Monday, we open boxes and collect complaint reporting forms and ensure action is taken.

Our employees can also deliver the subjects they want to convey to Human Resources from the message section on ASAŞ Portal.

ASAŞ News

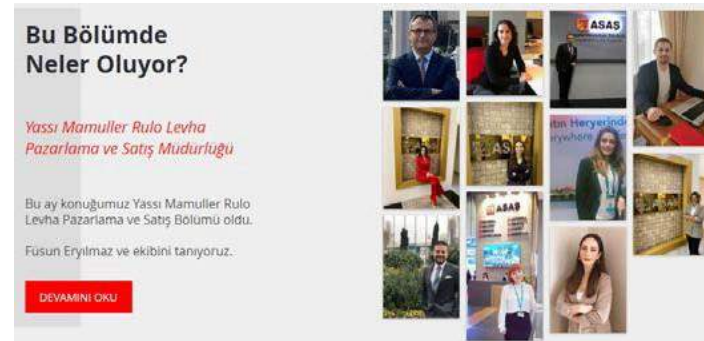
<https://www.asashaber.com/>

When Covid-19 started to rapidly engulf the whole world, ASAŞ quickly implemented many measures for the health of our employees and their families. In this period when we switched to the remote working system, we once again saw that the communication of the whole team should be very strong in times of crisis. In order to communicate more effectively with our employees, to inform them about the current developments in our company, and to be with them by answering questions from our employees, we designed and launched the Asaş Haber website in a very short time. Especially when the pandemic first started, many controversial issues such as how it was transmitted, what precautions should be taken, and the use of masks were on the agenda. All of this raised questions about safety and hygiene. In this period, we opened our ASAŞ news website for the use of all our employees so that our employees can access accurate information quickly. We received 30-40 questions a day and answered them. We responded to incoming requests here.

Our website, which is followed with interest with its daily updated content, served as a strong bridge between us and our employees. Thanks to our news platform, we have maintained the communication of our ASAŞ family, which consists of more than 2500 people, without interrupting, even by strengthening, these days when we are in extraordinary conditions.

Life Monthly Bulletin at ASAŞ

ASAŞ, which has more than 2500 employees in different business units, is prepared as a digital monthly newsletter in order to strengthen its internal communication, to get to know each other better in terms of social aspects and to increase belonging to the organization by informing about the products produced in different business units. The newsletter includes interviews with employees, blog posts, health-related information, activities planned for the next month in ASAŞ, projects produced and implemented by ASAŞ with a project product corner.



HR On Place In Time Quality (OPIT)

We implement HR Resources in order to support Value Added Management by accelerating the flow of information and data related to Human Resources activities and to provide communication, analysis and follow-up tools that will facilitate decision-making.

The agenda of the meetings, in which the representatives of the units affiliated to the HR and HSE Directorate participate, are notified one day in advance and the participants are responsible for preparing and attending the meeting agenda.

Thus, we aim to eliminate the root cause of the issues and try to prevent them from being closed and repeated quickly.

During the pandemic period with the introduction of the Digital YAK platform, we have enabled HR YAK meetings to be held online without interruption.



Our Life Activities in ASAŞ

Our employees take the first place in creating our corporate values. Because the dreams of the common future multiply as they are shared, and as they multiply, there is a desire to do more activities together.

We aim to increase the sharing of our large family with each other and strengthen our bonds with various organizations and competitions we organize during the year in order to increase the interaction of children with art with the tour organizations we organize in the surrounding regions.

In 2020, we suspended life activities at Asaş in order not to put both our employees and their families at risk due to the pandemic. We will continue our life activities at Asaş at the first opportunity when the conditions are suitable.

Golden Ball Project for Every Home

Touching hearts is our greatest motivator. With this excitement, we cover the IVF costs of our employees who have not experienced the feeling of being a mother or father every year with the "Golden Ball to Every Home" project.

Since 2015, we have supported a total of 52 families and 19 families have had children. In 2019, we supported 9 families during the treatment process and 5 families had children.



We regret that we could not carry out our Golden Ball for Every Home Project, which we organize with great enthusiasm every year, in 2020 in order to protect the health of our employees due to the Pandemic. However, we will organize it in the first period when the conditions are normalized and the application will not pose a risk for the employees.

April 23 KidZania Event with Child Protection Agency

On April 23rd National Sovereignty and Children's Day, our little ones in ASAŞ Basketball Club welcomed their siblings from Sakarya Children's Houses Site Directorate, Children's Houses Coordination Center Directorate and Arifiye Children's Houses Site Directorate in KidZania, Istanbul.

Together, they had a fun and informative day.

In 2020, we could not operate with the Child Protection Agency in order to protect the health of our children. In case of normalization of pandemic conditions; We are planning to activate this event, which we hold every year on the week of April 23.

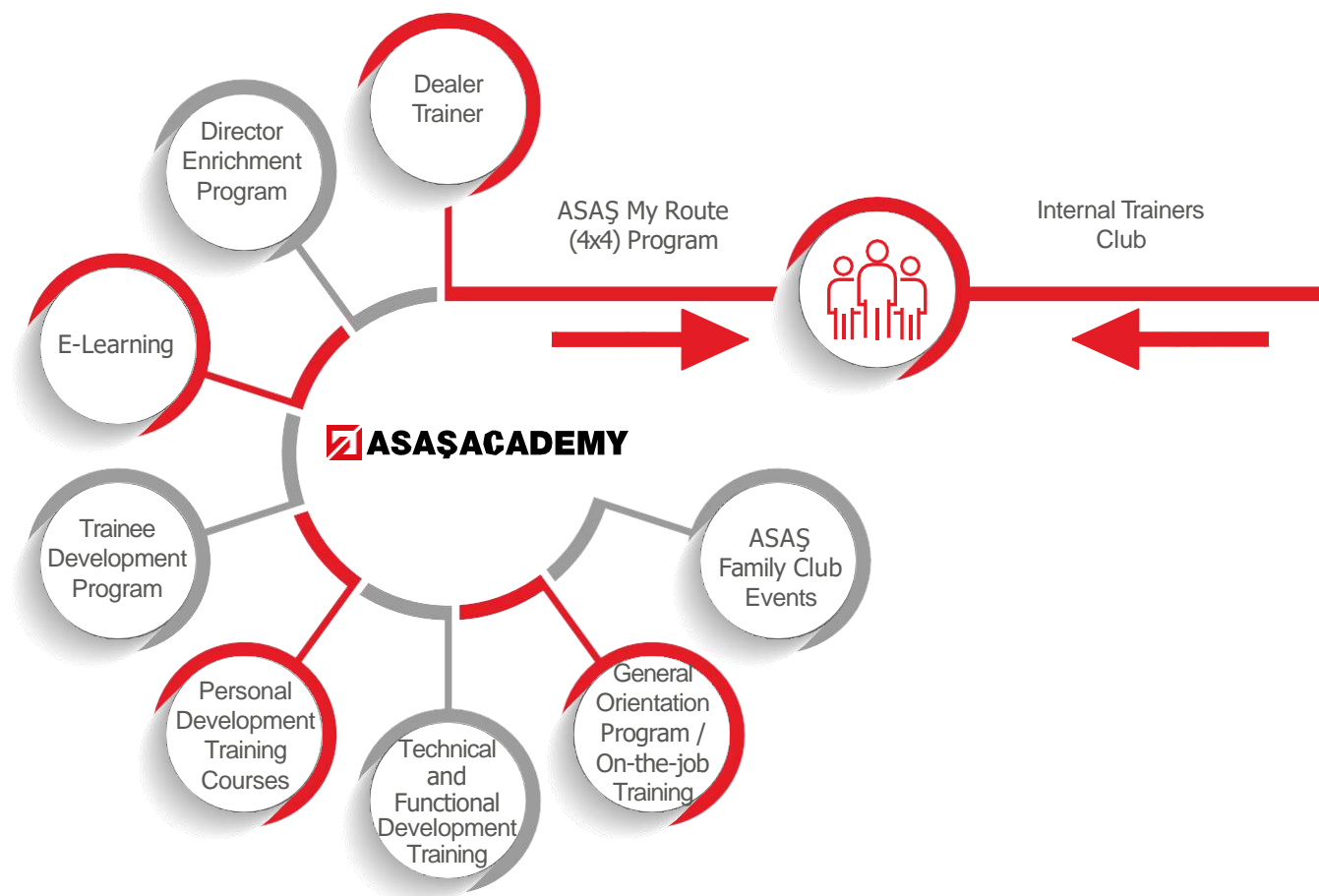


ASAŞ Academy

ASAŞ ACADEMY has been established to be an organization that fully meets the human resources development needs in accordance with our vision and strategic objectives with a proactive approach. With ASAŞ ACADEMY, we aim to improve the professional knowledge and skills, competencies and related processes of our employees in order for our company to achieve its long-term goals.

Our Mission: Leading development and change to be an organization that shares our corporate vision and values by helping our employees and their families.

Our Vision: Being an organization that fully meets human resources development needs in line with our vision and strategic goals with a proactive approach.



Training

With ASAŞ ACADEMY, we implement many training programs aimed at increasing the competencies of our employees from orientation training to on-the-job training, from personal development training to management skills training.

In this context, we divide our training into two categories as introduction and development training. Our introduction training consist of 2 titles as Vocational Orientation Training (on-the-job training) and General Orientation Training. We provide on-the-job training to our new employees and organizational change situations. With the on-the-job training process, we aim to increase learning effectiveness in real business conditions, accelerate adaptation to work, minimize learning errors and take the learning process under observation.

Development training consists of 3 titles as Personal Development, HSE, Technical and Functional Development Training. We can organize this training as planned and unplanned training.

Planned training is the training organized by ASAŞ ACADEMY. Unplanned training are the trainings where ASAŞ ACADEMY does not expect organizational support and the participant form is communicated to ASAŞ ACADEMY after the training is given.

The training hours in the blue collar and white-collar breakdown of the last 4 years are given in the following table.

Asaş Academy Education Statistics (Hours)

Year	Blue Collar	White Collar	Total
2017	35.920,3	12.277,4	48.197,7
2018	27.216,55	12.548,44	39.765
2019	23.247,23	15.135,74	38.383
2020	21.920	10.427	32.347

2020, It has been a year in which we have generally transformed classroom training into online education under the conditions of the pandemic.

Online Education Information		Health, Safety and Environmental Education	
92 Education	5549 h Experience Period	45 Education	1887 sa Experience Period
%60 WC %40 BC Experience Period Distribution			

Our trainings organized in 2020;

- We organized trainings mainly in the categories of Health, Safety, Environment and Technical and Functional Development.
- We conducted 66% of our trainings in-class and 34% as e-training.
- We realized the training hour per person as **12.45** hours.

We published 93 trainings and 10 surveys in 2020 in our Training Management System, which is accessible to all our employees.

Internal / External Training	Surveys
<ul style="list-style-type: none"> • Trainings converted from classroom training to e-learning • Covid Awareness Trainings (15 trainings) • Legally obligatory e-trainings • E-trainings on personal development 	<ul style="list-style-type: none"> • Student support and success scholarship survey • Vocational Orientation Officer Evaluations • Coronavirus travel and interview survey • Graduate education survey • Training needs analysis survey • Sustainability Priority Research survey • Education Evaluation Surveys etc.

At the end of all of our internal and external training organizations, we conduct a training satisfaction survey. In the survey, we expect the participants to evaluate in 3 categories: education, trainer and training environment.

We have determined that our employees are 94% satisfied with the "Contribution of education to development" and "Relevance of education to the purpose"

ASAŞ Academy Activities

Welcome My Friend

With the "Welcome My Friend" program, we aim to welcome our new employees with a warm welcome, to confirm their decision to join our company and to ensure that our new colleagues can find the answers to simple questions about working life in our company at one point.

