




SUSTAINABILITY REPORT 2022



We continue to live the sadness of the destructive earthquake, the epicenter of which is Kahramanmaraş and which also affected 10 provinces. We once more say “Get well soon Turkey”, and we wish Allah’s mercy upon all our citizens who lost their lives in this major disaster, give their relatives our condolences and we wish the citizens who are currently under treatment a quick recovery.

With our social responsibility awareness, we, ASAŞ, first provided support to search and rescue operations with the team dispatched by us. We made sure that the aid intended to meet basic needs of the people in the region, including shelter, heating, clothing, is received through Afad’s coordination. We provided support to the education of students living in the earthquake region. We’re trying to bind up wounds of this event, which deeply affect all of us as a country, as from the first day and continue to sustain our support.

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Adds Value To Life



Our Report

We address the influences which are formed as a result of the activities which we have carried out as ASAŞ Alüminyum in the environmental, social and economic dimensions in accordance with our sustainability strategy. We present the influences of our company activities concerning the United Nations Sustainability Growth Tools on these three dimensions together with our management approach and our performance outputs to the information of our stakeholders through our reports which we publish every year on a regular basis.

Our Collaborative, Reliable, Environment-friendly and Sustainable Growth Focused business approach in the coverage of our Sustainability Strategy forms the fundamental components of our sustainability report. In the next period, in all of the steps to be taken by us, we shall continue to keep the sustainability on our focus.

Our Sustainability Report for 2022, the fourth of which we're pleased to publish, covers our operations conducted between 1 January 2022 and 31 December 2022. Our report covers all of the activities of our 5 production centers situated and located in Akyazı / Sakarya, our main office located in Istanbul and our facility situated in Neuwied / Germany. This report is prepared in compliance with the GRI Standards, and the "Annexes" section of the report contains "GRI Content Index" regarding our activities.



You can send all of your questions, opinions and suggestions to
sustainability@asastr.com



Sustainability Policy

We have built our sustainability approach on 4 fundamental principles with the motto **"Value-focused, reliable and sustainable growth"**.

We have formed our sustainability strategy by means of evaluating the environmental, social and economic influence areas of our company, the expectations of our stakeholders and also our corporate strategic planning together after specifying our priority subjects which are closely related with our sustainability performance and our relationship with the global purposes by means of a holistic perspective.

Our main target is to add value to our stakeholders and to lead the target markets by means of creating the innovative solutions with our specialization build-up and our technological capabilities, with our sustainable business approach which contacts each point beginning from the supply of raw materials up to the final stage of the production process within the structure of our company.



Collaborative Business Approach

Collaborative and ethical business approach which adds value to the stakeholders



Reliable Business Approach

Reliable business approach which prioritizes occupational health and ergonomics



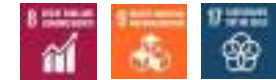
Environment-Friendly Business Approach

Environment-friendly and innovative production approach which reduces the carbon footprint



Sustainable Development-Focused Business Approach

Global development approach which supports economic and social development



General Manager's Message



Dear Shareholders,

On 6 February 2023, we went through the biggest earthquake of our country history, which caused widespread devastation in Kahramanmaraş and 10 provinces in its vicinity. As a country, we had a very difficult test and we're still having it.

We wish Allah's mercy upon all our citizens who lost their lives in the earthquake and we wish all those wounded a quick recovery.

As the entire country, we were deeply saddened in the face of the size of material and moral loss experienced. However, as Asaş Aluminyum family, we tried to make sure that the aids are received in the earthquake zone as fast as and as efficient as we could as from the first moment and to respond to the disaster with our volunteer search and rescue team.

As the company, we made sure that our aids for basic living materials and sheltering needs in the region are received in coordination with public institutions and organizations.

As Asaş family, we'll continue to provide aids to the region as much as we could.

In addition to this painful process, we left behind a year of fight with multiple disasters associated with climate crisis that were experienced across the globe, record temperature increases experienced with global warming effects and drought expected to become a deeper crisis in the future.

In 2022, in which the war between Russia and Ukraine left its mark, this war had major economic effects besides its human tragedy aspect. Primarily, in addition to the energy crisis, a deep supply chain crisis affecting many industries arose.

In the market where Russia is a critical stakeholder specifically to the aluminium sector, we left behind a period where there were serious fluctuations in raw material prices and supply problems.

The increase in demand after the pandemic and the supply chain broken with increasing energy prices due to the war led to a serious inflation worldwide in 2022. Annual inflation reached 10% in developed economies such as the US and the EU, which alarmed Central Banks and caused them to start increasing interest rates without delay and continuance of this trend in 2023 too. The federal reserve interest rates have increased up to more than 5% for the first time for 15 years.

All these factors led to decreased commodity prices, shrinking demand and a significant increase in energy-related costs particularly in the 2nd half of the year. I'd like to share that we had a relatively successful year by closing the year 2022 close to our budget targets under these challenging conditions.

In the near future when borderline carbon regulation mechanism will be put into use, the subject of carbon pricing is increasingly gaining a wider significance for the business world. Aluminium sector is one of the priority sectors and has a process nature demanding significant amounts of energy so it'll be necessary to take major improvement steps in the aluminium sector.

As ASAŞ, we continue our endeavors to conform to these new regulations and place sustainability in the center of our strategy. In line with the country's strategy, we contribute to these targets by reducing our carbon footprint and increasing our energy efficiency in our operational processes. We continue to invest in sustainable technologies and processes to reach our targets for lower carbon emissions and approach further to our zero carbon target.

We take decisions in accordance with the sustainability principles in the steps we take and place cyclicity in the center of our operational processes. We prepare our plans in this process in such a way as to include short, medium- and long-term actions and share all our steps with the public in a fully transparent manner. We became entitled to receive ASI Certification, one of the most important indicators of our responsible production approach and transparency in our sector. We also completed LCA and EPD certification processes for 12 types of products of ours. Pursuant to the European Green Deal (EGD), we'll set net targets in our journey to the target of net '0' carbon set for 2050 and continue to take strong steps.

On the road which we set out with the motto of value-focused, reliable and sustainable growth, we adopt a Collaborative, Environment-Friendly, Reliable and Sustainable Development Focused business path, and we move on with our stakeholders in all value chains in line with this approach.

By the Sustainability Report, the 4th edition of which is published this year, we emphasize respectful business approach adopted by us and share all our current and future steps with all our stakeholders and the public in a transparent manner.

We thank all our employees, their valuable families, all our stakeholders standing by our side in this challenging year left behind, and hope to continue growing through responsible production and consumption together.

Derya HATİBOĞLU
General Manager

About Us

As ASAŞ Alüminyum, we feel the deserved pride of being one of the leading producers of Turkey and Europe in line with the stable growth rates since 1990. We are among the most important industrial corporations of Turkey beginning from the first date of our foundation till today by means of our 5 production facilities equipped with the latest technology, located in Akyazı, Sakarya region, our more than 3000 employees and with our exports to more than 90 countries. In Akyazı and Karapürçek premises, we are providing services for many different sectors and markets such as construction, automotive, rail systems, commercial vehicles, energy, packaging, consumables and maritime in our Aluminium Extrusion, Composite Panel, Aluminium Flat Product, PVC Profile and Roller Shutter production plants, established on a total area of 1,000,000 m², including 400,000 m² closed area. We combine our innovative perspective with our knowledge build-up on the area of production and thus we produce solutions and add value for each sector.

With ASAS GmbH, we target reinforcing our commercial collaborations with Europe, providing rapid services to our customers, increasing our activities for technological and value-added products and making use of new opportunities. We are developing value-added products with our design and R&D works by establishing the first ministry- approved R&D Center and making innovation culture as a focal point on each area and thus we're presenting to the market the products we produce with our own brand.

As ASAŞ, we are aware that our values are not realizing high-quality productions only. Therefore, we not only believe in the power of science but also of social development and social responsibility projects, and we continue to carry out activities on these areas with our best efforts. As ASAŞ, ASAŞ ART, which we have established for the purpose of gathering the support we provide for art under a single roof, accordingly bringing together artists, academicians and students and supporting learning, designing and production processes by means of mutual synergy, continues its activities within the framework of the road map set for this.

ASAŞ BASKETBALL CLUB, established for the purpose opening the way to be good individuals, good people and good sportsmen by means of basketball for our children living in the region of our activities and keeping our children out of bad habits, continues with the target of becoming a club which could win prizes in national and international championships and which trains players for the national team. ASAŞ ACADEMY, established with our desire for pioneering development and change in order to become a community which shares our vision and corporate values, carries out its training and development activities in accordance with specific needs of its stakeholders.

We conduct all our operations by focusing on sustainability in order to leave a more liveable world to future generations. As ASAŞ, we have become entitled to receive ASI Performance Standard Certificate, granted by Aluminium Stewardship Initiative (ASI), which tries to collaboratively encourage responsible production, supply and management of aluminium and sets global sustainability standards in aluminium sector. By this certificate, we proved once more that we provide support to international green production and contribute to sustainable aluminium production.

Headquarter

ASAŞ Alüminyum Sanayi ve Ticaret A.Ş.

Rüzgarlı Bahçe Mah., Kumlu Sok.
No: 2 Asaş İş Merkezi, 34810
Kavacık, Beykoz İstanbul / Türkiye

Aluminum Extrusion & Composite Panel Factories

Küçücek İstiklal Mah.
Kışla Alanı Cad. No: 2-2/1,
54400 Akyazı - Sakarya / Türkiye

Flat Rolled Products Factory

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

PVC Profile & Roller Shutter Factory

Küçücek İstiklal Mah.
Kışla Alanı Cad. No: 2-1/1,
54400 Akyazı - Sakarya / Türkiye

ASAŞ GmbH

Rasselsteiner Str. 101, 56564
Neuwied / Almanya

Click for further information
about ASAŞ www.asastr.com

Production Facilities

Aluminium Extrusion

We produce best quality products with the lowest cost for our customers in accordance with the project requirements at our integrated production plant, which could perform the aluminium profile productions from the ingots to the final product, and we make special technological investments in this manner. We are leading the sector by producing innovative products in a wide range of areas from automotive to rail systems.

Production in our integrated production plant was as follows in the year 2022:

- Aluminium Billet: **92.859** tonne/year
- Aluminium Extrusion: **71.137** tonne/year
- Anodized Profile: **17.662** tonne/year
- Powder Coating Profile: **16.436** tonne/year productions are realized.

Aluminium Composite Panel

We produce aesthetic products with various physical and mechanical properties in a wide range of colors and sizes for interiors and exterior fronts of buildings at our Composite Panel plant, in which advanced technology is utilized.

Production in our integrated production plant was as follows in the year 2022:

- Aluminium Composite Panel: **4.263.249** m²/year.

Aluminium Flat Rolled Products

We meet the growing high-quality product demands of Turkish and world market by means of our Aluminium Flat Rolled Products Production Plant, equipped with the latest technology. In our integrated production plant, we continuously perform casting using various alloys and we also perform effective rolling with sensitive tolerances by cold rolling process.

Production of Aluminium Flat Rolled Products in our integrated production plant was as follows in the year 2022:

- Sheet: **37.990** tonne/year.
- Foil: **49.613** tonne/year.
- Painted Sheet: **25.873** tonne/year.

PVC Extrusion

We produce high-quality doors, windows and dressing systems in our PVC Profile Production Facility. With our registered products, we provide services to our customers in various areas, including construction.