We made a change in the method of assigning friends on a voluntary basis between 2016-2018 due to difficulties experienced in assigning friends (reduction in volunteers, continuation of the program by certain people, etc.) in 2019.

We improved the process and achieved 100% participation in the program by assigning one person from the team as a friend by the managers of the person in charge.

In 2020, 70 white-collar employees started to work and ASAŞ friends supported these employees in their first days.

In the third quarter of 2019, we expanded the scope of the "Welcome My Friend" program and included our blue-collar employees in the program. ASAŞ friends, also called Professional Orientation Supervisor (MOS), supported the orientation processes of our blue-collar employees.

In 2020, with the MOS Evaluation Survey in we ensured that our blue-collar employees' feedback on orientation and on-the-job processes was received.



Department Orientation Program

We created the Department Orientation Program to shorten the adaptation process of our newly employed white-collar employees to work and workplace and to ensure that our institution is recognized by all employees.

We ensure that our new on-the-job employees meet all members of ASAŞ Family and observe all processes of this family through office-field visits in order to adopt, disseminate and learn what activities our institution performs in which areas. With this study, we aim to achieve a high corporate belonging and open communication-oriented employee profile, to create a working environment that is prone to teamwork and thus to reduce labor turnover rates.



•The number of our employees who started work in 2019 is 113. Within one year, we included 83 new employees in the Department Orientation Program (73%).

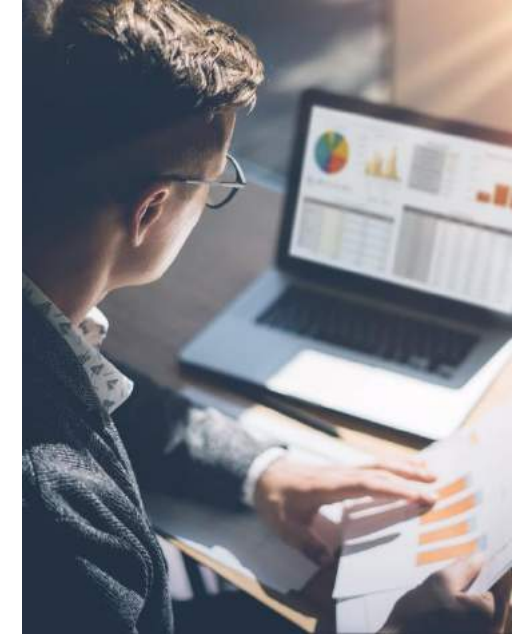
In 2020, we suspended the program in order to minimize the risk of transmission due to the pandemic.

Reporting of Training Data

In order to ensure that department-based training reports can be managed on a single platform and the data can be easily analyzed by the relevant people, we started to do our reporting works through the Qlik Sense program.

With our new Reporting System,

- Instant data flow with integration with SAP and Enocta
- Preparation of detailed indicators to meet the demands of the business center
- We created a user-based account, allowing screens to be personalized.



Objective

Dijital SEÇ Raporlamaları

In 2021, we aim to carry SEÇ reporting to the Qlik Sense program.

Academic Year Opening

Every year, we open the Academic Year in order to celebrate the establishment anniversary of the Academy, to convey the activities carried out during the year and to reward our employees.

Due to the pandemic, we prepared an Academic Year Opening video in 2020. We shared the activities carried out with all our employees in the video we prepared.

We rewarded our employees who gave training and took part in the voice-over activities throughout the year and announced our employees who received awards in the video.

Online İSG Educations

We have decided that our İSG Refresher Trainings, which are required to be given by our company within the scope of the Occupational Health and Safety Law, will be given via distance education in order not to be affected by the pandemic conditions. We have assigned İSG Trainings to all our employees from our Training Management System.

We tracked the completion rates of the trainings and delivered their certificates to our employees who completed the training.

ASAŞAKADEMİ

İSG Eğitimleri Sizi Bekliyor!

6331 İş Sağlığı ve Güvenliği Kanunu kapsamında yasal olarak almamız gereken eğitimleri artık uzaktan eğitim olarak alabiliriz.

Sisteme aşağıdaki şekilde giriş yapabilirsiniz.

Mavi yaka;
Kullanıcı Kodu: Sicil Numarası
Şifre: T.C. Kimlik Son 5 Hanesi

Beyaz yaka;
Kullanıcı Kodu: Bilgisayar Kullanıcı Adı
Şifre: Bilgisayar Açılış Şifresi

e.mobil

Mobil Uygulama için Kurum kodu: ASAŞAKADEMİ
Sorularınız için Akademi destek telefonları: (255) 2050.1253

App Store | Google Play

Technical Operator Training Program

With the Technical Operator Training Program, we aim to train qualified personnel by using our internal resources correctly and efficiently, to ensure the social and technical development of the environment we are in, to create employment opportunities and to reduce personnel turnover rates.

Within the scope of this program, we have carried out a CNC Operator Training Program in line with the needs of the Mechanical Operations Department. As part of the CNC Operator Training Program for 2019, 15 of our staff started to work. Of the 15 staff, 12 continue to work. Accordingly, the success rate of the program is 80%.

We have suspended our program, which is planned to be held with different departments in 2020, in order to eliminate the risk of transmission due to the pandemic.



Postgraduate Education Program

In line with our vision and mission values, we signed a protocol with Sakarya University of Applied Sciences (SUBU) within the scope of the Graduate Education Program in order to ensure the academic development of our employees who have a minimum bachelor's degree and to provide an academic study perspective to the projects we are developing with university support.

We carry out the "Graduate Education Request" collection process twice a year, in the early autumn and spring semesters.

3 of our employees who applied to the 2019 Fall Graduate Education Program were included in the master's program.

6 ASAŞ employees who applied to the 2020 Fall Semester Graduate Education Program were included in the graduate program.

As of 2019, 17 of our employees are continuing their master's degree and 1 of them is continuing their doctorate program. We have defined 5 days of graduate leave per year for our employees. We have ensured that all our employees who have completed their graduate programs can benefit from the Recognition and Appreciation System (TTS) score by submitting their graduation certificates.

Student Scholarships

Based on our "Utmost Respect for the Employee" value, we provide "support" and "success" scholarships to our young people who are undergraduate students in order to support not only the education and development of our employees but also the education and development of our employees' children.

- 31 in the 2017-2018 academic year,
- 25 in the 2018 – 2019 academic year,
- We provided success and support scholarships to 43 students in the 2019 - 2020 academic year. We continue to provide success and support scholarships to 55 students in the 2020-2021 academic year.



Family Club Activities

In line with ASAŞ ACADEMY's goal of "Including families in our development journey", we established ASAŞ Family Club and aim to contribute to our employees, families and the development of the people of the region with various training and activities every year.

We organized the following training and seminars in Akyazı and Kavacık in 2019 within the scope of the first activities we held in August 2017.

Due to the pandemic, we took a break in 2020, and we will continue our activities with the normalization of conditions.



Technical Star Raising Program

With the "Technical Star Raising Program", we contribute to the education and learning of young generations and fulfill an important social responsibility task. At the same time, we aim to create an employment pool immersed with ASAŞ culture in order to meet the norm staff needs of the future with these programs we organize for senior students at universities.

To date, a total of 82 students have been included in our program and 3 students have been added to the ASAŞ staff.

The distribution by years is given below.

Our intern recruitment has been suspended in 2020 due to the pandemic, we will continue the Technical Star Development Program with the return of conditions to normal.

Years/Period	The Number of Technical Star Students
2016-2017 Spring Term	10
2017-2018 Spring Term	30
2018-2019 Fall Term	16
2018-2019 Spring Term	17
2019-2020 Fall Term	12

Educational Institutions - Industry Cooperation Events

As ASAŞ ACADEMY, we value the opinions of all our stakeholders, especially our young people. We develop collaborations with universities in various fields in order to support the professional development of our young people, to increase their sectoral knowledge and to convey career opportunities and business life to them. With these collaborations, we organize career days, training, field visits, etc.

- A 3-credit «ArGe Center Structuring and Management Training" was given to Sakarya University, Engineering Faculty, Metallurgical and Materials Engineering students by our ArGe Manager every Monday for 14 weeks. (2020)
- Sakarya University Human Resources Graduate Interview (October 2019)
- Turkish German University Wage Management Training (May 2019)
- Turkish German University Career Days Participation (May 2019)
- Turkish German University CV Preparation and Interview Techniques Training (May 2019)
- Turkish German University - Institutional Academy and Education training (May 2019)
- Factory Visit and Field Tour of Turkish German University (November 2019)
- Sakarya University & PİKDER Wage Management Training (December 2019)
- Radio Program/Energy Management and EN-VER applications at Industrial Radio (December 2019)
- Sakarya University Energy Education in Turkey and the World (2017)
- Energy producing factories summit, ASAŞTA EN-VER applications seminar (May 2019)



Learning Management System (LMS)

Learning Management System is a new generation learning experience platform that facilitates our digital transformation process, where we can plan, monitor and report the training and development processes of our employees, business partners or dealers.

This system allows us to manage different learning processes such as both e-learning and classroom training from a single point. ASAŞ ACADEMY started the new Learning Management System by carrying out the infrastructure and integration works of the system in line with the digitalization studies since the last quarter of 2019. The education management system usage rate in 2020 is stated below on a collar basis.

Ratio of Access to the Education System	
%80 BC	%99 WC



In order to reach all our employees, we enabled the application to be downloaded to mobile phones and facilitated access to large masses.

In order for both the participants and the trainers to use their time more efficiently, we have started to ensure that the target audience of the training is reached quickly by identifying the titles that need to be converted from classroom training to electronic training. In 2020, we ensured that the system is used more actively in line with the ASAŞ Academy business plan.

ASAŞ My Route (4x4) Manager Development Program

We have completed the development center applications, which is the first step of the ASAŞ My Route (4x4) Project. We will start our development journey where we will experience learning that will both contribute to the development of our managerial competencies and affect other areas of our lives. We aim to start the trainings to be given within the scope of the development program as of 2021.

- **Current Executive Development Program:** In 2019, as ASAŞ, we embarked on a journey to develop both personal and managerial competencies of our employees with the ASAŞ My Route (4x4) project. In this journey; We are planning to implement the development program, which is the continuation of the project, in order to transform our talents and competencies into higher performance by completing the current situation analysis of our managers with the development center applications. In this context, we will carry out the trainings to be planned in two different learning environments, virtual classroom and online training, due to the pandemic.
- **New Executive Development Program:** Within the scope of ASAŞ My Route, these are the training programs that our newly hired and promoted managers will participate in. In order to support their management journey and accelerate their adaptation to their new duties, there are internal virtual classroom trainings that will adopt the company culture and online training programs that will contribute to the development of managerial competencies and create a common management model among managers.

Objective Young Talent Development Programs

We aim to support young talents and create a new generation with high employee loyalty with the following programs that we will open inside and outside the company.

Young ASAŞ Member Program: We are planning to activate the Young ASAŞ Employee Program in 2021 in order to allow the employees to improve themselves, increase their loyalty to the company, polish the competencies required for the future of the organization, and train the leaders of the future.

Solid Steps to the Future Program: We aim to implement our Solid Steps to the Future Program in 2021, where we will provide rotation and training opportunities to newly graduated young talents within our company, and which will enable the training of future leaders.

kitapAll Library

A total of 172 books were donated to our library in 2020, bringing the total number of books, journals and materials to 425 and renewed our library.

With the support of the management and our employees, we aim to enable our employees to access the library contents digitally in 2021, with the number of materials increasing day by day.



Health Safety Environment (HSE)

Health Safety Environment (HSE) Our Policies

In ASAŞ, we aim to realize our productions with zero occupational and environmental incidents by investing in people, information and technology with our community-sensitive approach and understanding.