Production in our integrated production plant was as follows in the year 2022:

- Production of PVC Profile: **15.188** tonne/year.

Roller Shutter

We produce lamella, roller shutter systems and complementary accessories with our wide range of products in our Roller Shutter Production Plant.

Production in our integrated production plant was as follows in the year 2022:

- Production of Roller Shutter Lamella: **2.956** tonne/year.

ASAŞ at a Glance



On an area of
1,000,000 m²,
5 Production Plants



%100
Domestic Capital



Export to more than
90 countries in 6
Continents



Asaş GmbH,
established on an
area of 880,000 m²



18 Number of
R&D Projects
Completed



%31
Percentage of White
Collar Women
Employed



53
ISO 500 - 500 Leading
Industrial Corporations
Listing of Turkey



1.006.118.704 USD
Circulation



69 Million TL
67th Company
Spending the Most by
Investment Amount



First R&D Center
of the sector



3005
Employees



Kagider First
Gender Equality
Model Certificate in
the Sector



24
Hours of training
organized
by ASAŞ ACADEMY
(person*hour)



Recycled material
usage rate:
Aluminium Profile: **59%**
Flat Rolled Products: **28%**



For all plants
ASI Performance
Standard Certificate

History of ASAŞ



1992

We started the production process by establishing our first aluminium extrusion line in Gebze.



1997

We started to produce PVC profiles in Akyazı.



1998

We moved the aluminum production lines from Gebze to Akyazı.

2014

We started to produce aluminium flat rolled products in Karapürçek.



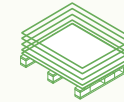
2008

We started to produce aluminium roller shutters



2006

We started to produce Aluminium composite panels in Akyazı.



2015

- We established **ASAŞ ART.**
- We established the first **R&D** center of the aluminium industry of Turkey as approved by the Ministry of Science, Technology and Industry.



2016

We established **ASAŞ ACADEMY.**



2017

- We established **ASAŞ GmbH.**
- We established **Asaş Basketball Club.**

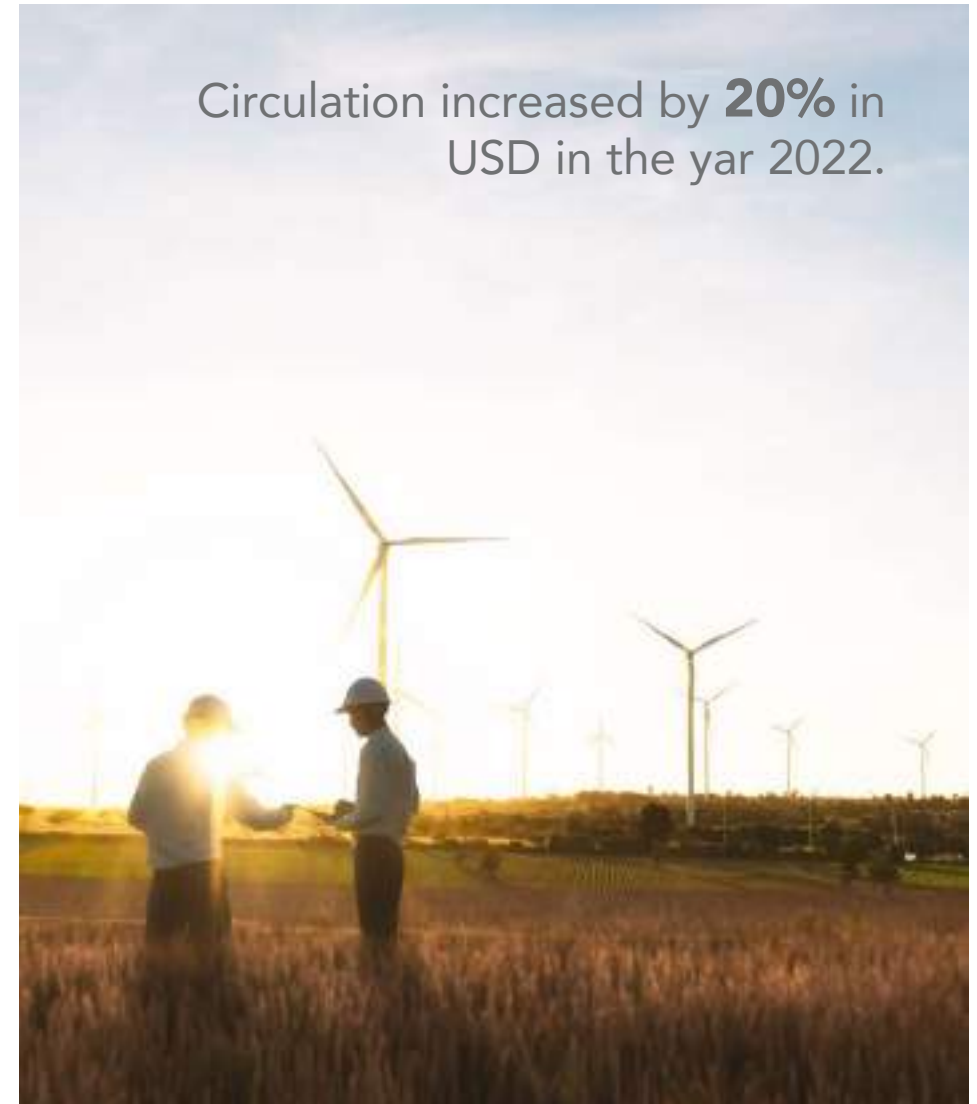
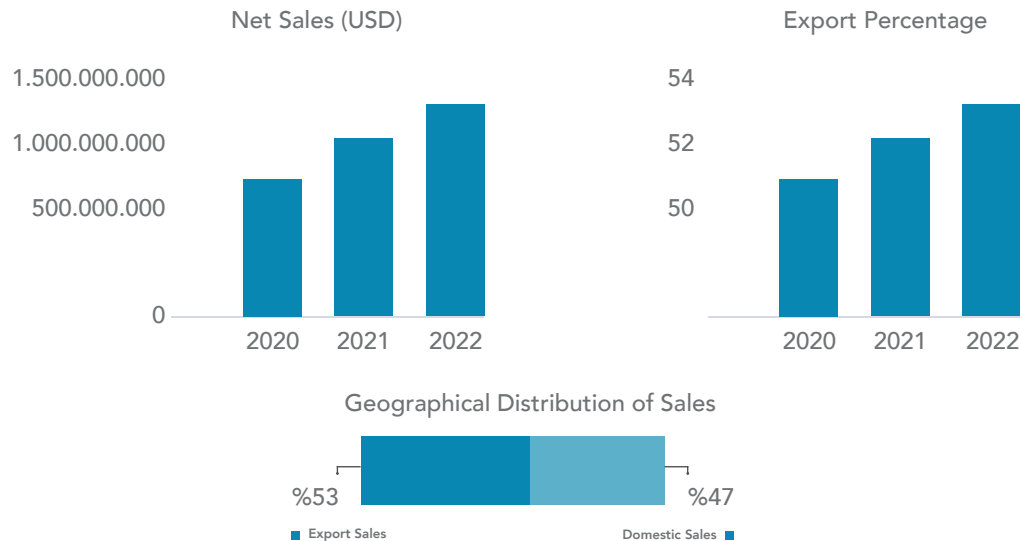
Economic Performance

As ASAŞ, we continue to grow in a stable manner since our foundation. With the responsibility assigned to us because of being a leading company in the sector, which represents Turkey in the global market, we contribute to sustainable growth of our country and the world by means of the products we produce, the employments we provide, activities focusing on R&D, energy and environment and other investments.

Despite many negative developments such as direct and indirect effects of the war in Europe, supply/demand imbalance in country economies and companies after the pandemic and the effects of increased interest rates on global economy, turnover of our company, established with 100% domestic capital, increased in USD by about 20% and reached \$1 billion in 2022.

Our exports increased again in the year 2022 and reached 53% in comparison with the previous year in spite of all the economical inconveniences in the developed countries which are our main export markets and global recession.

In addition, the number of our employees increased by 5.5% compared to the previous year and reached 3005 in 2022.



Corporate Governance

As **ASAŞ Aluminum**, we adopt a fair, transparent, accountable and responsible corporate governance approach. We support a strong corporate structure that will render our success sustainable in financial and other operations in line with our set values. We manage our corporate governance model in compliance with national and international legislations and standards. Pursuant to the principle of transparency, we exercise care in sharing correct information about our activities with all our stakeholders in an understandable, accessible and timely manner. Our values draw the borders of each stakeholder's manner of understanding and behavior and are applicable to all our stakeholders. Accordingly, all our employees and stakeholders display exemplary behaviors in adopting our values.

The highest decision-making authority in our company is the Board of Directors. Our Board of Directors is composed of six (6) persons. Our Board of Directors leads setting main strategic targets of our company, integrating our economic, environmental, social and ethical responsibilities into our strategies, ensuring sustainability of risk management and control systems, ensuring reliability of internal auditing mechanism and its compliance with corporate governance principles, setting and monitoring corporate goals. We adopt a sustainable governance model in all our plants and all our decision-making processes by means of the leadership and vision of our board of directors.



Mission:

We carry aluminum and PVC to every point of life for a sustainable future.



Vision:

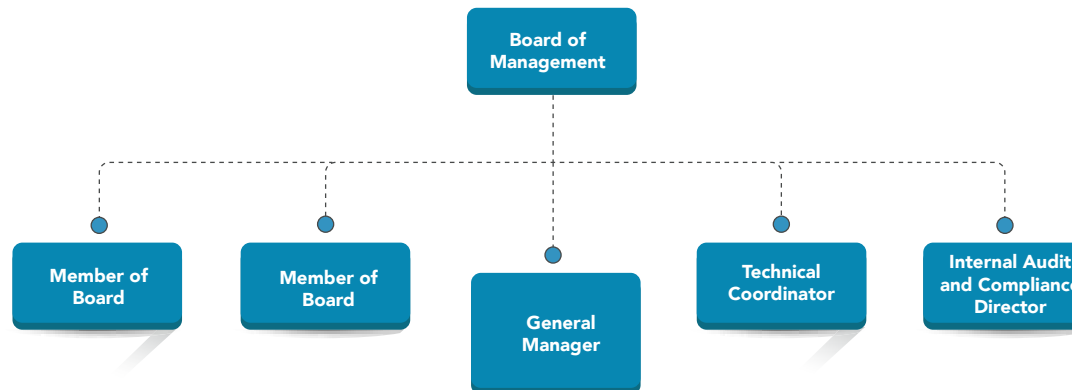
We aim at adding value to our stakeholders and pioneering target markets by creating innovative solutions with our specialization knowledge and technological capabilities.



Corporate Values:

The best guide for us is the values we adopt:

- Respecting Employees by Touching
- Being ethical by exhibiting proper behaviors
- Journey to perfection by seeking continuous development
- Being customer-oriented by creating values continuously



Management Policy

Basic Management Policy of ASAŞ Alüminyum Sanayi ve Ticaret A.Ş.;

Being a preferred leader company in its sector for its stakeholders by:

- Taking into consideration our vision, mission and basic values,
- Being committed to national and international working standards / laws and ethical values in all our products and services we present to our stakeholders,
- Ensuring development of our company and business continuity.

While implementing such basic policy

With the participation of all of our employees, we commit and undertake to:

- Simplify all work flows by placing digitalization in the center,
- Create a target-focused working culture by emphasizing performance-based governance culture
- Make ASAŞ an employment brand considered exemplary in the sector,
- Increase brand loyalty by enhancing brand value of ASAŞ through R&D and innovation power by focusing on the Value-Added Innovative Products and sectors,
- Expand market share, continuously increase export share by increasing awareness of branded products through a marketing-focused structuring,
- Eliminate all kinds of waste by increasing productivity with a well-disciplined approach in all processes,
- Create excellent customer experience for all our customers,
- Place sustainability at the center of all our strategies.

Profitable Growth Journey

As ASAŞ, we have 8 main purposes we adopt in order to ensure sustainable profitable growth in the journey to our vision. Within the framework of these purposes, we specify our priorities and direct our activities accordingly.



Simplify all work flows by placing digitalization in the center,



Create excellent customer experience for all our customers,



Create a target-focused working culture by emphasizing performance-based governance culture



Eliminate all kinds of waste by increasing productivity with a well-disciplined approach in all processes,



Make ASAŞ an employment brand considered exemplary in the sector,



Place sustainability in the center of all our strategies



Increase brand loyalty by enhancing brand value of ASAŞ through R&D and innovation power by focusing on the Value-Added Innovative Products and sectors,



Expand market share, continuously increase export share by increasing awareness of branded products through a marketing-focused structuring,

Corporate Risk Management

As ASAŞ Aluminyum, we proactively manage the risks and opportunities for a value-focused sustainable growth model. Being aware that we're exposed to multiple risks and opportunities in various areas due to the dynamics of the aluminium sector in which we operate, we permanently monitor potential internal and external ambiguities and take appropriate actions in order to identify risks, turn feasible ones to advantage and control and dispose of risks.

We aim to put Risk Management Committee structure into practice in order to predict potential risks that may affect our companies and manage existing and potential risks, and to go in a process in compliance with ISO 31000 Corporate Risk Management Standard and complete the necessary certification step.

Risk Type - How Do We Manage?



Legal Risks and Regulatory Compliance

We continually follow any critical subjects specified in the contracts executed with stakeholders as well as the legal and regulatory risks, the changes in the regulations, legal actions, tax disputes, violation of the intellectual and industrial rights, unjust competition and our risks covered by them and manage them under the leadership and coordination of the related units in our company. We follow the conformity of our work processes by means of annual audits carried out and performed in our Internal Audit and Compliance Directorate as well as in all relevant departments, and we manage our potential risks accordingly. Following announcement of the European Green Convention in 2019, "Fit for 55" Green Package was announced, and hence we're taking necessary actions in order to eliminate any potential risks that may arise from the Carbon Border Adjustment Mechanism (CBAM) and the fact that aluminum sector is one of the priority sectors that will be subject to such regulation. Since non-financial and financial periods of EU Carbon Border Adjustment Mechanism (CBAM) are scheduled to start in 2023 and October 2026, respectively, we conduct a scenario-based study of carbon



Financial Risks

With global economic recession, the effects of which are widely felt, we monitor and carefully manage increasing interest rates, high inflation, geopolitical challenges, disruptions in the supply chain and manpower market imbalances.

We conduct financial risk analyses for all our processes within the company every year in order to prevent unfavorable circumstances that may arise from fluctuations in commodity prices arising from our sector and ensure effective management of risks and sustainability of our activities. We analyze subjects such as long term (five-year) profitability, investments, expense levels (production and fixed expenditures, etc.), balance sheet position (liquidity, borrowing, etc.) and take any required actions accordingly.

Corporate Risk Management

Risk Type - How Do We Manage?



Operational Risks

We identify any risks that may cause unfavorable circumstances in operational processes with operational risk potential such as quality, productivity, employee and customer satisfaction, information and system security, disruptions in supply chain, occupational health and safety and manage specified business processes within the framework of quality standards. We perform periodic risk evaluations together with all our units directly or indirectly managing operational processes periodically. We proactively update any risk analyses performed according to market conditions, economic influences and customer expectations. We prioritize our risks, take immediate actions for urgent issues, develop and manage strategic plans for long-term risks.



Environment and Climate Risk

We predict that the risks arising from climate crisis, the effects of which are increasingly felt across the globe, such as extreme rainfalls, droughts, difficulty in providing water, have the potential to cause problems in supply of raw materials and production, and accordingly we follow such risks and take actions. We conduct studies to reduce our carbon and water footprint, as are necessary because of being in a sector demanding significant amounts of energy, and we effectively manage our waste. Under this scope, we lay the foundations of circular economy in our company. We address our environmental and climate risks with our sustainability committee and update our targets in our sustainability strategy in such a way as to eliminate the risks.

Boards and Committees

Information Security Board



It is responsible for development of information security policies pursuant to Information Security Management Certificate (ISMC), risk management, conformance inspections, planning actions in line with needs, identifying present or potential information security violations in departments, initiating corrective and preventive actions where necessary, and effective execution of all actions and continuous improvements.

Ethics Board



It is responsible for investigating and solving any complaints and notifications regarding violation of ethical rules under the ASAŞ Work Ethics Rules. As presided by our General Manager, it is composed of the representative members of the Financial Affairs, Corporate Communication, Internal Audit and Human Resources Departments.

Digital Transformation Committee



The “Digital Transformation” committee, composed of the chairman and members of executive board, has been established in accordance with our road map for digitalization. During the meeting presided by our general manager, the projects in the digitalization roadmap of our company are evaluated.

Energy Committees



The energy committee, established for more effective energy management and sustainability, is responsible for raising awareness about energy in relevant departments, providing trainings, ensuring energy-efficient operation of businesses and monitoring them.

Boards and Committees

Discipline Boards



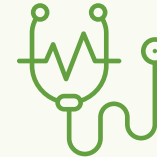
The discipline board, established to manage and execute discipline actions in cases where the specified employees in ASAŞ do not follow appropriate behavioral standards, is responsible for ensuring that employees act in compliance with policies and regulations and ensuring confidentiality of the files received by the board.

Sustainability Committee



Sustainability Committee The Sustainability Committee has been established for following and improving our sustainability practices, ensuring adoption and making widespread of such practices throughout the company. The detailed operation of the Sustainability Committee is explained under the heading of "Sustainability Management" of our report.

Health Committee



The Health Committee, established for the purpose of providing support and assistance on health issues to our employees and their families pursuant to our Human Resources Strategy and Corporate Values, tries to assist our employees by providing material and/or support to them in the difficult process they go through.

OHS Boards



The OHS Board, established individually in each of our factories for the purpose of carrying out Occupational Health and Safety activities, is responsible for evaluating potential risks in our company, ensuring safe work conditions and monitoring occupational health and safety performance.

National and International Certificates

Our national and international certificates, which are an integral part of our corporate governance and values, indicate that we execute our operations in accordance with necessary standards and legislations. We carry out a significant portion of our operations for all our factories and specified management targets in compliance with the following management systems.

STANDARDS/CERTIFICATES	Aluminium Extrusion	Flat Rolled Products and Composite Panel	PVC Profile & Roller Shutter
ASI Performance Standard	●	●	●
ISO 9001 Quality Management System	●	●	●
ISO 14001 Environmental Management System	●	●	●
ISO 50001 Energy Management System	●	●	●
ISO IEC 27001 Information Security Management System	●	●	●
ISO 45001 Occupational Health and Safety Standard	●	●	●
TSE COVID-19 Safe Production Certificate	●	●	●
IATF 16949 - Automotive Quality Management System	●	●	
ISO TS 22163 (IRIS) Railroad Sector Quality Management System	●		
KOSHER Certificate		●	
EN 40-6 / EN 15085-2 / TS EN 755-1 / EN 1090-1 / EN 1090-3 / EN 15088 CE Standards	●		
QUALANOD Specification	●		
QUALICOAT Specification	●		
NSF Certification		●	
RAL Certification			●
TS EN 12068 – 1 Cathodic Protection Certification			●
TS EN 12020-1 Standard	●		
TS EN 755-1 Standard	●		
Halal Certificate		●	
TS EN ISO 3834-2 Standard	●		
TS 4922 Standard	●		

ASI Performance Standard Certificate

ASI Performance Standard, an important certificate ensuring recognition of sustainability and environmental performance in aluminium sector, encourages aluminium producers, suppliers and users to adopt best practices in environmental, social and governance areas.

It covers a total of 11 principles specified by ASI in 3 main categories, namely governance, environment and social, and

it is intended to meet global sustainability targets such as energy and water saving in aluminium production processes, reducing greenhouse gas emissions, recycling activities, biodiversity in the area of environment, business integrity, material management, transparency under governance area and human rights, employee rights and occupational health and safety in social area.

By becoming entitled to obtain an ASI certificate by meeting all specified criteria, we not only verified our company's sustainability commitments and practices but also increased our sustainability performance in aluminium industry and ensured reliability to our stakeholders. By this certificate, we proved once more that we provide support to international green production and contribute to sustainable aluminium production.



Achievements and Awards



500 Leading Industrial Corporations of Turkey 2022

We are ranked **53th** in 500 Leading Industrial Corporations of Turkey (ISO 500) survey in 2022.



Productivity Project Rewards for 2022

We participated in "Productivity Project Rewards for 2022", coordinated by the Ministry of Technology and Industry, with three different projects and became entitled to have on-site evaluation.



We were rewarded in 4 Categories by IDDMIB

We were rewarded in 4 categories as ASAŞ in the Reward Ceremony of the Metallic Stars of Export in the year 2022 of Istanbul Union of Iron and Non-Iron Metals Exporters.



We Received ASI Performance Standard Certificate

We became entitled to obtain Aluminium Stewardship Initiative certificate, evidencing that we support international green production and contribute to sustainable aluminium production.



R&D 250 Research

In the R&D 250 research, carried out by Turkish Time, we are ranked 67st among the companies with the highest R&D expenditures.



Our Flat Rolled Products Production Plant has been chosen supplier of the year

Our Flat Rolled Products Production Plant has been chosen the Best Supplier of the Year among the suppliers in the raw material category for 2021 by Elringklinger, a customer of ours, among more than 1000 suppliers globally on the basis of quality, deadline, customer relations and management criteria.

Achievements and Awards



International I-REC Certificate

By the International I-REC certificate, we have documented that we supplied all electrical energy consumed by us in the year 2022 **from renewable energy resources**.



Strong Steps Toward the Future Program

In "TOP100 Talent Program" competition, in which the most favorite talent programs of Turkey are elected and in which 183 companies are evaluated in 35 individual categories, we joined the competition with our young talent program "STRONG STEPS TOWARD THE FUTURE" in production category and we're ranked **1st**.



With Our RWT95 Window & Door System, we became the first and only Turkish company to obtain Passive House Certificate

RWT 95 Window & Door System, designed and produced by our company, became the first and only Turkish aluminium architectural system to obtain the passive house certificate, granted by Passive House Institute, by courtesy of its high performance and heat insulation values.



We received an award by courtesy of our EPD certificates

In the conference "Green Buildings and Cities Summit'22 BUILDING ZERO", organized by Turkish Green Building Council (ÇEDBİK), SÜRATAM granted an award to manufacturers of construction materials who obtained EPD certificate for a high number of products in 2022.



We received an award under Green Stars Program of Yıldız Technical University

As ASAŞ, we received an "Honorary Award" from YTU Program Management Office due to our supports to GreenStars Program, designed pursuant to conformance to sustainable development purposes.