With this belief, we agree, warrant and undertake we will

- Comply with all legislation, administrative regulations, legal responsibilities and standards related to Health, Safety and Environment in order to provide and protect a safe and healthy working environment,
- Consider the health, safety and environmental impacts of the technology, raw materials and auxiliary materials used and to take the necessary measures, **evaluate the risks and opportunities,**
- Identify the hazards in our processes, to to eliminate the risks or to reduce their possible effects; to plan and implement the measures, to allocate the necessary resources, be prepared for fire and emergency situations, to make the necessary investigation and improvements after possible incidents, **to give the authority to stop the operation by all our employees in unsafe situations,**
- Ensure continuous improvement by providing a common perspective in accordance with our Health, Safety and Environmental requirements at all levels of the organization, creating a sustainable Health, Safety, Environmental culture, **setting common goals, access to performance information by all our employees and participation with our employee representatives,**
- Provide training opportunities to employees, management, visitors, trainees, subcontractors, suppliers and customers at all levels in order to ensure all processes and continuous improvement within the scope of the management system,
- be a leader in the adoption of new technologies, choosing alternative materials, using natural resources at a minimum,
- Minimize environmental emissions arising from our products, services and activities, to ensure maximum recycling by separating the wastes at their source, to take necessary measures considering the biodiversity in our region,
- Set an example with our sensitivity to the environment and society by always prioritizing of Corporate Social Responsibility awareness to take measures by considering all environmental impacts from design to disposal of the product, **taking into account stakeholder views,** and to raise awareness of all our employees, including management.

Our Health Safety Environment Policy was revised in 2020 within the framework of the evaluation of risks and opportunities and the HSE vision in accordance with ISO 45001 requirements.

Group Incident Frequency Rate	2013	2014	2015	2016	2017	2018	2019	2020
Day Loss Incident Frequency	21,36	11,58	9,55	7,19	4,98	4,63	3,18	4,08
Target					6,07	3,64	3,70	2,69

Day Loss Incident Injury (*) *200,000/Total Working Hours

Group Incident Weight Rate	2013	2014	2015	2016	2017	2018	2019	2020
Incident Weight Rate	0,59	0,54	1,88	0,44	0,33	0,34	0,35	0,36
Target					0,45	0,37	0,24	0,28

Total lost days* 8 *100/Total Working Manhours

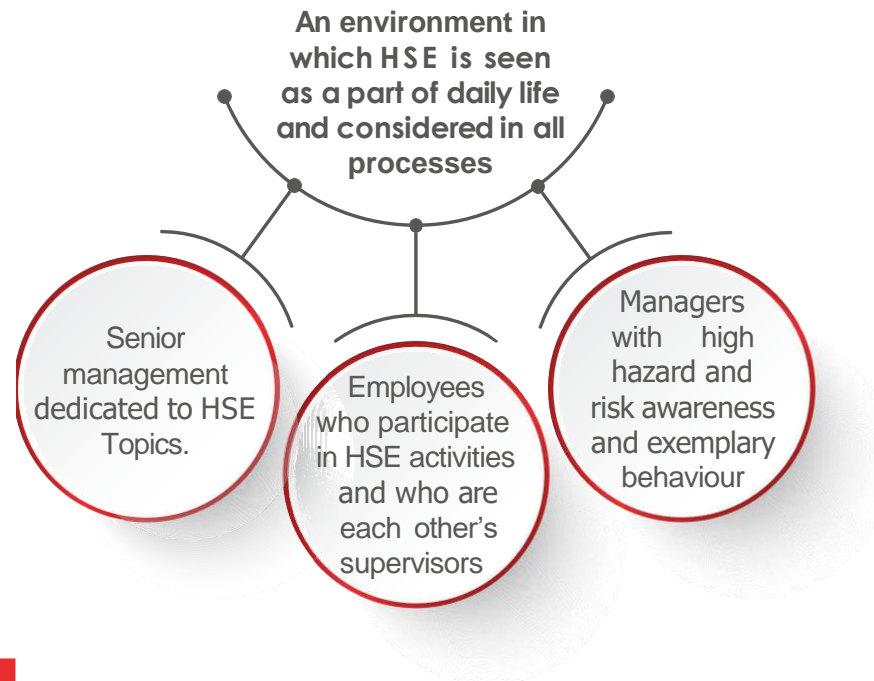
One of our most prominent strategies in creating the "ASAŞ Is Mine" culture, which is our main business goal, is to create the corporate culture. One of the most important ways to achieve our goal is to ensure that HSE Culture (Health, Safety, Environment) is implemented and disseminated within the organization.



2020 has been the year of the fight against covid-19. With the devoted work of the ASAŞ family, we managed to keep the disease numbers under control during the covid-19 epidemic, and we did not stop production. The most important and pleasing issue here is that our employees, who survived the disease without becoming seriously ill, returned to their jobs.

HSE Culture

HSE Culture Climate



A safe workplace where they will feel belonging to themselves and their families, be proud of

ASAS HSE Culture Evaluation Criteria

- Objectives and Action Plans
- Procedures, Instructions and Work Permits
- HSE Training
- Risk Assessment Studies
- HSE Site Controls
- Near Miss System
- Investigating and Reporting Incidents
- Emergency Management
- Incentive and Disciplinary Tools (Rewards and Yellow Card Application)
- HSE Field Audits

What is HSE Culture?

HSE Culture is a model that we have designed with the motto "Health at the beginning of everything!" in order to make our working environments sustainable and safe. It consists of 5 main modules.

HSE Culture Moduls

Management Commitment

Demonstrating that HSE is a key value from a single point of view of management. HSE is the simplest form of Respect for the employee.

Observing Your Friend

The health and safety of each ASAS is of high importance for another ASAS. This is a requirement of our "Utmost Respect for the Employee" value. No ASAS will allow unsafe work.

Exhibiting Sample

Each ASAS member shows visible and perceptible leadership in HSE issues during all activities of the company.

Employee Engagement

Each ASAS member sees HSE as the most prominent part of its job and ensures full participation in the activities required by its job.

Awareness Level

Each ASAS member has hazard awareness and risk awareness due to the value of "Utmost Respect for the Employee". HSE in decisions is taken into account first of all.



With the introduction of HSE Culture in 2017, we provided 672 hours of HSE Culture Awareness Training to 224 white-collar personnel with the organization of ASAS ACADEMY. As we planned for the placement and dissemination of HSE Culture, we completed the self-evaluations of the departments (phase including self-evaluation) in the 3rd and 4th quarters of 2017.

We conduct our HSE Culture Trainings as online and classroom training.

Evaluations are made every quarter of the year by the Strategy and System Development Directorate in order to internalize the HSE Culture in a sustainable way and to disseminate it with an increasing performance.

In 2020, we conducted 72 HSE Culture Assessments in 24 departments in 3 assessment periods.

Our Vision: At ASAŞ, we thrive to make corporate HSE Culture sustainable and to bring our company to the position of a company to be taken as an example in our 2023 vision.

Objectives of HSE Culture



In our company, we work to create an environment in which HSE is seen as a part of our daily life and considered in all processes. We are aware that this working climate will be with senior management, managers with high hazard and risk awareness and exemplary behaviour, employees who participate in HSE activities and who are each other's supervisors.

Our HSE Culture Activities

The Without Lost Time Incident Have Been Celebrated



Flat Rolled Factory Painting Operation:
720 Days Above Without Lost Day Incident

Aluminum Profile Factory Extrusion Directorate:
365 Days Above Without Lost Day Incident

PEN Factory Production Directorate 1:
365 Days Above Without Lost Day Incident

Energy Group Directorate:
365 Days Above Without Lost Day Incident

Ergonomic Risk Assessment by LMM Method



We received our ergonomics risk analysis competency certificate with the LMM (Leith Markmal Method) method, which we carried out by receiving external services with the participation of OHS units of the companies in close proximity to us.

2 occupational physicians, 3 occupational safety specialists, 1 quality specialist and 2 process development specialists from our factory participated in the 6 full-day training and reached the competence to perform ergonomics risk analysis. We started Ergonomic Risk Assessment studies in 2019 and continued in 2020.

We are planning to update our trainings on LMM Methods 2019 versions in 2021.

Occupational Health and Safety Training



We have started to give our Occupational Health and Occupational Safety trainings in the classroom environment in the form of Distance Education with the support of our Academy unit in the pandemic with the OHS 360 Training program (12 hours) with e.mobile integration.

Preventing Waste in Personal Protective Equipment



In SAP, the sat code is determined according to the personal protective equipment feature. Glove codes that were previously opened in SAP according to the brand name were deleted.

It was ensured that the usage rates in the field were followed as the agenda in the On-Site Quality meetings, and a significant decrease was achieved in the usage rates. Localization studies have been carried out in PPE.

A Booklet Has Been Created For Contractors



We have created an English and Turkish Occupational Health, Safety and Environmental Management System booklet in order for the HSE Culture to be more easily understood and adopted by the contractor companies.

We revised the Contractor Management Specification and HSE Rules.

Periodic Inspections of Our Employees



We have completed our periodic examinations carried out within the scope of health surveillance. In Extrusion & Composite Panel Factories, we provided a total of 960 people and in PEN and Flat Rolled Factories, we provided a total of 741 people with health examinations. We have prepared a "Department Based Periodic Examination Matrix" for our business centers.

- We provided 5500 outpatient services.
- We conducted 410 new job entrance examinations.
- We made 192 work accident response, accident form arrangement and SGK notifications.
- We carried out the follow-up, referral, daily reporting process and return to work examination of 327 Covid-19 positive patients.

Drills



In 2020, we conducted emergency evacuation, first aid and extinguishing drills in all our business centers.

According to our business centers, our drills,

- Aluminum Profile and Composite Panel Factory Evacuation Exercise: 272 people,
- Flat Products Factory Evacuation Exercise: 119 people,
- ASAŞPEN Emergency Evacuation and Fire Fighting: we carried out with 107 people in the first exercise and 130 people in the second.

ASAŞ ADME Team Sakarya AFAD Training



The training of a total of 40 people in two groups from our Emergency Response Team was completed by Sakarya AFAD Provincial Directorate in the Training Centers in Sapanca in October. With this training, we aimed to increase the knowledge, skills and experience of our "Disaster Ready Workplace" and "Disaster Ready ADME" team in search and rescue of possible disasters.

On the last day of the training, a training that did not look for a real disaster was carried out and simulated the removal of the survivor from the wreckage in the training area.

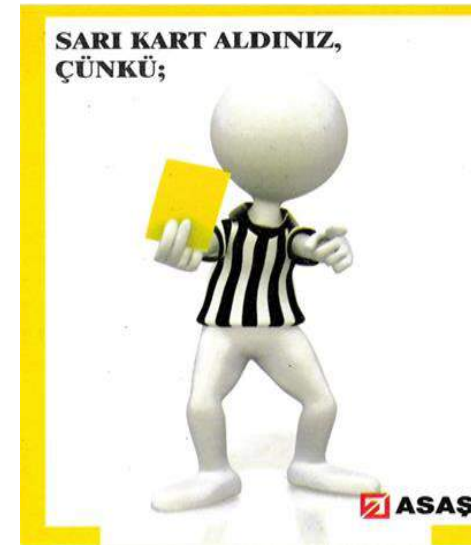
In 2020, we took a break from our training due to the pandemic. We will continue our training with the normalization of conditions.

Our Digitalized HSE Culture Activities



Transferring Near Miss/Observation Application to Digital Media

Preventing the waste of paper, eliminating the labor time of the HSE field team to collect the forms and re-entering the decisions into the excel file. We transferred the near miss/observation application to digital environment in order to eliminate labor



Transferring the Yellow Card Application to Digital Media

We transferred the yellow card application to digital media in order to prevent wastage of paper, to generate reports easily on the system, to access retrospective records permanently and easily, and to encourage everyone except the HSE Department to easily apply for the yellow card.



Lifting – Forwarding, Digitization in Periodic Controls of Pressure Vessels

In 2020, we examined the works of 4 different companies, including the Chamber of Mechanical Engineers (MMO), which we currently work with, and received proposals and transferred them to the digital environment.