We made it to the finals in 2022 Sustainable Business Awards

In 2022 Sustainable Business Awards, organized nationally for the 9th time by Sustainability Academy, in which projects are evaluated by a jury of 50 members, specializing in their own fields, we made it to the finals with 2 projects from the Carbon Management and Human-Oriented Social Category.

Achievements and Awards



Our SALIENT Project was funded by the EU

We managed to be one of the partners of SALIENT project, funded after an evaluation by the European Commission pursuant to EU's Horizon Europe research and innovation program.



By Our New Investment, We'll Have The Largest Extrusion Line of Europe

In line with our continuous development policy, we continue to grow with new investments by integrating energy saving HybrEx® technology into our company, which will have a production plant with the largest extrusion line in Europe with a press power of 150 MN.



We obtained EPD certificated for our 12 products

LCA (Life-Cycle Assesment) calculations were made for our 12 different basic products covering all our factories. Environmental Product Declaration (EPD) certificates were verified and registered for the product groups whose LCA calculations were made



Our TÜBİTAK 1004 Center of Excellence Program was supported

Our battery carrier project, with which we applied under BATEG TÜBİTAK center of excellence support program (1004 program), was accepted as a result of referee evaluations.



The project which we supervise under TÜBİTAK 2209-B University Students Research Projects for Industry received funds.

The project investigation of solidification range of alloy elements added to 3105 alloy used to produce plates by casting method and of its effects on microstructure was funded with the cooperation of SU- BÜ-ASAŞ.



Participations to R&D Seminars, Conferences, Information Day

We made verbal and poster presentations in ALUS-IMMC and TMS conferences. On SUBU, ESOGU, İTÜ, YTÜ Material Days, R&D team met students and described our company and scientific activities to them.



Sustainability Management

As ASAŞ, we target reaching value-focused, reliable and sustainable growth in accordance with our strategic goals set on the way of reaching our vision and our Sustainability Policy adopted in our sustainability journey. We adopt sustainability as the focal point of our main strategies and aim to conduct our operations in a sustainable manner by considering environmental, social and economic impacts.

In an environmental perspective, we permanently make effort to increase resource efficiency, reduce energy use, minimize waste and decrease our carbon footprint. We take appropriate actions to protect natural resources, support biodiversity and manage environmental risks. Through sustainable supply chain method, we encourage our suppliers to act in accordance with sustainability principles. We develop solutions for reducing environmental impact of our products and services throughout the lifecycle.

Socially, we prioritize health, safety and wellbeing of our employees. We promote variety, provide equal opportunities and ensure fair working conditions. We continuously seek to improve work conditions, reinforce occupational health and safety precautions and invest in training and development of our employees. On top of this, we contribute to local groups by showing awareness about social needs and support social responsibility projects. In addition, we provide innovative and sustainable solutions to meet our customers' needs.

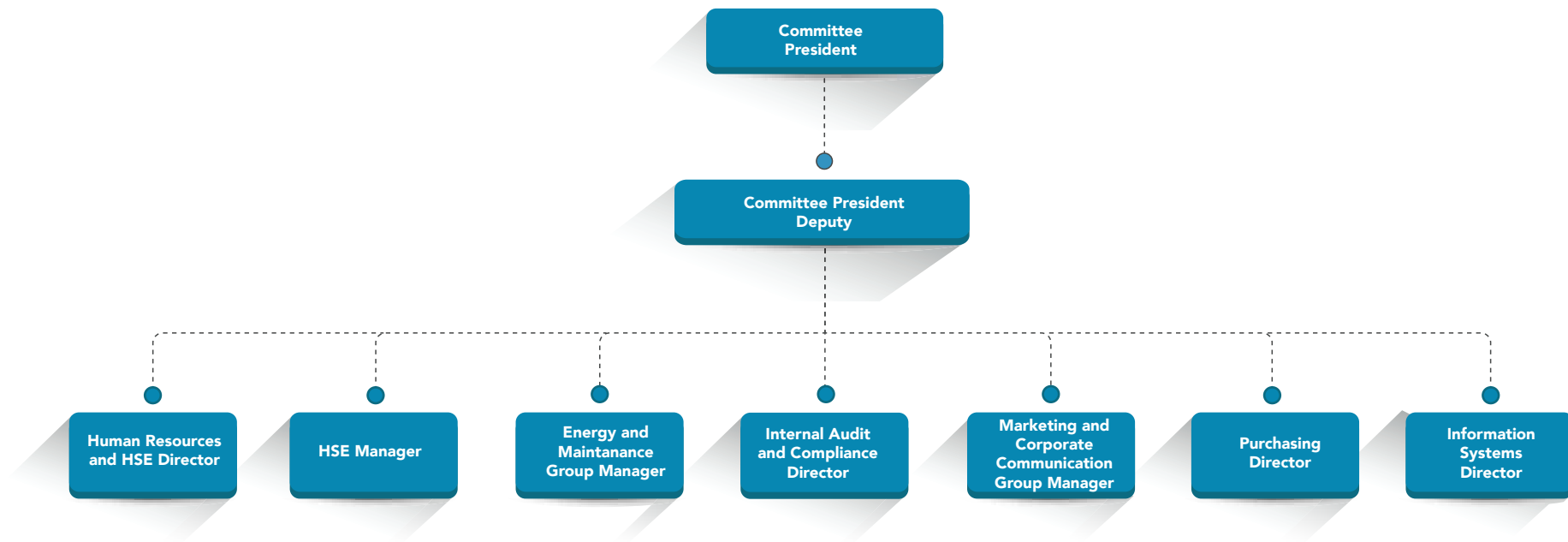
Economically, we adopt business practices based on ethical values in order to maintain financial stability, strengthen supplier relations and ensure customer satisfaction.

While increasing cost efficiency and effectiveness, we aim for long-term sustainable growth and stability, accordingly we direct our investments to sustainability-oriented projects and make sure that our financial performance conforms to sustainability targets.

We continuously and regularly measure, report and share our performance to reach our sustainability targets. We integrate sustainability principles into all our business processes in order to contribute to ASAŞ's mission of long-term sustainable growth and provision of social benefits. Adopting sustainability as a business model, we develop solutions on this subject and aim to add value to both ASAŞ and the world. Through this, we seek to develop a future that will meet the requirements of both current and future generations.

Sustainability Committee

Sustainability Committee is composed of the following permanent participants representing different functions.



Our sustainability committee formed to set and manage the company's sustainability strategy, continuously monitor and evaluate our sustainability performance guides us in this journey and leads the company in building a sustainable future.

Assuming the leader role in the process of setting policies and targets in environmental, social and economic sustainability areas, the committee reviews the company's activities with sustainability perspective, defines improvement opportunities and monitors sustainability performance.

Through the sustainability committee and focused study groups, we follow developments in global sustainability area, evaluate new trends and keep ASAŞ's sustainability strategy up-to-date.

Seeking to ensure effective application of sustainability strategy, set by the Committee members' contributions, we support innovative projects, share good practices and focus on spreading sustainability culture to all levels of the company.

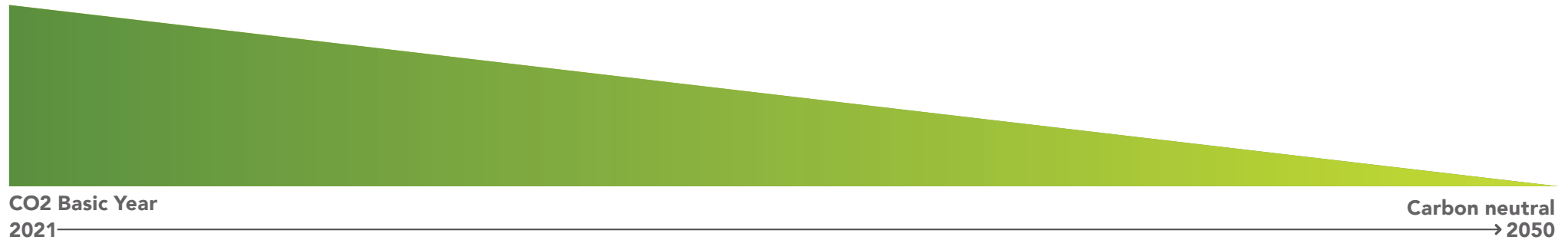
Sustainability Perspective

As ASAŞ, we shape all our activities in line with 4 main business approaches we created under our sustainability policy. With our approaches, we aim to reach our sustainability targets and meet the requirements of our stakeholders and future generations. By our Sustainability Strategy, containing a comprehensive roadmap we set to reach our sustainability targets, we commit to make progress in environmental, social and economic areas and make a positive contribution to the future of our society.

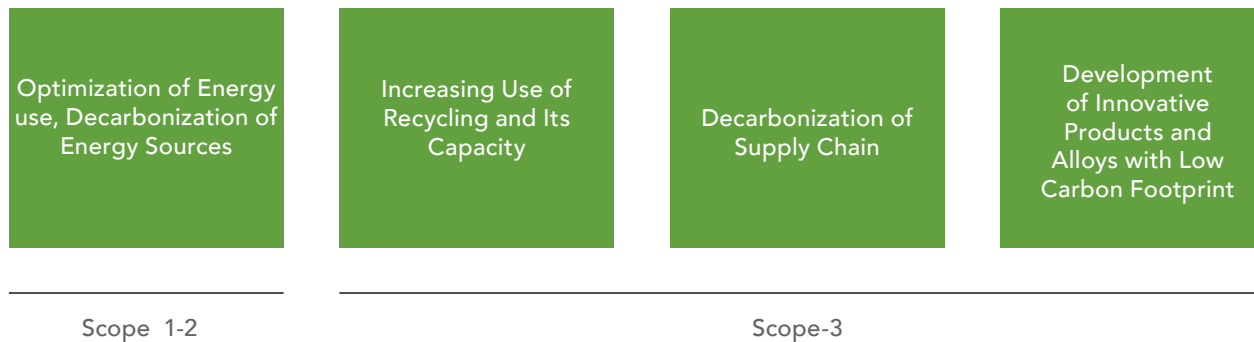
BUSINESS UNDERSTANDING APPROACH	HOW DO WE MANAGE?	SUSTAINABILITY TARGETS
 Collaborative Business Approach	<p>We take as basis an extensive approach which follows not only our own applications but also the applications of all of our stakeholders in accordance with our sustainability approach. While we attach importance on the stakeholder satisfaction for the purpose of protecting our stakeholders also in the future, we are making our best efforts in order to enable them to conform to the global trends. By adopting sustainable development purposes, we target forming a more just, equalitarian and transparent business approach as well.</p>	<ul style="list-style-type: none"> Analyzing value/demand chain in order to improve stakeholder participation Complying with the European Green convention Performing, following and reporting all activities of ASAŞ in compliance with the ASAŞ Strategic Plan, modelled according to the sustainability approach. Extending the scope of Risk / Opportunity analyses.
 Reliable Business Approach	<p>It is vital for us to ensure corporate commitment of our employees in order to ensure economic development. With the awareness that our employees are our most important stakeholders in sustainable growth and for the purpose of increasing corporate commitment; we try to form a reliable, healthy and motivating working environment.</p>	<ul style="list-style-type: none"> Increasing resources allocated to training in proportion with corporate growth Zero Accident Ensuring unconditional diversity, inclusion and equality in the structure of ASAŞ Increasing Employee Commitment Ensuring Employment continuity with Target Population Based Development Programs
 Environment- Friendly Business Approach	<p>Our first priority in all our production facilities is the business approach which protects the environment while carrying out our activities. With the influence of the main factors such as increasing consumption associated with rapid population increase worldwide and climate change, there's still a serious possibility that our natural resources will be limited to a threatening extent in the near future. Therefore, our environmental responsibilities have become the subject with the highest priority of sustainability. Acting with this awareness, we adopt international standards with our environment-friendly, innovative production approach by reducing our environmental impact.</p>	<ul style="list-style-type: none"> Integrating Emission Management into all activities Zero Waste Carbon emissions reduction Making contribution to ensuring biodiversity Management and abatement of energy use
 Sustainable Development- Focused Business Approach	<p>We seek to fulfill all requirements of sustainable development with our global growth approach supporting economic and social development. Our priority in growth is to develop innovative ideas in all our production facilities in order to meet future expectations in our sector.</p>	<ul style="list-style-type: none"> Performing local social responsibility projects Implementing sustainable financial business models with foreign and local stakeholders with the EU donation project under the coordination of ASAŞ Preparation of future scenarios of R&D activities

Decarbonization Roadmap

While the world is advancing toward a more sustainable future; with the awareness brought in by being a leader in the sector, as ASAŞ, we know the responsibility of reducing our carbon footprint assumed by us. Therefore, we're working on our decarbonization roadmap, which summarizes our commitment to reduce greenhouse gas emissions and promote a more environment-friendly approach during production. This roadmap is intended to set forth our commitments for environmental sustainability and specify actions we'll take in the fight with climate change.



We aim to optimize energy use, invest in renewable energy sources and increase energy efficiency in order to reduce our Scope-1 and Scope - 2 emissions. We target motivating our supply chain in the direction of decarbonization by acting together with many stakeholders for Scope-3 emissions, focusing on selecting sustainable materials, generate carbon-free transport and logistics solutions and adopt innovative technologies. Moreover, we focus on sector-specific subjects such as increasing use of recycling for our Scope-3 emissions and waste management strategies.



Net Zero Journey



Energy Efficiency and Use of Renewable Energy

We aim to reduce energy consumption, optimize our processes and use energy resources more effectively by utilizing advanced technology and innovative methods. Besides, we also target reducing carbon footprint by using renewable energy resources such as solar energy.



Recycling Facility

We aim to benefit from scrap at a maximum level and create a sustainable cycle by establishing a recycling facility. We also aim to contribute to circular economy by recycling internal scraps without waste.



Recycled Material Usage Rate

We aim to prevent high-energy consumption resulting from primary aluminium by increasing recycled material usage in raw materials we supply and hence significantly reduce carbon emissions taking place in our value chain.



Supply Chain Management

We cooperate with our suppliers to encourage sustainability principles in supply chain and prefer that the materials we supply are produced by utilizing sustainable resources. Thus, we aim to abate environmental impact.



Innovation and R&D

We aim to reduce emissions by developing alloys and products with low carbon footprint by discovering innovative technologies and processes and increase energy efficiency and environmental sustainability.



Conservation of Natural Resources

We aim to conserve natural resources by increasing material efficiency as well as waste and water management. However, we adopt becoming a sustainable business by conserving biodiversity in our area of activity and improving ecosystems.

Sustainability Perspective

Under the leadership of our Sustainability Committee, the sub-committees we established in the framework of our business approaches carry out activities for 14 Sustainable Development Purposes out of 17 and put into practice their missions by creating a widespread influence area with new projects pursuant to our sustainability strategy and global expectations.

Business Approach	Sub-Committee	Subject of Work	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Collaborative	Management	<ul style="list-style-type: none"> Management Development Risk/Opportunity Analysis Sustainable Communication 				●	●			●		●		●	●			●	●
Reliable	Development	<ul style="list-style-type: none"> KPI Development Personal Development Sustainable Communication 		●	●	●				●		●		●	●				
Environment-friendly	Planet	<ul style="list-style-type: none"> Emissions Water Conservation Energy Management Sustainable Finance 						●	●					●	●	●	●		
Sustainable Development-focused	Community	<ul style="list-style-type: none"> Extensive Development R&D/Production-Development Sustainable Development 				●	●			●	●			●	●				●

Sustainability Priorities

We reviewed priority areas, which the most important input of our sustainability strategy and targets, in 2022.

Accordingly, we conducted a stakeholder survey study with participation of our large group of stakeholders (our internal stakeholders and all our domestic and international stakeholders with whom we engage in dialogue, such as our customers, suppliers, companies providing service to us, official institutions and organizations, local people and universities) and evaluated and interpreted the analysis we've made in the light of global and sectoral trends.

We reviewed the liabilities within the scope of Sustainable Development Purposes, which drive sustainability literature, Global Economic Forum, Global Risks Report, European Green Convention using a literature study and studied sustainability expectations of our sector.











We grouped 25 priority subjects we identified under 4 main business approaches, which affect our sustainability performance, under 3 main headings, including very high priority, high priority and other subjects, and thus we have formed the Sustainability Priorities Matrix.

Very high priority subjects include Financial Performance, Climate Crisis and Reducing Carbon Emissions, while high priority subjects include Occupational Health and Safety, Scrap Management and Recycling, R&D and Innovation.

Map of Sustainability Priorities



Sustainability Priorities

	PRIORITY SUBJECT	HOW DO WE MANAGE?	SGD WITH DIRECT CONTRIBUTION
Very High Priority Issues	Financial Performance	We adopt various strategies and practices to effectively manage financial performance of our company. We correctly manage our cash flow, create liquidity reserves, take actions ensuring sustainable profitability and set targets for future periods by using budgeting process. We aim to make correct investments by supporting our investment decisions with risk-input analyses. Moreover, we aim to maintain our financial stability by identifying financial risks and adopting appropriate risk management policies.	  
	Climate Crisis and Carbon Emissions Reduction	Using our leadership role in aluminium sector, we encourage a low carbon future and effectively contribute to the issue of fight with climate crisis. First, we regularly review our manufacturing processes and apply innovative technologies to increase energy efficiency. We work on subjects such as recycling and waste management while moving onto renewable energy resources to reduce carbon emissions. In addition, we manage our supply chain in line with sustainability principles and monitor material sources and environmental impact of our suppliers. We emphasize stakeholder cooperation in the fight with climate change and make effort to adopt best practices by sharing information with other stakeholders in the sector.	   
	Occupational Health and Safety	We develop effective policies and processes to protect employee safety and health at a maximum level. We raise awareness of our employees with occupational health and safety trainings, ensure that they know the risks and encourage them to adopt safe working methods. On top of this, we conduct regular inspections to ensure a safe and healthy workplace environment and apply improvement processes. We regularly perform danger evaluations to predict and control risks. We encourage active participation of our employees and note their feedback about health and safety issues. Our purpose is to create a working environment where every employee is healthy and safe and reach the target of zero occupational accident.	   
High Priority Issues	Scrap Management and Recycling	As a company operating in aluminium sector, we place great emphasis on scrap management and recycling. During our manufacturing processes, we carefully collect and classify scraps and waste and include them in recycling process. Being aware of the fact that aluminium is a material with indefinite number of recycling and of the energy saving it provides, we aim to increase the percentage of recycled material usage. We also train our employees on scrap management and recycling and organize awareness raising activities. Thus, we minimize waste quantity, contribute to conservation of natural resources and take a stand loyal to cyclicity principles.	   
	R&D and Innovation	We invest in R&D and Innovation activities and focus on developing new technologies, products and business processes. We encourage our employees and promote their creativity in order to create a culture supporting innovation. We're in close collaboration with our customers to provide appropriate solutions to customer requirements and improve our products and services by permanently evaluating feedback. Furthermore, we join collaborative R&D projects by cooperating with other stakeholders in the sector, conduct fund-supported EU projects and care about sharing information and experience at national and international levels.	    



Collaborative Business Approach

Collaborative Business Approach

We take as basis an extensive approach which follows not only our own applications but also the applications of all of our stakeholders in accordance with our sustainability approach. While we attach importance on the stakeholder satisfaction for the purpose of seeing our stakeholders by our side also in the future, we are making our best efforts in order to enable them to conform to the global trends.

By adopting sustainable development purposes, we target forming a more just, equalitarian and transparent business approach as well. We make effort to extend our comprehensive ASAŞ culture. We continuously develop our business processes for satisfaction of our stakeholders. We conduct many projects to give support to and improve our close social circle, including our supply chain, and local people.

What did we do to contribute to collaborative business approach in 2022?

- We put into use **CRM** (Customer Relationship Management) software in order to manage our customer relations at the maximum level.
- We became a member of The **Business and Sustainable Development Council** (BCSD Türkiye), which develops Sustainable development in every area.
- We obtained **ASI Certificate**, which supports international green production and proves that we contribute to sustainable aluminium production.
- We put into use **ASAŞ Vision** platform, consolidating various data and providing immediate data.
- We completed **Autonomous Manufacturing Logistics** system integrations for transfer of manufacturing ancillary equipment, critical for manufacturing, by autonomous vehicles.
- We conducted information systems **infrastructure optimization** studies for ensuring sustainability of our technological infrastructure.
- We conducted **planning optimization** for detail planning and scheduling application that will provide the most efficient manufacturing and maximum customer satisfaction.
- We put into use **customer portal** studies for excellent customer experience.
- We continued **digital process** simplification integrations so that end-to-end process interactions reach maximum speed.
- We realized **effective sourcing** planning and management.
- We touched the community with our various **Corporate Social Responsibility** activities.



Stakeholder Relationships

As ASAŞ, we believe that we have to work in collaboration with our stakeholders and conduct an effective communication process in order to have sustainable achievements and grow together. We describe people and entities who affect and who are affected by our activities today and in the future, who may influence our reaching sustainability targets and who may affect our company performance with their decisions and behaviors, as our stakeholders. We position our customers, suppliers and employees as our key stakeholders.

Our major targets include understanding our customers' requirements, providing quality products and services, and achieving customer satisfaction as a result. At this point, considering today's requirements, we reach our customers via digital channels, quickly receive their feedback and respond to their requirements in a much quicker and effective manner. Through CRM (Customer Relationship Management) software, which we implemented, and digital marketing and customer relations managements tools, we communicate with our customers in a more personalized and customized manner.

We aim to work in collaboration with our suppliers and ensure mutual trust by effectively communicating with them. In the relations with our suppliers, we optimize supply chain management using digital platforms and cloud-based collaboration tools. By E-tender system, which we implemented, we speed up communication by managing procurement processes in a fast and transparent medium and make the process more efficient. Moreover, we evaluate supply chain performance using digital data analytics and monitoring tools and establish improvement opportunities in processes.

We aim to create a working environment promoting engagement of our employees. Accordingly, we effectively use digital tools to reinforce communication and cooperation with our employees. We facilitate information sharing and project management with internal communication platforms and digital tools such as YAK, Ensemble, QDMS, Qlik. In addition, we organize training and leaning activities via ASAŞ ACADEMY platform and help our employees develop their skills.

We also care about our relationships with other stakeholders such as local people and non-governmental organizations. We see being sensible to the community's requirements, contributing to social responsibility projects and supporting environmental sustainability one of our values.