With the QR code application, it is possible to directly access the QR code, whether it is checked or not and the result report.

Thanks to the CRM application, we enabled everyone to access the reports from the digital environment with the user name/password defined for ASAŞ, and we prevented the waste of paper.

Occupational Health and Safety Stakeholder Collaborations

We Supported Akyazı Fatih Primary School by Donating a Waste Unit

As ASAŞ, we donated waste units to Fatih Primary School in our region within the scope of Stakeholder Engagement and Social Responsibility. During the delivery of the waste units, we gave a short training and conveyed the importance of the separate collection of wastes to the relevant parties. With this grant, we also contributed to the Zero Waste principle.



TALSAD Occupational Health, Safety and Environment Committee Meeting was Hosted by ASAŞ



The third meeting and second site visit of the Turkish Aluminum Industrialists Association (TALSAD) – HSE Committee was hosted by ASAŞ. The event took place with the participation of 22 employees of 11 TALSAD member companies. In the meeting held, health, safety, and environmental activities in the aluminum industry sector, examples of occupational accidents and legal compliance practices were discussed.

Our Improvement Activities



Workplace Work Environment Hygiene Measurements Renewed

In accordance with the "Regulation on Laboratories Performing Occupational Hygiene Measurement, Testing and Analysis", we renewed the environment measurements in all our business centers. Measurements made as recommended by the Ministry are Personal Exposure Measurements. Notifications were made to the departments by the Occupational Physicians regarding the situations where the measurement results were above the limit values, and guidance was given in opening a project or using PPE.



Job Safety Analysis

Job Safety Analysis (JSA); It is described as proposing the safest way to do the job by identifying possible hazards in each work step of the process. In 2020, we started to carry out a pilot application in Asaşpen and Flat Products factories. By applying this method in all our business centers in 2021, we foresee a decrease in the number and severity of occupational accidents.



We Buy Waste Oils and Waste Electronic Goods and Reintroduce them to Nature!

Within the scope of social responsibility, we collect Waste Oil and Waste Electronic Waste received by our employees in the area within the Social Facilities and send them to the Recycling Facilities.



Environmental Impact Assessment (EIA) and Environmental Permit Processes

Within the scope of capacity increase of our Flat Products facility, we completed the EIA process, which lasted for 2 years.



Metal Scrap Importer Certificate

We renewed the Metal Scrap Importer Certificate for 2 years. In this context, we also received the Radiation Measurement System Compliance Certificate from the Atomic Energy Agency.



In all factories
Covid-19 Safe Production Certificate

Learning Management System and Online Trainings

Remote Work Permit

2598 Employees

Detailed Filiation Study

Pandemic Support

Infirmarium-1 and Infirmarium-2 Application

Özel Bölüm: Covid – 19

ASAŞ News

We designed and launched the Asaş News website in a very short time in order to communicate more effectively with our employees, to inform them about current developments, and to answer questions from our employees during the pandemic process. Especially when the pandemic first started, many controversial issues such as how it was transmitted, what precautions should be taken, and the use of masks were on the agenda. All of this raised questions about safety and hygiene. In this period, we opened our ASAŞ news website for the use of all our employees so that our employees can access accurate information quickly. We received 30-40 questions a day and answered them. We also responded to incoming requests here.

By implementing the Factory Visit Request Process, we allowed mandatory visits to be made in a maximum number of ways that would not put the health of our employees at risk.

We provided accommodation support for our employees who could not go home due to the pandemic and quarantine conditions. We provided remote work permit / administrative leave to our mothers with children. Apart from general common filiation measures, we have carried out detailed filiation studies. (Those who are in contact with administrative leave / working remotely)

We provided pandemic support to all of our employees and ensured that they were deposited in their accounts along with their salary payment.

During this time, there are no covid/possible/contact, etc. We followed our employees closely and kept them informed. In order to be able to intervene quickly in a possible situation, we have converted our guesthouse to Reviz - 2, and made it safe and suitable for use by our employees who are suspected of covid.

We minimized contact and saved time by using video interview method and interviews for White Collar positions with our recruitment team.

For our employees who cannot work remotely, we halved the passenger capacity of our shuttles and made our shuttles safe by disinfecting them regularly. We regularly checked the compliance of our services with the rules. In order to reduce the service intensity, we provided fuel support to our employees and encouraged them to use private vehicles.

We have ensured that personal hygiene products reach all our working areas on a regular basis. (mask, disinfectant, cologne) We carried out daily temperature measurements of each personnel with a thermometer both in the services and at the factory entrances. We have placed the waste buckets where masks and other personal hygiene wastes will be disposed of in easy areas for all our employees.

We made revisions in accordance with the social distance rules in our working environments and made arrangements to minimize contact by placing a screen between the tables. We made the dining hall tables suitable for single person seating. We have made our offices suitable for external ventilation, not air conditioning system. We regularly sterilized working environments, common equipment and common areas, and ensured that informational announcements were made in our working environments.

All meetings, customer meetings, etc., unless necessary. We started to do it from the relevant platforms that will allow online conversation. We conducted all our audits remotely online. By implementing our Meeting Management System and Digital YAK Platform, we increased the recording of remote meetings and increased the depth of corporate memory continuously.

As of February 2020, we have changed the way we work in order to protect the health of our employees and their families, which is our top priority, by ensuring rapid adaptation to the pandemic period we are in, and we have switched to a flexible working model depending on the suitability of the work and reduced the number of physical people in the offices. We have made it easier to monitor the leave status of our employees and managers by adding the «Remote Work» option to the Leave Management System, which we run in the digital environment.

We have continued to develop innovative solutions and add value to our stakeholders by taking our precautions since the first days of the Covid-19 epidemic in Turkey. We crowned our success by being entitled to receive the Turkish Standards Institute (TSE) «Covid-19 Safe Production Certificate» for all our factories.

Environmentally Respectful Business Approach



Our priority in all our business centers is a business approach that protects the environment while conducting our activities.

With the impact of major factors such as increased consumption and climate change due to rapid population growth all over the world, our natural resources are likely to be limited to a threat in the near future. Therefore, our environmental responsibilities have been the most important issue of sustainability. By acting with this awareness, we adopt international standards in our environmental management with our sustainability understanding based on environmentally friendly and innovative production business processes by reducing our environmental impacts.

Health, Safety and Environment (HSE) Our Policy

In ASAŞ, we aim to realize our productions with zero occupational and environmental incidents by investing in people, information and technology with our community-sensitive approach and understanding.

With this belief, we agree, warrant and undertake we will

- Comply with all legislation, administrative regulations, legal responsibilities and standards related to Health, Safety and Environment in order to provide and protect a safe and healthy working environment,
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- Identify the hazards in our processes, to to eliminate the risks or to reduce their possible effects; to plan and implement the measures, to allocate the necessary resources, be prepared for fire and emergency situations, to make the necessary investigation and improvements after possible incidents, **to give the authority to stop the operation by all our employees in unsafe situations,**
- Ensure continuous improvement by providing a common perspective in accordance with our Health, Safety and Environmental requirements at all levels of the organization, creating a sustainable Health, Safety, Environmental culture, **setting common goals, access to performance information by all our employees and participation with our employee representatives,**
- Provide training opportunities to employees, management, visitors, trainees, subcontractors, suppliers and customers at all levels in order to ensure all processes and continuous improvement within the scope of the management system,
- be a leader in the adoption of new technologies, choosing alternative materials, using natural resources at a minimum,
- Minimize environmental emissions arising from our products, services and activities, to ensure maximum recycling by separating the wastes at their source, to take necessary measures considering the biodiversity in our region,
- Set an example with our sensitivity to the environment and society by always prioritizing of Corporate Social Responsibility awareness to take measures by considering all environmental impacts from design to disposal of the product, **taking into account stakeholder views,** and to raise awareness of all our employees, including management.

In order to ensure all the requirements by closely following international standards and national environmental legislation requirements, it is our priority to evaluate HSE effects of all the works we do and investment decisions we make and to manage environmental risks. In this context, we are working to reduce our negative effects on the environment at every stage of our activities. As we explain in the "Our R&D Activities" section of our report, we develop products that have reduced negative effects on the environment.

Environment Department within the body of Health, Safety and Environment Directorate and our employees who are experts, competent in their work and work 24/7, evaluate all environmental risk factors in a timely manner and manage the processes on site.

All our facilities are ISO 14001:2015 Environmental Management System certified. In addition, we conduct cross-checks with our stakeholders, suppliers and waste disposal companies and aim for continuous environmental improvement.

Energy Management

We identify project potentials related to a certain amount of energy efficiency each year, both as an output of the ISO 50001 Energy Management System and as a natural result of teamwork within the Energy Directorate, which will contribute to our sustainable growth. Our main purpose in these projects is energy efficient design, efficient use of energy, energy and time saving. In this context, we implement our productivity projects in line with the energy saving target we set after preparing a production-oriented energy budget every year.

We prepare this project potentials in 3 different categories, some of which are in ASAŞ with our own resources, some of which are in the form of VAP projects with the Ministry of Energy and some of which are supported by EU funds.

In addition, in order to directly contribute to sustainability and to use energy effectively; We received the LEED Certificate (GOLD category) for our R&D building, where the investment was made.



Productivity Boosting Projects (VAP):



Efficiency Boosting Projects (VAP) are the projects we carry out with 30% grant support from the General Directorate of Energy Affairs within the Ministry of Energy and with our own team. In the selection of these projects, we take into account the projects with a return period of less than 5 years and an implementation period of more than 1 year. After the completion of the project, we recover 30% of the investment cost as a grant. All kinds of efficiency projects that will contribute to the reduction of electricity and natural gas consumption fall within this scope.

EU Funded Horizon 2020 Projects:



Within our company, we actively participate in all kinds of projects that include all kinds of innovations, contribute directly and indirectly to energy saving, contribute to process efficiency, contribute to institutional and engineering culture with the coordination of Energy Directorate and R&D Directorate. In our output at the end of project; We can get back the investment cost of up to 70% and all auxiliary costs during project preparation as grants. At the end of the project, we provide both cost and efficiency gains.

Depending on the size of the project, our projects last from 1 year to 3 years, and ultimately, we contribute to both electricity and natural gas consumption and energy efficiency and savings. Therefore, we also contribute directly to the sustainable growth of our company and our country. Such projects are both the mission of our Energy Directorate and the source of motivation.

In addition to all these projects, we are trying to extract the energy indicators of the departments under the coordination of the Energy Directorate. This case also directs the relevant departments to operate energy-oriented by revealing the project potentials mentioned above and disciplining the departments.

When we find the energy indicators of the relevant departments, we calculate the energy consumption per unit ton by taking into account the data from previous years of the energy reports we publish each month and the general data of the related enterprise in the world literature.

By giving this target consumption to our departments, we are trying to bring the energy actually consumed closer to our target. Thus, we encourage the relevant business to use energy efficiently, minimize scrap rate and ensure an accurate process flow.

RETROFEED Project

It is a project funded by the European Union Horizon 2020 program.

- With the project, it is aimed to provide adaptation to variable raw materials by strengthening and integration of equipment.
- Within the scope of the project, the use of dyed scrap was increased.
- In addition, oxygen injection improvements were made in our existing melting furnaces.

As a result of the project; It is aimed to increase the use of scrap aluminum by approximately 11%.

ENERMAN Project

It is aimed to reduce energy consumption by 25% with an improved production process, to reduce LCC (Life Cycle Cost) by 15%, to improve the environmental impact of products and to create a European energy-efficient model use in the production sector.

- Energy Directorate trigeneration plant; Participation was ensured with the issue of making smart working decisions according to energy market, SAP and production planning data and determining the method in working condition.

Efficient use of energy has the highest priority for us among environmental issues, as we also mentioned in sustainability priorities. We are in the process of using energy resources at the highest efficiency. We carry out our energy monitoring, management and energy efficiency activities in accordance with our ISO 50001 Energy Management System, which is valid in all our facilities.

We use electricity and natural gas energy in our facilities. In addition, we provide some of the electricity needs with our Trigenation Facility. In addition, we make maximum use of steam and hot water, which are side energy sources.

We monitor the production of energy values at all stages through our Energy Monitoring System. The Energy Monitoring System enables the calculation of unit consumption reference values in electricity and natural gas and the determination of unit consumption target values in monthly periods. Our Energy Monitoring System performs, on a monthly basis, the follow-up of:

- Review of business center-based energy management, consumption and efficiency
- Monitoring business centre-based energy efficiency potentials and energy efficiency practices
- Comparison of business centre-based unit energy consumption against targets and evaluation / review of possible improvements
- Monitoring the adaptation of energy consumption of new investments based on business centers to existing energy monitoring systems.

Total Energy Consumption

Aluminum Flat Products Factory	Electricity Consumption (kwh)	Natural gas consumption (sm ³)
2017	67.330.655	9.546.982
2018	83.709.649	10.803.015
2019	81.145.037	16.429.148
2020	100.573.744	15.503.512
Aluminum Profile Factory		
2017	50.271.354	12.608.470
2018	51.871.660	12.597.435
2019	51.209.351	11.522.175
2020	54.299.327	12.511.873
ASAŞPEN Factory		
2017	14.585.104	55.360
2018	10.682.795	56.114
2019	11.346.140	61.305
2020	11.230.313	78.840
Composite Panel Factory		
2017	9.949.295	12.757
2018	8.421.385	10.563
2019	7.347.490	9.434
2020	8.441.438	6.143

Our Energy Intensity

Aluminum Flat Products Factory	Elk. Enerji Yoğunluğu (kwh/ton)	D.gaz Enerji Yoğunluğu (sm ³ /ton)
2017	1.088	154
2018	975	126
2019	839	170
2020	1.095	169
Aluminum Profile Factory		
2017	986	247
2018	1.018	247
2019	958	216
2020	1.089	251
ASAŞPEN Factory		
2017	794	3
2018	680	4
2019	769	4
2020	731	5
Composite Panel Factory		
2017	374	0
2018	378	0
2019	513	1
2020	428	0

«In 2020, we saved **4,284,716 kWh** of energy.»

Waste Heat Generation	Hot Water (kg)	Steam (m ³)
2017	540.835	5.423.377
2018	744.059	7.036.881
2019	596.541	6.025.912
2020	684.382	12.702.911

As a result of our energy efficiency projects carried out in recent years, we have significantly reduced the electrical energy density in our facilities.

Also; In the short term, with the aim of monitoring our Carbon Footprint, reducing Carbon Emissions and low-carbon production;

- Corporate Carbon Footprint calculation and verification within the scope of ISO 14064 Verification of Greenhouse Gas Emissions standard,
- Product Based EPD Certification (Product based carbon footprint (with LCA Analysis)),
- ASI certification for international sustainable aluminum production,
- Within the scope of Green Energy, we continue our initiatives in order to benefit from clean energy sources
- in parallel with the formation of the Carbon Market conditions.

In addition, we will launch our SPP project (Solar Energy System), which will contribute to Sustainable and Energy Efficient production in the medium term.

2020 Improvement Projects	Amount of Savings (kwh)	Factory Consumption (kwh)	Process Based Improvement Rate (%)	Factory Based Improvement Rate (%)
Flat Products Factory Environment and Roof Crane LED Conversion Project	286.749	100.573.744	69	0,29
Aluminum Profile Factory Compressed Air Dryer Improvement Study	223.516	51.299.307	57	0,44

Emissions

Roller oil evaporates as a result of the heat generated during rolling. In order to recover this roller oil vapor absorbed from the hood system of the rollers, all our rollers (1 cold roller, 2 foil rollers) have a total of 3 "roller oil, oil recovery system" (You can find its schematic representation below). These 3 recycling systems prevent the release of 1,200 tons of rolling oil vapor into the environment in a year. We use the oil we recover in the liquid phase by distillation method repeatedly in the rolling process without creating any waste.

Emission Measures



In the rolling mill, rolling oil evaporates as a result of the heat generated during rolling. In order to recover this rolling oil vapor sucked from the hood system of the rolling mills, all of our rolling mills (1 cold rolling mill, 2 foil rolling mills) have a total of 3 "rolling oil, oil recovery systems" (You can find the schematic below). These 3 recovery systems prevent the release of a total of 1,200 tons of rolling oil vapor into the environment in 1 year. We use the oil that we recover in the liquid phase with the distillation method over and over again in the rolling process without creating any waste.

In the paint operation, the solvent in the wet paint applied on the aluminium sheet in the furnace area evaporates. This evaporating solvent is absorbed through high-capacity suction fans in the furnace area. This absorbed solvent vapor is sent to the reactor zone consisting of ceramic beds previously heated to 800 °C and burned. Clean gases are heated with the heat energy obtained as a result of combustion and sent back to the oven and used for heating the oven. In this way, there is no release of solvent into the atmosphere and at the same time, natural gas consumption is reduced by using solvent in the heating of the oven.

Thanks to the Regenerative Incineration System we use in our foundry facility, we both save energy and reduce the effects of global warming by making maximum use of waste heat.

Objective

- We will perform and verify your Corporate Carbon Footprint calculations within the scope of the ISO 14064 Verification of Greenhouse Gas Emissions standard, and we will perform all documentation regarding this process.
- We will carry out product-based EPD (Environmental Product Declaration) certifications. We will ensure that EPD certificates are obtained for the product types determined for Aluminum Profile, Aluminum Flat Products and PVC, Shutter, Shutter business centers.
- Within the scope of Green Energy, we will be making our attempts to benefit from clean energy resources in parallel with the formation of the Carbon Market conditions.
- We aim to achieve the ASI certification for International Sustainable Aluminum production.

Water Management

Our country is a "water shortage" country with 1.519 m³/year water per capita. According to TurkStat (TÜİK) estimates in 2030, we are going to be "water poor" with the effect of the population expected to reach 100 million.

We collected the roof rain expenses of our Flat Rolled Facility outside the production areas and ensured that they were discharged to the stream. Thus, we have taken precautions regarding the chemicals likely to be mixed in the rain channel against the negativities that may arise in the process areas. We also have blind wells, lines directed to the treatment plant and overflow containers for the areas where chemicals are found.

Water Use	2017	2018	2019	2020
Groundwater (Well water)	770.802 m ³	698.646 m ³	768.022 m ³	773.927 m ³
Reused and Wastewater				
Amount of wastewater	182.726 m ³	220.080 m ³	268.700 m ³	270.305 m ³

We check the analyzes of wastewater in each shift and confirm that it meets the discharge standards.



Our treatment plant consists of DAF unit, chemical treatment (coagulation, neutralization, flocculation), pre-precipitation, lamellar precipitation, biological treatment, sand filter and activated carbon units. Our entire system is controlled online from the facility control room with SCADA system and remote access.

Waste Management

We are aware that resources are limited. In order to protect the environment and leave a sustainable world to future generations, we recycle wastes with process output at a high rate and use them repeatedly in production.

In all our production areas; we standardized the colours of the waste units for paper/cardboard, plastic, metal, glass, organic wastes and hazardous wastes and made the necessary information about the wastes in the area where the units are located.

All our departments within the production campus regularly remove their wastes to designated waste areas by labelling them with the "In-Department Waste Declaration Label".

The relevant personnel collects the labelled wastes from the waste areas of the departments and transports them to the factory waste site by ring vehicle.

Wastes coming to the factory waste site are weighed on the weighbridge by the site officer and their weights are written.

The amount of waste is monitored by HSE Directorate and shared monthly with the department administrations. On a product basis, targets are determined, monitored and action is taken together with department management in order to minimize waste production.

- Thanks to the electromagnetic stirrers we provided to the melting furnaces of our Flat Casting Company, we reduced slag waste by up to 10%.
- With the revision we made in the automation of the roller oil recovery system, we achieved a reduction of up to 60% in the filter soil (hazardous waste) which is process waste.
- With the project we carried out to instantly use the primer accumulated during the production of our PVC Lamination Department, we prevented the loss of 300 kg of primer per month and 3600 kg per year.
- With the project carried out in the Flat Products Shipment Department, we changed the material used as a dehumidifier during packaging and reduced the unit consumption of 0.36 kg per ton. Together with the material savings, we achieved cost savings of 69% per unit consumption. Thus, we prevented customer complaints about the dehumidifier.
- We work together with our customers to reduce especially the wood materials used in the packaging of our products. Reducing the amount of timber consumed, increasing strength and operational efficiency, and reducing damage to the environment; We have reduced our annual timber use by 951 m³ in order to ensure the shipment of the product to the customer with the pallet/crate prepared using optimum timber without damaging the product. We plan to supply cardboard that overlaps the outside diameter of the roll, rather than the rectangular cardboard used in roll packs. Thus, we aim to reduce paper/cardboard waste at its source.
- We press the wastes generated in the field of edge cutting, engineering and quality scraps through fans at their source (in general). We recycle the pressed wastes (aluminium) by melting them in the casting plant.

Thinners used in the cleaning of rollers and pans in paint operation become liquid waste by mixing with paint during cleaning. We make the unusable solvent waste reusable by treating it with the distillation process from the impurities (resin, polymer, pigment, paint, oil, ink, etc.) in it.

In the foundry section, we designed the melting furnace outlet part inclined to reduce the slag from the melting furnaces. When drawing slag, we calculate the optimum time to keep the slag on the ramp and allow the molten aluminium to flow back into the oven.

We carry out studies with universities and industrial organizations in order to evaluate the waste acid and caustic in our facility as sources in other companies.

In our Anodic Oxidation Facility, we save maximum chemical and water with its full automation and stony system. We bought an Acid Recovery unit by investing heavily in keeping the concentration of acid baths constant and reducing the acid load of treatment. We save 35 tons of acid on a monthly basis with the recovery unit.



We make maximum use of waste heat by supplying Regenerative Incineration System for our foundry facility. We provide electromagnetic stirrers with the investment we made after the decision we made in 2019. In this way, we anticipate gains of 10% in energy consumption, 10% in slag formation and min. 10% in production increase. We recycle all aluminium scrap generated in our enterprise again and again by evaluating it in our foundry.

In accordance with the Regulation on the Monitoring of Greenhouse Gas Emissions and the Communiqué on Monitoring and Reporting of Greenhouse Gas Emissions, we calculated our Scope-1 emissions and had them verified with a 3rd party organization.



Due to the inadequacy of the existing factory waste area, we started works for a new waste area of 4,000 m² and completed rough construction. Our waste site will have the quality to set an example for many facilities when it is finished.

Our Trigeneration Plant draws attention with its low emission release. With this facility, which has natural gas input, we provide a part of the electrical needs of our factory and make maximum use of steam and hot water, which are side energy sources.

With the production of the departments, waste amounts are proportioned and published every month by HSE Directorate.

Despite the increase in our production amount in 2020, we reduced our non-hazardous waste amount by **9.3%** and our hazardous waste amount by **9.6%**.

• Annual Waste Amount (tonnes/year)

Type of the waste	2017	2018	2019	2020
Non-Hazardous Waste	11,393	11,836	12,313	11.125
Hazardous Waste	6,771	5,327	6,162	5.588

Sustainable Development Focused Business Approach



We work to meet all the requirements of sustainable development with our global growth approach that supports economic and social development. Our priority in growth is to develop innovative ideas in all our business centers in order to meet future expectations in our sector.