Main Stakeholder Groups



Outsourcing Companies
Suppliers
Subcontractors
Waste Disposal Companies



Banks Insurances
Customs Brokers



Customers
Competitors



Ministries
Chambers of Industry and
Commerce Unions
Education Institution
Public Institutions



Shareholders
Senior
Management
Employees



Society
Local People

Our CRM (Customer Relationship Management) Project

We aim to analyze, manage and improve customer relations by CRM (Customer Relationship Management) software, which we put into use in order to manage our customer relations at the maximum level. By CRM, we generate multiple comprehensive and beneficial solutions for our sales teams such as the ability to follow their customers and the activities of other sales teams on their own customers, to manage potential customers, organize and follow sales activities such as speculation and opportunity, to generate reports, create appointments/visits and monitor over the system.

We aim to improve and develop current processes in line with the requirements that will arise in the course of time by ensuring integration of SAP, through which customer relations are managed, as well as Outlook, QDMS, TVS, Websites and social media accounts.

Dealer Meetings

We organize dealer meetings in order to strengthen relations with our dealers and architects, make evaluations about the past and future periods and discuss our targets. In 2022, we organized 2 training meetings and provided information about products from architectural systems product group.



Stakeholder Engagement Plan

Stakeholder relations, which are critical in our processes, is a key element of our work, which shows that we adopt a strategic approach to attach value to our customers, suppliers, employees and the society and ensure success in the long term. Effective management of such relations helps us to build a sustainable future. Shareholder Engagement Plan, which we developed based on this principle, is our guide. We aim to reach the following targets with stakeholder engagement plan:

- Establish and maintain a constructive relationship with stakeholders, especially communities affected by the facilities,
- Improve environmental and social performance of the facility via efficient engagement of the stakeholders,
- Ensure that relevant environmental and social information is received by all stakeholders during the lifetime of the facilities and encourage communities affected by the facilities pursuant to stakeholder engagement,
- Ensure that all stakeholders have access to information and enable expression of potential problems,
- Make way to transparent and collaborative communication pursuant to sustainability principles,
- Make appropriate communication channels accessible to groups affected by the facility activities for them to express their potential problems and complaints and respond appropriately to such problems and complaints and help successful management of the process.

Through stakeholder engagement plan, a viable mechanism, we explain in detail an analysis of the stakeholders' relations with the business in line with the stakeholders' needs and expectations, detailed negotiation methodology, activities conducted to this day and activities planned for the future, the process of management of stakeholders' concerns and complaints and describe how to record, monitor, evaluate and report stakeholder engagement process. Via sharing activities we conducted in accordance with the communication strategy we developed accordingly in 2022, we receive opinions, requests and feedback from the stakeholders and plan necessary actions. Other than scheduled sharing activities, we execute many focused activities during the year on the basis of stakeholder group.



For our Stakeholder Engagement Plan, please visit
<https://www.asastr.com/corporate-sustainability/stakeholder-engagement-plan/>

Stakeholder Relationships

We continuously benefit from communication matrices we have developed in order to correctly understand and effectively manage our stakeholders' opinions, needs and expectations.

Stakeholder Engagement Plan

Stakeholder Group	Communication Channel	Stakeholder Group	Communication Channel
Employees	<ul style="list-style-type: none"> In-house portal Recognition and Appreciation System I Have an Idea Platform In-house publications, announcements and notices Social activities (online or physical) Performance Management System Employee loyalty survey Social Media Channels Corporate Website Annual and Sustainability Report 	Customers	<ul style="list-style-type: none"> Social media and digital channels Customer satisfaction surveys Site activities Regional fairs One-to-one interviews Corporate website Annual and Sustainability Report
Press	<ul style="list-style-type: none"> Interviews and discussions Press conference and events Press releases Social Media Channels Corporate Website Annual and Sustainability Report 	Suppliers	<ul style="list-style-type: none"> Social media and digital channels Suppliers Assessment and Trainings Regional fairs Tenders One-to-one interviews Corporate website Annual and Sustainability Report
Industrial organizations, associations and NGOs	<ul style="list-style-type: none"> Memberships Joint projects, social responsibility projects Meetings and discussions Corporate Website Social Media Channels Annual and Sustainability Report 	Dealers	<ul style="list-style-type: none"> Dealer meetings, agents' meetings and one-to-one meetings Dealer satisfaction surveys Dealer trainings and site demos Dealer portal Regional fairs Corporate website Annual and Sustainability Report
Public and Education InstitutionInstitution	<ul style="list-style-type: none"> Joint projects Articles and publications, academic research Education and technical supports Sponsorships Seminars and university events Meetings and discussions Tenders Annual and Sustainability Report 	Local	<ul style="list-style-type: none"> Stakeholder Engagement Plan Meetings One-to-one Interviews Social and Physical Activities Joint Projects Corporate website Social Media Channels Annual and Sustainability Report

Business Ethics and Our Rules

As ASAŞ, we're deeply committed to business ethics and integrity principles. Our business ethics rules reflect our basic values driving the behaviors of our employees and the company. We act in accordance with the principles of integrity and transparency in each step of our work. The basis of our business ethics rules comprises providing accurate information, being open and clear in business relationships, acting in accordance with accountability principle and rejecting all kinds of unethical activity. Accordingly, we conduct all our activities pursuant to internally recognized ethics principles. We're guided by our ethics codes based on universal rules, in our operations. With our ethics code and the principles and policies we have published under such code, we undertake to put first honest and ethical types of behaviors in our relationships with our customers (regardless of their roles and quality in ASAŞ), suppliers, business partners, stakeholders and competitors and exercise care that all our stakeholders adopt such principles. In ASAŞ, there're channels to report all concerns available for all stakeholders, primarily including employees who witnessed or is aware of or suspects any and all behaviors in breach of code of ethics, ethics policies and legislation, undue acts or misconduct, and all stakeholders may directly report their complaints to ASAŞ Ethics Line. The "Ethics Board", which we have formed in order to address ethics violations or ethics dilemmas, is liable to investigate and resolve any complaints and notifications regarding violation of ethical rules under the ASAŞ Business Ethics Rules. The Board comprises Internal Audit and Compliance Director, HR Director, Corporate Communication Group Manager and Financial Affairs Executive, and the committee is presided by our General Manager. The Internal Audit and Compliance Director's office regularly issues reports to our Board of Directors about ethics and compliance activities and ethics inspection results.

We conduct notifications from the ethics board and inspection process within the rules of confidentiality and we ensure that identity of people sending notifications is kept anonymous. We follow a policy preventing attitudes and behaviors of retaliation against employees or people who have made notifications about ethics violation. As a result of inspections, in cases where necessary, we take actions to reinforce internal control environment in order to prevent repetition of similar situations, in addition to disciplinary sanctions. Also, every employee who has started to work in ASAŞ receives information during orientation training describing code of ethics, and compulsory regular trainings, covering both site and office employees, are given about Code of Ethics periodically through ASAŞ Academy. In addition to providing information about our Business Ethics and Rules, we share with our employees the behaviors expected from them in potential cases in business life using various case examples.



For our code of ethics, please visit: <https://www.asastr.com/corporate-/codes-of-conduct/>



Business Ethics and Our Rules

Basic Business Ethical Values and Principles



Honesty and Reliability

Honesty and reliability are our priority values in all our business processes and relationships. While our employees reach the company targets, they act in compliance with the laws of the Republic of Turkey, international law rules and ethical values.



Justice and Equality

We act fairly toward all our stakeholders and each other and avoid discrimination. We do not take into consideration any differences such as race, nationality, language, religion, gender and social status among our customers, subcontractors and suppliers, and we always refrain from prejudiced attitudes.



Confidentiality

We care about protection of the confidentiality and private information of our customers, colleagues and other persons and corporations with which we work. We protect confidential information concerning the activities of the company and we use such information only in accordance with the purposes of ASAŞ and share them only with the competent persons.



Productivity

We work as result-oriented by benefiting from the available resources in order to reach the company purposes. We use time properly in order to be more effective and more productive while executing a task, we devote ourselves to our task and complete that task in the best and most successful manner and seek ways to do such task in a better way.

We measure our performance justly and carefully and set understandable, realistic and achievable targets and evaluate our performance by such targets.



Open Door Policy

We resolve many subjects before they turn into problems. Our "open door" policy encourages all our employees to express their ideas and opinions and state their concerns and complaints freely and ask questions on the condition of being within the legal and ethical limitations. All of our managers keep their "doors open" to their reports and other staff that want to reach them and support this policy in this manner.

We do not transfer any works such as confidential information, documents, regulations or projects, etc. to anywhere outside the company while leaving the company and we do not use them for our own interests and against the company.

Responsibilities

Responsibility to Comply with the Laws and Regulations: ASAŞ acts in compliance with the laws and regulations of the countries in which it carries out activities. Information, documents and records concerning these activities are fully kept and maintained on a regular basis. Any and all reports, representations, financial statements and footnotes to be declared by ASAŞ to the public and submitted to authorized bodies are issued correctly, carefully in a transparent manner in accordance with laws, legislation and in-house regulations.

Responsibilities towards the Employees: ASAŞ ensures using the personnel rights of employees in a complete and accurate manner. It approaches to employees both honestly and fairly and undertakes to establish a reliable and healthy working environment with no discrimination. It makes necessary efforts for personal development of our employees and encourages them to volunteer in appropriate social and community activities with social responsibility awareness.

Responsibilities towards the Customers: ASAŞ works with a proactive and customer satisfaction focused approach which responds to the needs and demands of its customers as soon as possible and in the most appropriate manner. ASAŞ acts honestly and fairly towards all its customers and makes necessary effort to fulfil its commitments in a timely manner under its committed terms and conditions.

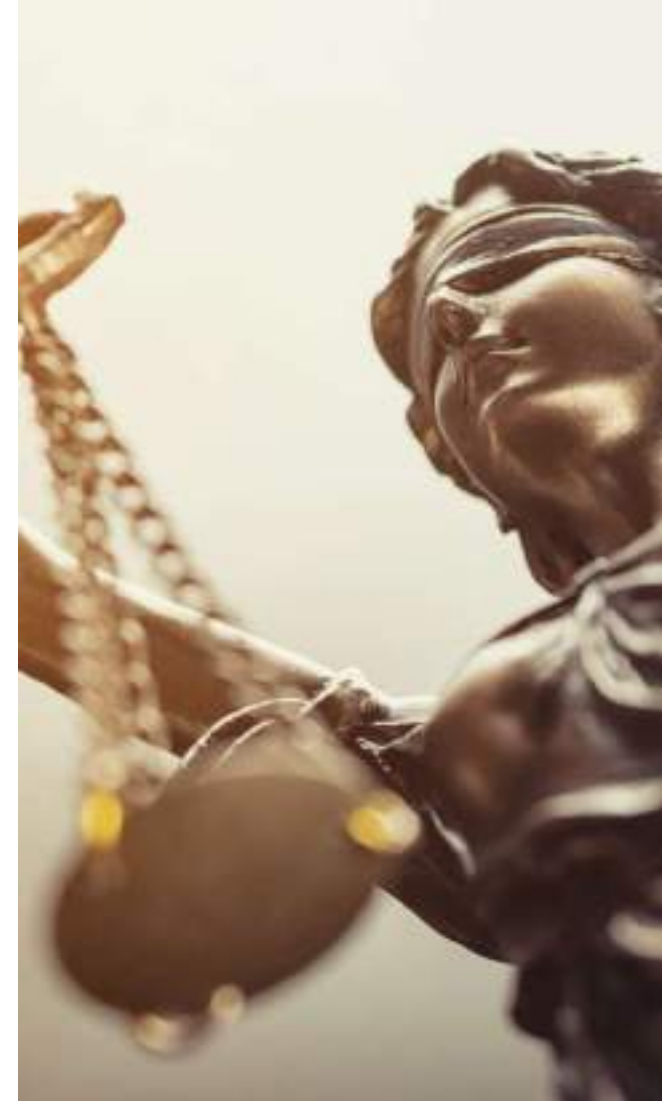
Responsibilities towards the Suppliers and Business Partners: ASAŞ carefully protects confidential information of the persons and corporations with which it does business. It acts fairly and respectfully towards its customers and business partners and makes necessary effort to fulfil its commitments in a timely manner and prevent, resolve and solve any potential disputes.