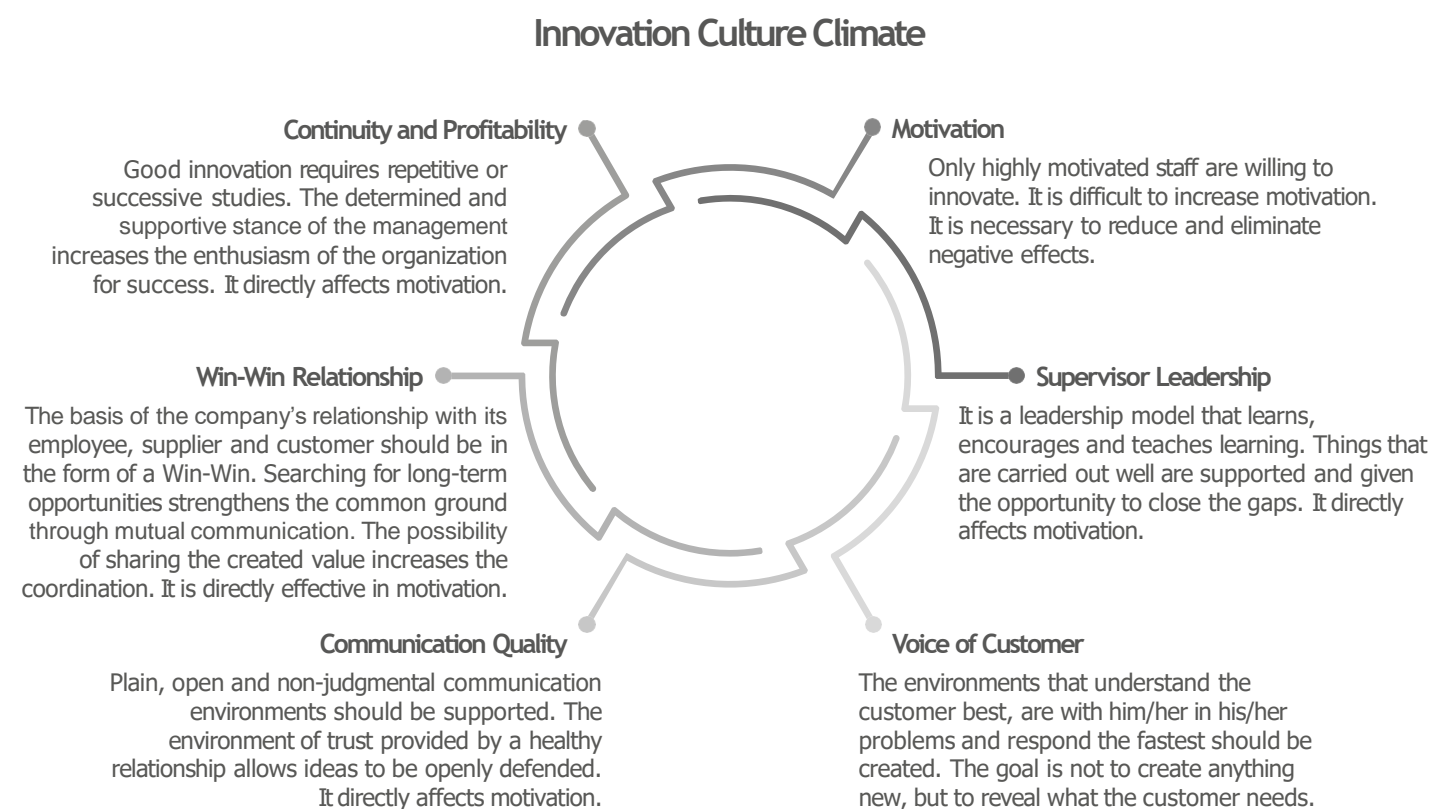
Our Innovation Culture

Starting from the production phase of the idea, the processes that cover the steps to be followed in the past process to make the ideas applicable and sustainable constitute to our innovation culture. In short, our innovation culture, which we call "value-creating innovation", creates conditions in which every business and every product is constantly reviewed to meet the future expectations of the customer and everyone in the organization can develop themselves and operate in this direction. These are the climatic conditions in which innovative behaviors come to life.

Our innovation culture is based on six main items.

- Includes all activities carried out within ASAŞ Group.
- Motivates improvement with continuous improvement and simultaneous solution approach.
- Constantly nourishes the institutional intellectual being.
- Provides a working environment that strengthens and empowers.
- Projects creative ideas and develops creative solutions.
- Attaches importance to collective intelligence (internal and external cooperation).

The outputs of our innovation culture can be listed as value-adding ideas, innovation, new products and sustainability. We are aware that all these outputs will come to life by providing appropriate innovation climate conditions. Focused on innovation climate conditions, our strategy is to easily transform new ideas into projects for future market expectations and to create working and living conditions in which these projects are successful. The environment that will be created by 6 phenomena feeding each other in our company prepares the innovation climate we desire.



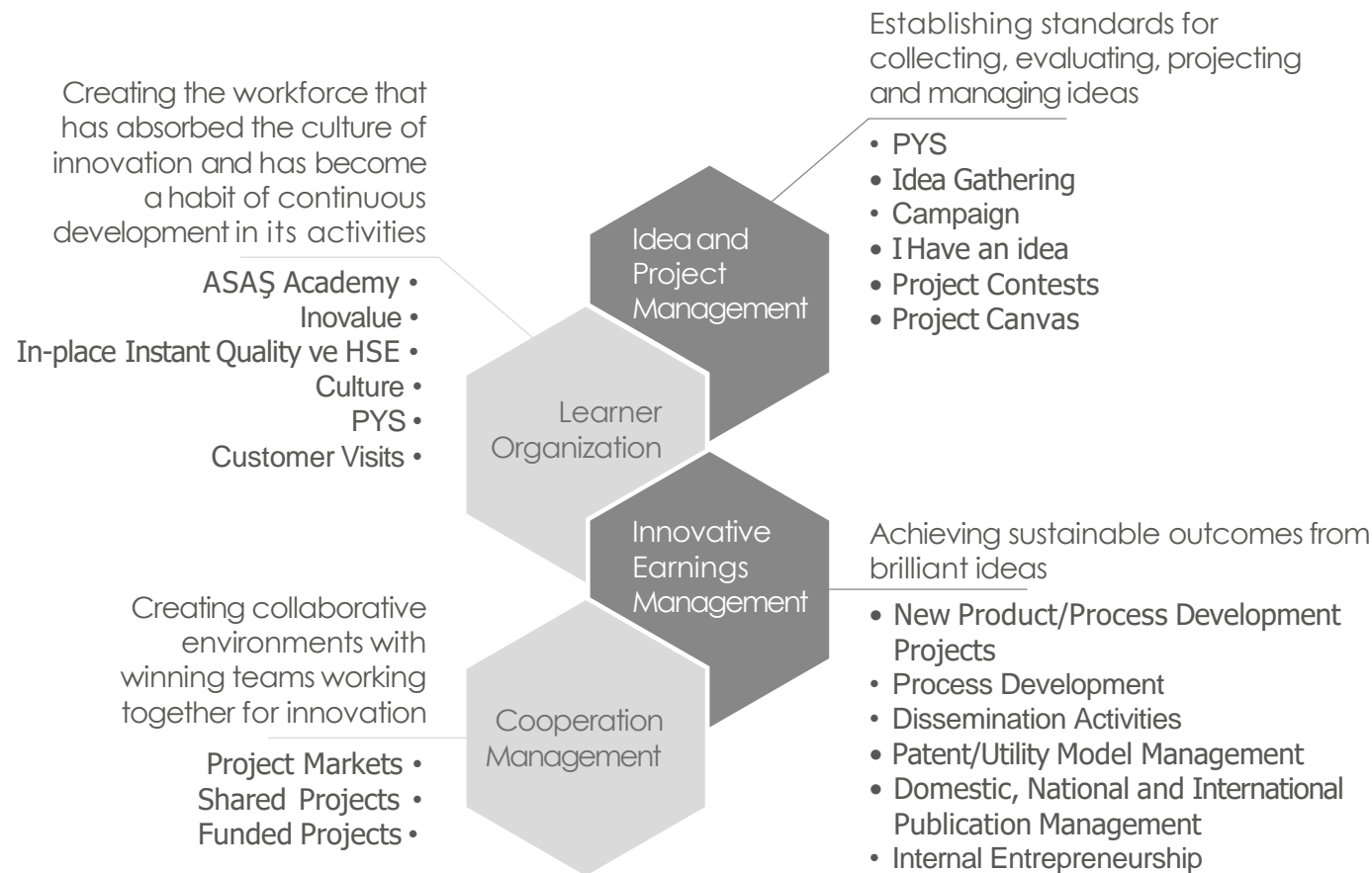
With this innovation climate that we aim and try to achieve;

- We create a wide pool of information and resources with experts, suppliers, customers and ultimately end-users coming together,
- We ensure that outputs reach wider buyers/market audiences with other stakeholders and organizations,
- We reach the goals that cannot be achieved individually, the power to be achieved thanks to the diversity of teams,
- With increasing learning at each step, we take faster and stronger action and shorten the implementation time of the outputs.

Our Innovation Culture Model:

Our innovation culture consists of 4 main modules, tools with sub-applications of modules and outputs

Innovation Culture Modules



Idea and Project Management

It is a module that ensures the traceability of ideas and regulates the process of transformation into sustainable outputs.

Enables experiences to participate in knowledge.

Creates data for the management of innovative earnings module.

Covers the activities of evaluation, management and conclusion of projects.

Our Idea and Project Management Tools:



- I Have an idea
- Innovation Projects Design Canvas
- Project Management System
- Idea Collection Campaign
- Project Contests

Learner Organization

It is a module that aims to organize activities for the development of corporate knowledge.

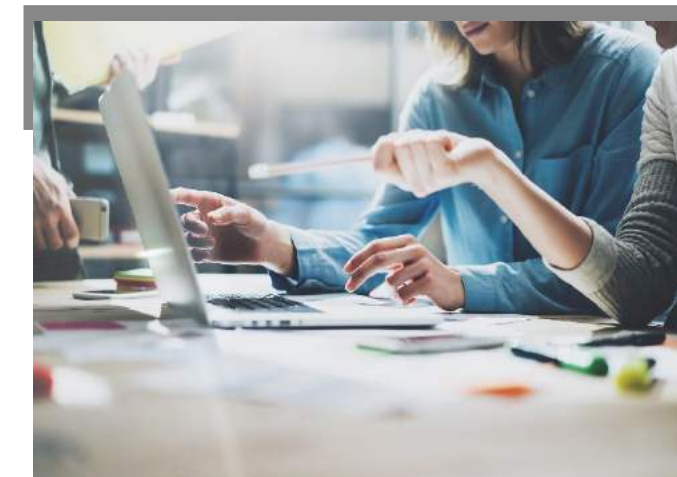
It aims to increase the scope of corporate accumulation and make it shareable in accordance with information security.

Improves corporate competence.

Determines the need for information and takes action to meet it.

Supports continuous improvement. Prevents information erosion.

Learning Organizational Tools:



- Project Management System
- On Place In Time Quality Culture
- Health, Safety, Environmental Culture
- Customer, Fair and Other Event Visits
- ASAŞ Academy and Inovalue

Managing Innovative Earnings

It is the acquisition management module in which the gains obtained from the projects carried out for innovation purposes are followed.

Gains from new products

Process excellence projects

Achieving cost reduction targets

Management of internal and external publications, intellectual property rights processes

Our Gain Management Tools:



- New Product Commissioning
- Patents and Intellectual Property Rights Management Processes
- Creating Know-How with Internal Broadcasting and FMEA Files
- Outer Broadcasts

Cooperation Management

It is our module aimed at increasing sharing for innovation purposes.

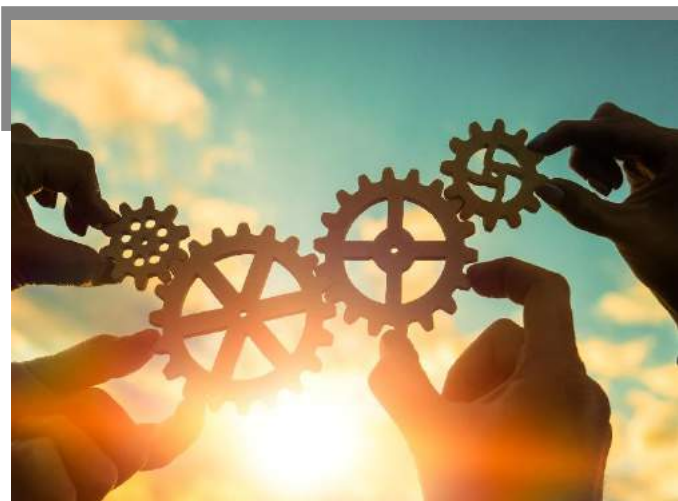
It creates a network of national and international cooperation.

It provides synergy between department and business centers.

It enables the dissemination of environmental developments within the organization.

It is effective in updating knowledge.

Cooperation Management Tools:



- Partnerships between departments and business centers
- Relationships between customers and suppliers
- Sectoral organizations and workshops
- Projects supported by external funds
- Partnerships with universities and institutes

We receive the contributions of our employees with the idea management system and ASAŞ Project Management System that we have established to transform our innovation culture into performance by settling within our institution. We determine and reward the champion projects of the year with the jury presentations made by the executives of the projects we carry out during the year in ASAŞ Aces Project Competition.

In addition, we reward many activities other than routine work carried out in the institution within the framework of ASAŞ Recognition and Appreciation System.



Achievements

• Turkey's Top 500 Industrial Enterprises 2020

In 2020, we moved up from 65th to 63rd in Turkey's Top 500 Industrial Enterprises (ISO 500) research.



• Turkish Time 2020 Top 250 Companies by ArGe Expenditures

We became the second company with the highest R&D expenditure in the Ferrous and Non-Ferrous Metals Sector.



• Fortune 500 – 2020

We were among the top 50 companies in the 2020 Fortune 500 Turkey's Top Exporting Companies list.



Awards

• Stars of Sakarya Award Ceremony

Organized with the participation of Sakarya Commodity Exchange, Akyazı Chamber of Commerce and Industry, and Akyazı Commodity Exchange, the "Stars of Sakarya Award Ceremony" was held on Thursday, July 1, in the garden of Sakarya Chamber of Commerce and Industry Service Campus.

We received our award at the "Stars of Sakarya" Award Ceremony, which was held with the participation of the Provincial Protocol.



• SAP Quality Awards

We were awarded the Gold Medal in the "Core Business Transformation" branch, which is the most comprehensive and challenging field of the SAP Quality Awards competition, which is organized every year by SAP.



Examples of Products Offered to the Market by Business Centers

Lift-Slide System with 150-200 kg Capacity

The RST102 system is a decorative and trendy sliding system that offers a simple sliding alternative as well as a lift-and-slide option. Since it is designed symmetrically, it creates less mold and stock costs. It provides easy manufacturing and functionality for the applicators with the special connections used in the frame and wing combination. Since the wheel attached to the wing moves on the axis of the rail, its weight is concentrated in the center and offers a rigid usage opportunity.

It is an innovative sliding system that can respond to different manufacturing demands with its notched and non-notched application options, insect screen and sill solutions.

Double Glazed Office Partition System

It is a modular designed double glazed office partition system. With hidden and visible profile frame; It offers application alternatives to the practitioners with glass, wood or plate coating options.

Decorative and wavy cassette profiles and duct profiles in which control systems can be integrated are included in the system solutions.

40mm wood panel and framed and frameless laminated glass wing applications can be made.

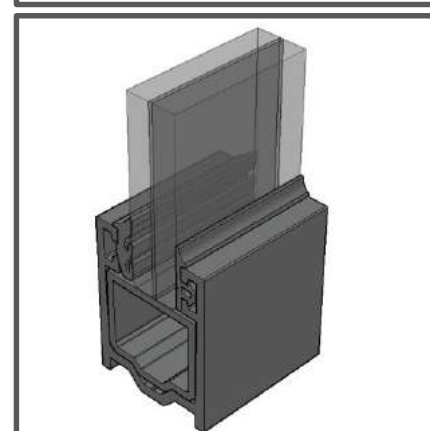
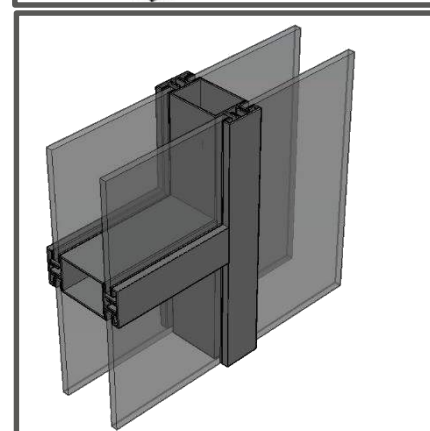
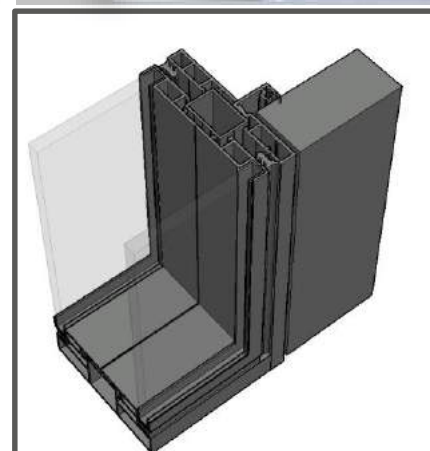
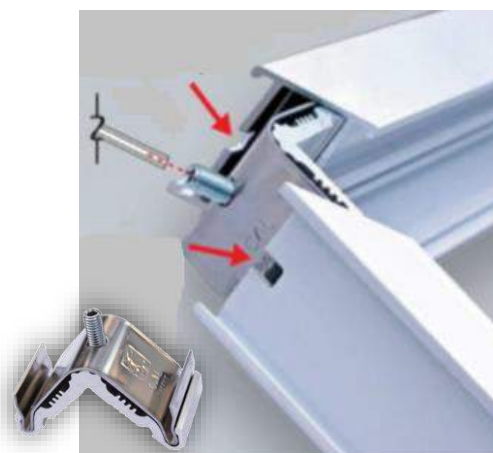
Economical Covered Office Partition System

It is a plain office partition system consisting of Main Carrier post and cover profiles. It provides ease of assembly thanks to its flexible structure that allows glass thicknesses of 6-8-10-12 mm with a single strut and a single cover profile. 40mm wood panel and framed and frameless laminated glass wing applications can be made.

Single Glass Office Partition System

It is a minimal-looking, single-glazed office partition system that provides an uninterrupted glass appearance with a case height of 33 mm and a case depth of 26 mm. Wooden panels can be integrated into the system along with glass.

Wings can be applied in the form of 40mm wood panel, framed, frameless and glass-glass combination. Laminated glass wing applications can be made.



Viro Block Separator System

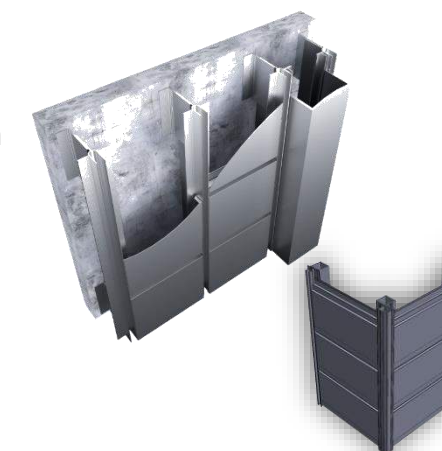
ROVB40 protective separator system for the isolation need arising due to the pandemic;

- It is designed to provide practical isolation in areas such as offices, restaurants, libraries, thanks to its free-standing and portable partitions.
- In order to provide flexibility of use, the panels can be brought side by side in desired numbers and used in desired combinations without the need for mechanical processing, by using retractable tape at the junction points of the panels.
- Panel fillings can be applied in 8 mm thickness as glass, wood, plexiglass and sheet. Panels with a width of 100 cm and a height of 160 cm are carried with foot accessories.



Decorative Terracotta System

- It is an economical facade cladding system that provides a holistic view with its nailed strut profiles.
- With its renewed features, it has gained a structure that allows angled turns.



Aluminum Monoblock System

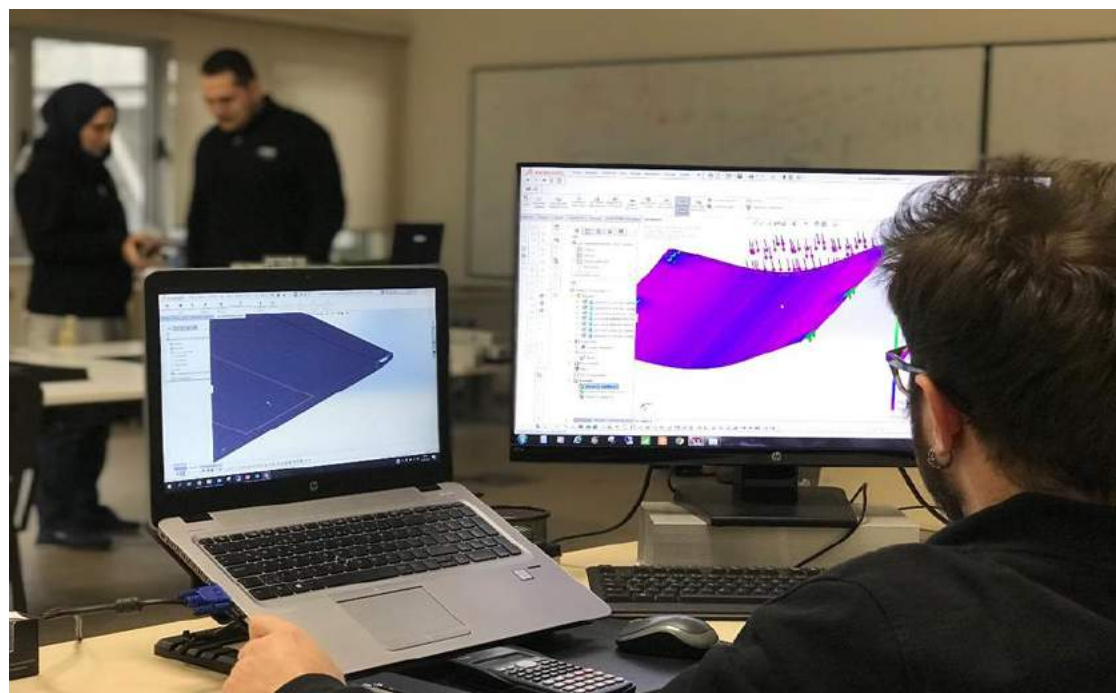
"The Aluminum Monoblock System, designed in 195x200 mm dimensions, has been designed as the leader of its class with heat barriers and special gaskets that provide insulation by preventing the passage of wind in the box joints. The assembly of the louver assembly can be done directly on the side covers or, optionally, with the help of the smart adapter, which can be mounted with a circlip. There are special adapters that enable the integration of the system with Sliding and fixed frame Aluminum joinery Systems.



R&D Activities

ASAŞ R&D Center is the first approved R&D center of its sector.

Since its establishment, our R&D Center has implemented many projects by integrating the production infrastructure it has developed by making the most innovative and technological investments in the sector with the product and service quality it constantly increases and became the sought-after solution partner of our customers. ASAŞ R&D Center aims at a climate that triggers continuous development with its innovation culture aimed at preventing future expectations in the markets in which it is located. We place our R&D activities and innovation culture on the basis of the development and competition strategies we create by relying on the excitement, knowledge and competencies of our own people.