Responsibilities towards our Rivals and the Sector: ASAŞ competes with other companies from the sector in a legal and ethical ground, complies with the competition law rules and avoids unjust competition.

Responsibilities towards the Community and the People: ASAŞ attaches importance to protection of democracy and human rights, providing education and doing charity work and getting rid of crimes and corruption. It supports all kinds of activities and formations which may increase the responsibility towards the community and prioritizes development of environment-friendly technologies. It shows sensitivity to traditions and cultures of countries in which it conducts activities. Protection of human health and respect for the environment are considered in all practices.

*As ASAŞ, we declare to the public information about important fines, court orders, costs and non-monetary sanctions. We declare that an important fine amounting to more than TRY 2200 was not imposed on ASAŞ Alüminyum Sanayi Ticaret Anonim Şirketi in 2022.

*ASAŞ Aluminum San. and Tic. A.Ş. did not engage in any merger and acquisition activities during the 2021-2022 operations.



For further information, please visit: <https://www.asastr.com/corporate-/codes-of-conduct/>

Collaborations and Memberships

As ASAŞ, we aim to develop relationships based on mutual benefits by establishing collaborations with many organizations and corporations which contribute to our corporate strategy and sustainability performance through many different channels and developing strong partnerships. Our collaborations allow us to combine resources by working together with other companies, suppliers, business partners and stakeholders in the sector, generate innovative solutions and provide better service to our customers, while we, through our strategic collaborations, contribute to monitoring the latest trends and technologies in the sector, obtaining competitive advantage in the market and increasing our growth potential.

At the same time, we aim to monitor the latest developments and best practices in the sector with organizational memberships such as sectoral associations, professional organizations and chambers of commerce and interact with sector stakeholders with our corporate memory and experiences. We support holistic development and improvement journey of Turkey and our sector by collaborating with national and international organizations and contribute to our brand value.

Organizations with which we collaborate

- Universität Bremen
- European Aluminium
- Graz University of Technology
- Max-Planck-Gesellschaft
- University of Leicester
- Swedish Environmental Research Institute
- KIOS Research and Innovation Center of Excellence
- Instytut Energetyki
- Università degli Studi di Napoli Federico II
- Institut supérieur de mécanique de Paris
- CIRCE-Innovation Technology Centre
- Fundación Cidaut
- TÜBİTAK
- Fraunhofer-Gesellschaft
- SINTEF Research Institutes
- International Systems Institute
- Łukasiewicz Research Network
- Technische Hochschule Ingolstadt
- Eurecat Centre Tecnològic de Catalunya
- Boğaziçi University
- Turkish-German University
- Sakarya Applied Sciences University
- Istanbul University
- Sakarya University
- Sabancı University
- Atılım University
- Işık University
- Istanbul Technical University
- Gebze Technical University
- Yıldız Technical University
- Karadeniz Technical University
- Bursa Uludağ University
- Kocaeli University
- Pamukkale University
- Northumbria University
- Brunel University

Some important associations and organizations of which we are a member

- Sustainable Development Association of Turkey
- TALSAD (Aluminum Industrialists Association of Turkey)
- AYİD (Aluminum Surface Processors Association)
- TAYSAD (Carriage Vehicles Side Industrialists Association)
- DEİK (Foreign Economic Relations Committee) – America Business Council
- German-Turkish Chamber of Commerce & Industry
- İSO (Istanbul Chamber of Industry)
- ITO (Istanbul Chamber of Commerce)
- İMMİB (Istanbul Association of Mineral and Metal Exporters)
- KALDER (Quality Association)
- PÜKAB (Window Manufacturers' Quality Agreement Organization)
- ARUS (Anatolia Rail Transportation Systems Masses)
- CEPHEDER

Excellent Customer Experience

As ASAŞ, we continue to work in a determined manner in order to provide excellent customer experience with our customer-oriented approach. We strive hard to understand our customers' needs, provide tailored solutions and go beyond their expectations.

ASAŞ System

With the awareness that one of the most important steps of the excellent customer experience is providing high-quality service, we have structured and implemented a system which could present onsite and instant solutions for our customers for any problems which may occur due to the nature of the production process. Thanks to this management system which we call ASAŞ System, we aim to create an ecosystem which targets people- and customer-oriented innovative and continuous development.

We utilize many innovative management tools and increase performance of work results using the modules of the ASAŞ System developed by focusing on the needs of ASAŞ and customers. Thanks to the integrated inspection structure we have designed for sustainability of the system, we are creating an environment with development targets which could respond to current needs and monitor performance results.



HSE Culture

Making our working environments sustainably safe with the slogan "Health first"



Respect for Human Culture

Forming an organization which embraces the organization with the approach of "ASAŞ is Mine"



YAK Culture

Making "customer-oriented" approach dominant in the face of any deviations



Innovation Culture

Preparing the ground for meeting the current and future expectations of the market



Process Culture Perfection

Being an organization in which all kinds of improvement opportunities are sought in order to prevent wastes

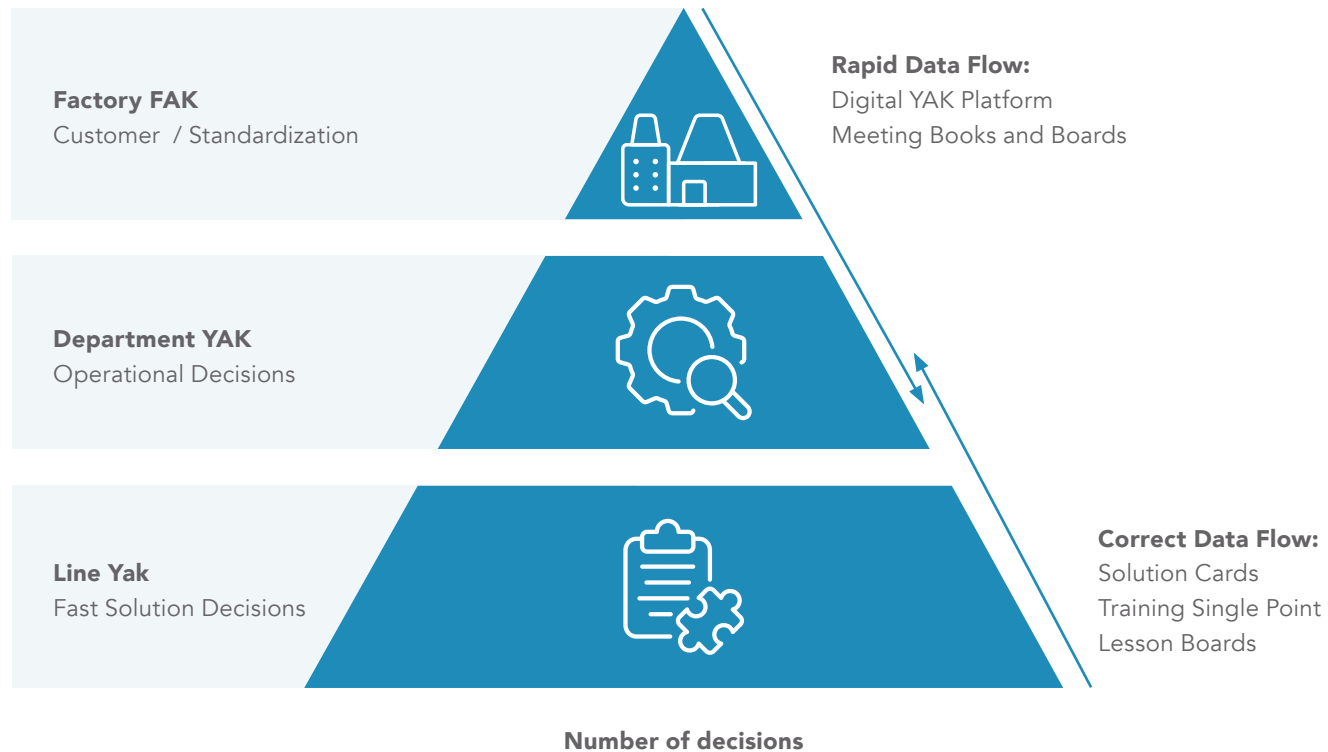


ASAŞ YAK

We place “customer orientedness”, one of our corporate values, in the center as the first priority of all our processes. Starting from this point, we have created a climate by our YAK approach, which we built in order to standardize domestic and foreign customer focus of our organization and to develop the ability of responding correctly.

By means of our YAK approach, we aim to accelerate information and data flow, support our added value focused management, provide communication/analysis and tracking tools that will facilitate decision-making processes.

YAK Modules



Digital Transformation Voyage

As ASAŞ, we determinedly continue to transform our work processes and operations using innovative digital technologies. Our digital transformation journey, which we established on 3 basic pillars, being sustainability, productivity and customer satisfaction, is a strategic step to become simpler and increase traceability.

In this journey, using the power of the digital technology, we reshape all our work processes and we aim for productivity, sustainable profits, agility and resistance with the transformation move we have realized.

We see that tendencies for novel technology serve to enable companies quickly take correct and quality decisions that will instantly respond to customer preferences. Smart factories serving to chain of values of a business, which provide outputs to digital manufacturing concept, are increasingly becoming more important for sustainability.

As ASAŞ, our main goal in our transformation journey is to establish sustainable systems that have become integrated from end to end, that have been simplified with data flow and put into practice smart systems that will serve to such systems.

We set integrating into our system technologies such as large data, data analytics, artificial intelligence, machine learning in order to implement analytics-supported digital manufacturing structures upon effective integration of OT/IT data as our short-term target.

Information sharing by software technologies could help elements of the value chain to carry common interests to the highest level. Through information sharing, an opportunity invisible to a process becomes visible. Thus, increasing quality of inter-process products will decrease investment costs. Through communication, supply chain processes will provide an advantage in coordinating activities and have the chance of making estimates regarding demand and market and accordingly making effective planning.