As of 2020, 78 R&D personnel, 51 of whom are researchers at ASAŞ R&D Center, continue to work by using numerous test and simulation capabilities for aluminium flat rolled with aluminium profile, PVC profile, Roller-Shutter and shutter systems. We cooperate with the valuable universities of our country with the awareness that a bright and lighter future will be created with new and different ideas.

Sectors we offer service

- Automotive
- Rail systems
- Defence, industry and
- Aerospace Industry
- Construction sector
- Energy Sector
- Advertising sector
- White goods
- Furniture
- Maritime
- Packaging sector
- Electrical and Electronic sector
- Transportation (Trailers)
- Air-Conditioning
- Machine Manufacturing Industry
- Food sector

R&D Activities	2017	2018	2019	2020
R&D Center Expenditure (₺)	11.473.911 ₺	15.818.839 ₺	23.247.981 ₺	16.766.349,11 ₺
Ratio of R&D Expenditure to Turnover	0,67%	0,59%	0,87%	0,47%
The Number of Projects Completed	56	63	42	31
The Number of R&D Researchers	87	93	79	74
The Number of Projects per R&D Focused Person	1,58	1	1,14	0,92
The Number of Patents Applied	6	9	3	1
The Number of Registered Utility Model		1	1	1
Registered Design/Number of Brands	7	8	21	0
Ranking of companies that spend the most R&D	61	72	57	57
Ranking of the company carrying out the most R&D projects	7	16	10	10
Fair, conference, etc. Number	19	19	21	11

According to **TÜBİTAK International Relations Department 2020** data, we were ranked **7th** among the 10 Turkish Industrial Organizations that received the most funding from the Horizon 2020 program.



We were entitled to receive funding support in 4 of the 7 EU project applications we made in 2020.

According to the statistical studies, while the percentage of successful funding of EU projects is 10%, as ASAŞ R&D Center, we achieved high success by capturing a rate of over 50%.

The projects for which we are entitled to receive funding cover topics such as the development of new generation battery systems for electric vehicles, the reduction of CO2 emissions with durable coating applications resistant to extreme conditions, and the development of smart systems in the concept of factories of the future.

Projects that we received funding support as of 2020:

Subject	Coorinator	ASAŞ's Role
Improvement of aluminum melting furnace with oxygen injector and burner and varnish removal furnace development	CIRCE	WP Leader
The life of the mold will be increased by applying the ceramic coating resistant to extreme conditions to be developed by TWI to molds.	Nanomaterilaia SPA	Task Leader
Battery housing aluminum profile production, increasing the recycling rate	EURECAT	Partner
Developing an algorithm to ensure smart operation of the Trigeration plant. System will decide when and how many engines to run.	CRF	Task Leader



The studies carried out within the ASAŞ Aluminum R&D Center attracted great interest in international congresses and symposiums in 2020 as well.

As ASAŞ, we brought together 6 publications with the academic community in scientific events that we usually attend online due to pandemic conditions.

Events we participated in as of 2020:

- TMS 2020 - ABD
- IMSTEC - Turkey
- Horizon 2020 - Shift2Rail Info Day - Turkey
- Yıldız Technical University, Material Days - Turkey
- TALSAD - Extrusion and Rolling Working Group - Turkey



ASAŞ
Sustainability Report 2020
GRI Standards Content Index - Core



GRI Standart	Topics/Answers	Page Numbers
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
Organizational Profile		
102-1	Name of organization	ASAŞ Alüminyum Sanayi ve Ticaret A.Ş.
102-2	Activities, brands, products, and services	About Us
102-3	Location of headquarters	Our Report
102-4	Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report	About Us
102-5	Ownership and legal form	About Us
102-6	Markets served	About Us
102-7	Scale of the organization	Bir Bakışta Asaş, Ekonomik Performansımız
102-8	Information on employees and other workers	Asaş at A Glance, Employment Profile
102-9	Supply chain	Supplier Relations and Supply Management
102-10	Significant changes to the organization and its supply chain	Supplier Relations and Supply Management
102-11	Precautionary Principle or approach	Business Ethics and Rules
102-12	External initiatives	Collaborations and Memberships
102-13	Membership of associations	Collaborations and Memberships
Strategy		
102-14	Statement from senior decision-maker	Message from our General Manager
Ethics and Integrity		
102-16	Values, principles, standards, and norms of behaviour	Our Corporate Values, Business Ethics and Rules

GRI Standart	Topics/Answers	Page Numbers
Governance		
102-18	Governance structure	Corporate Management, Sustainability Management
18-21, 29		
Stakeholder Engagement		
102-40	List of stakeholder groups	Relations with Stakeholder
102-41	Collective bargaining agreements	No
102-42	Identifying and selecting stakeholders	Relations with Stakeholder
102-43	Approach to stakeholder engagement	Our Sustainability Priorities, Relations with Stakeholder
30, 33		
102-44	Key topics and concerns raised	Our Sustainability Priorities
30, 31		
Reporting Practice		
102-45	Entities included in the consolidated financial statements	Our Report
5		
102-46	Defining report content and topic Boundaries	Our Sustainability Priorities
30, 31		
102-47	List of material topics	Our Sustainability Priorities
30, 31		
102-48	Restatements of information	Energy Management
93		
102-49	Changes in reporting	Our Sustainability Priorities
30		
102-50	Reporting period	Our Report
5		
102-51	Date of most recent report	Our Report
5		
102-52	Reporting cycle	Our Report
5		
102-53	Contact point for questions regarding the report	Our Report
5		
102-54	Claims of reporting in accordance with the GRI Standards	Our Report
5		
102-55	GRI content index	GRI Standarts Content Index
114		
102-56	External assurance	There is no external assurance
-		

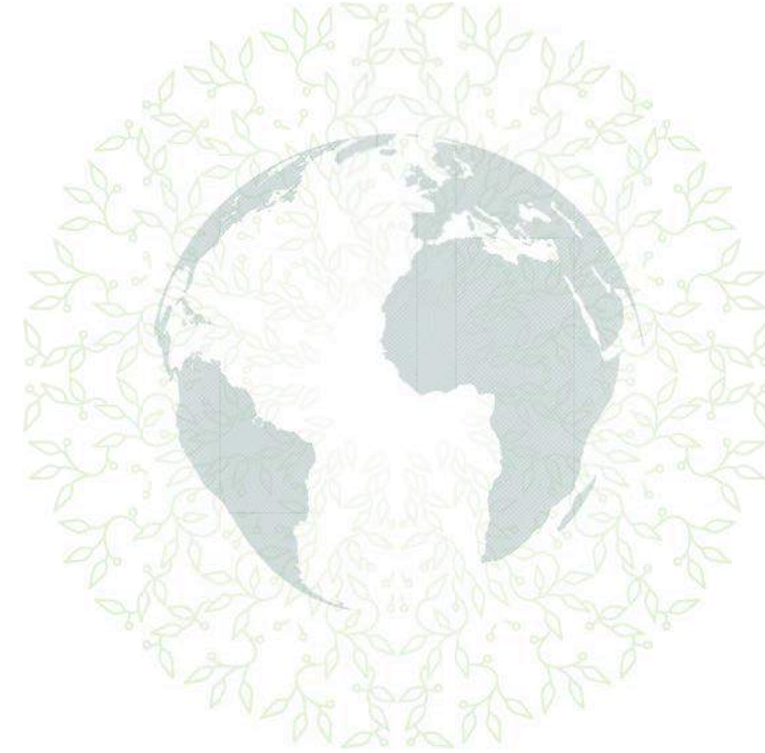
For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report. This service was performed in the Turkish version of the report.

Topic-Specific Standards

	GRI Standart		Topics/Answers	Page Numbers
	GRI 200 ECONOMIC STANDARDS 2016			
	GRI 201 Economic Performance			
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Sustainability Priorities	30-31
	103-2	The management approach and its components	Sustainability Management	29
	103-3	Evaluation of the management approach	Our Economic Performance	17
	201-1	Direct economic value generated and distributed	Our Economic Performance	17
	GRI 204 Procurement Practices 2016			
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Sustainability Priorities	30-31
	103-2	The management approach and its components	Sustainability Management	29
	103-3	Evaluation of the management approach	Supplier Relations and Supply Management	44
	204-1	Proportion of spending on local suppliers	Supplier Relations and Supply Management	46
	GRI 302 Energy 2016			
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Sürdürülebilirlik Önceliklerimiz	30-31
	103-2	The management approach and its components	Sürdürülebilirlik Yönetimimiz, Çevreye Saygılı İş Anlayışımız	29, 88-89
	103-3	Evaluation of the management approach	Energy Management	90
	302-1	Energy consumption within the organization	Energy Management	92, 93
	302-4	Reduction of energy consumption	Energy Management	91, 94
	302-5	Reductions in energy requirements of products and services	Energy Management	91, 94

	GRI Standart		Topics/Answers	Page Numbers
	GRI 303 Water 2016			
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Sustainability Priorities	30-31
	103-2	The management approach and its components	Sustainability Management, Environmentally Respectful Business Approach	29, 88-89
	103-3	Evaluation of the management approach	Water Management	96
	303-1	Interactions with water as a shared resource	Water Management	96
	303-2	Management of water discharge-related impacts	Water Management	96
	303-3	Water withdrawal	Water Management	96
	GRI 306 Effluents and Waste 2016			
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Sustainability Priorities	30-31
	103-2	The management approach and its components	Sustainability Management, Environmentally Respectful Business Approach	29, 88-89
	103-3	Evaluation of the management approach	Waste Management	97
	306-2	Waste by type and disposal method	Waste Management	97
	GRI 400 SOCIAL STANDARDS 2016			
	403 Occupational Health and Safety 2018			
GRI 103 Management Approach 2016	103-1	Explanation of the material topic and its Boundary	Our Sustainability Priorities	30-31
	103-2	The management approach and its components	Our Sustainability Priorities, Reliable Business Approach	29, 56-57
	103-3	Evaluation of the management approach	HSE Culture	76-78
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Health Safety Environment (HSE)	74

	GRI Standart		Topics/Answers	Page Numbers
GRI 103 Management Approach 2016	GRI 404 Training and Education 2016			
	103-1	Explanation of the material topic and its Boundary	Our Sustainability Priorities	30-31
	103-2	The management approach and its components	Our Sustainability Priorities, Reliable Business Approach	29, 56-57
	103-3	Evaluation of the management approach	ASAŞ ACADEMY	66-73
	404-1	Average hours of training per year per employee	ASAŞ ACADEMY	67
	404-4	Programs for upgrading employee skills and transition assistance programs	ASAŞ ACADEMY	66
GRI 103 YÖNETİM YAKLAŞIMI 2016	GRI 405 Diversity and Equal Opportunities 2016			
	103-1	Explanation of the material topic and its Boundary	Our Sustainability Priorities	30-31
	103-2	The management approach and its components	Our Sustainability Priorities, Reliable Business Approach	29, 56-57
	103-3	Evaluation of the management approach	Working Life in ASAŞ	57-60
	405-1	Diversity of governance bodies and employees	Working Life in ASAŞ	61
GRI 103 Management Approach 2016	GRI 413 Local Communities 2016			
	103-1	Explanation of the material topic and its Boundary	Our Sustainability Priorities	30-31
	103-2	The management approach and its components	Our Sustainability Priorities, Sharing Business Approach	29, 56
	103-3	Evaluation of the management approach	Social Projects	48
	413-1	Operations with significant actual and potential negative impacts on local communities	Social Projects	48, 49



ASAŞ Alüminyum Sanayi ve Ticaret A.Ş. Rüzgarlı Bahçe Mah., Kumlu Sok. No.2
Asaş İş Merkezi, 34810
Kavacık, Beykoz – İstanbul, Türkiye
+90 216 680 07 80
info@asastr.com

For information about Asaş Sustainability Report:

ÇAĞLA NÜMAN
Strategy and System Development Manager
cagla.numan@asastr.com

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www.asastr.com