Digital Transformation Projects

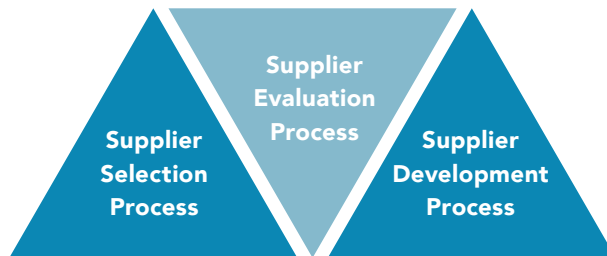
- Asaş Vision:** ASAŞ VISION, a platform we have developed through which data arising from various data sources are consolidated and stored, modelled and visualized and which provides instant data to decision-making mechanisms, has been put into use. The platform, by which data can be retrospectively analyzed and users can make extrapolations for the future, provided added value to the company in many areas such as energy saving in machinery in which it was applied, process efficiency, cost saving. Studies are in progress in order to extend the platform across the whole company.
- Autonomous Production Logistics:** For effective and efficient management of manufacturing logistics, process efficiency was maximized by stocking area status visualization, location tracking, autonomous entry-exit integration, while operator costs were minimized. AGV was manufactured for transfer of manufacturing ancillary equipment, critical for manufacturing, by autonomous vehicles, and system integrations were completed.
- Process Simplification:** Within the scope of end-to-end integration, which is a requirement of digital manufacturing, process simplification by maximizing integrations with internal and external systems and maximum efficiency studies have been conducted. It's aimed that end-to-end process interactions reach maximum speed. Accordingly, digitalization of processes conducted on paper, integration with site equipment, integration of processes conducted on various platforms have been performed.
- Information Systems Infrastructure Optimization:** Within the scope of continuous improvement and optimization of our technological infrastructures, which are requirements of sustainable systems; analysis, improvement and development projects have been developed. We track the most novel technological infrastructures and improve our existing infrastructures for sustainability of functionality of data pools, which increasingly grow and become valuable. In line with our information security policies, we gradually implement projects that will ensure and guarantee our cyber security.
- Planning Optimization :** Detail planning and scheduling applications that will provide the most efficient manufacturing and maximum customer satisfaction were developed and put into use.
- Customer Experience:** For the purpose of providing best customer experience to our customers, we put into use customer portal studies that will increase interaction with our customers and ensure rapid information flow.



Supplier Relationships and Supply Management

As ASAŞ, we follow a strategy adopting sustainability principles on Supplier relationships and supply management. We take various steps to ensure sustainability of our supply chain and contribute to continuous development of our suppliers.

In this direction, we conduct our supply chain management, one of the most important factors of our value chain, under 3 main processes, namely Selection Process, Evaluation Process, Development Process. In our supplier relations, we prioritize ethical values and human rights.



During supplier selection, we exercise care in making sure that the suppliers with which we'll cooperate comply with ethics practices. Among the important criteria in supplier selection process are respect for human rights, improvement

of working conditions and awareness of social responsibility. We also promote transparency and openness in our supplier relations. We request our suppliers to ensure product traceability. Through this, we have the change to take action on issues such as sustainable use of natural resources and prevention of illegal activities.

We are in a continuous dialog and cooperation with our suppliers in order to ensure sustainability of our supply chain.

Sharing our common targets, we work together on quality, efficiency, cost efficiency and sustainability. Establishing open and transparent communication, we encourage sharing information with our suppliers and continuously monitor their performance.

We adopt continuous improvement and development approach in our supply management. By evaluating our Suppliers' sustainability performance, we identify areas for improvement and provide our suppliers with guidance and support.

As a company, we harmonize our supplier relations with sustainability principles, remain committed to ethical values and consider environmental, social and economic effects.

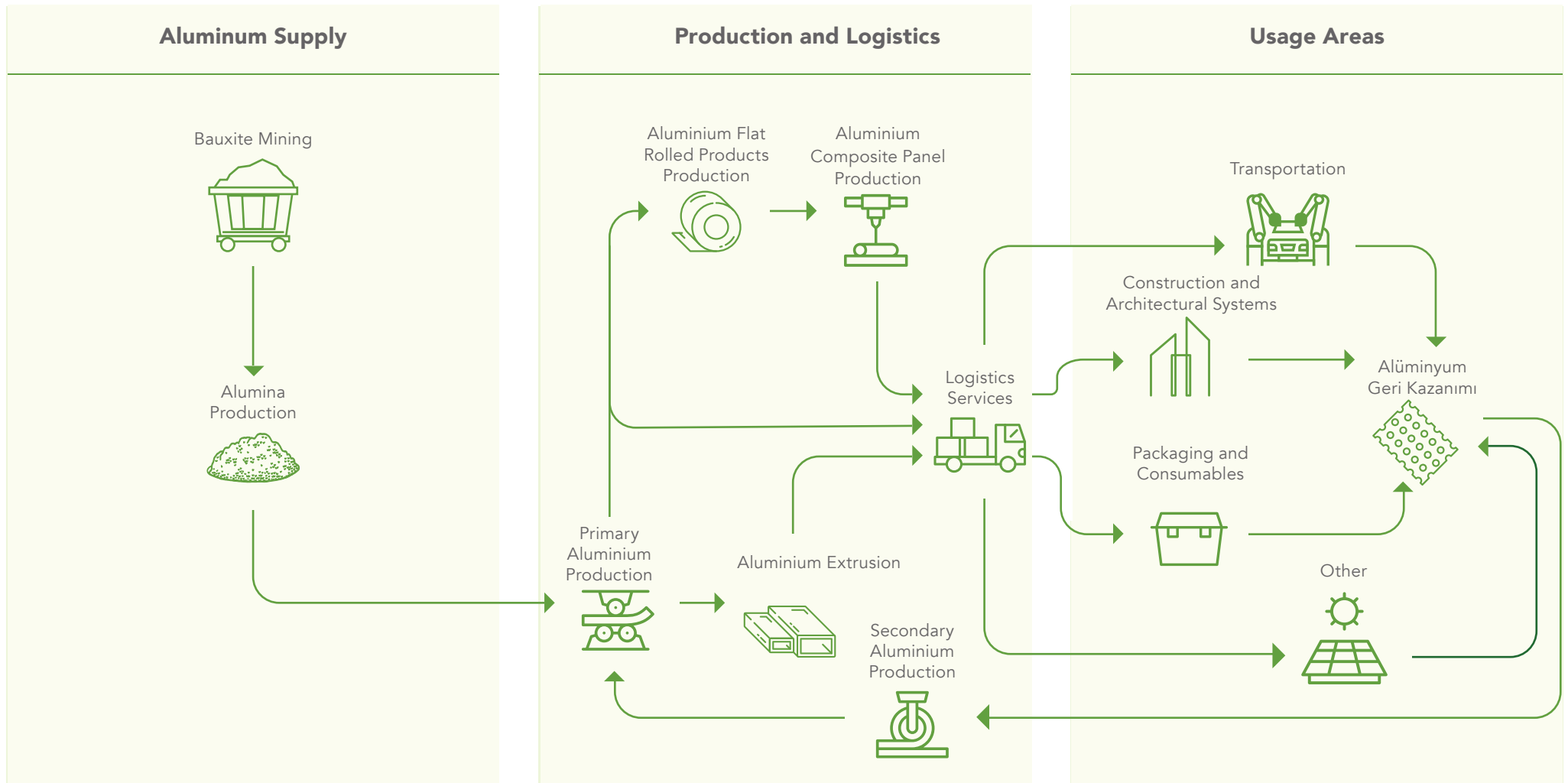


For Our Sustainable Supply Chain Management Policy, please visit:

<https://www.asastr.com/corporate/policies/sustainable-supply-chain-policy/>

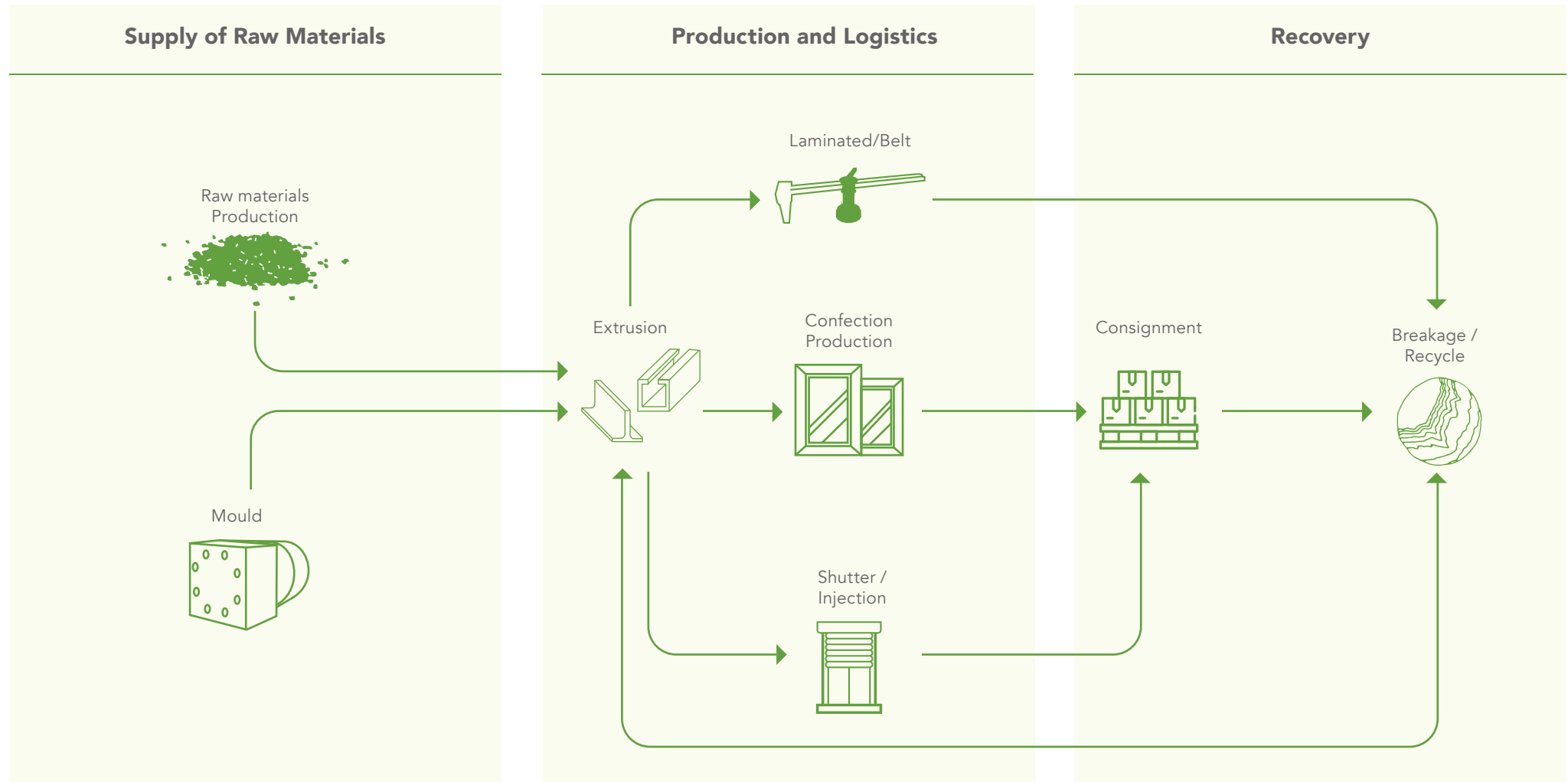
Value Chain

Aluminium Extrusion, Flat Rolled Products, Composite Panels Production



Value Chain

PVC Profile & Roller Shutter Production



Sourcing Management

With our Responsible Sourcing approach, which we manage in harmony with our Sustainable Supply Chain Policy, Scrap Policy and Human Rights Policy, we promote our sustainable environmental, social and governance targets for our operations. As ASAŞ, we develop various strategies and practices to set forth our contribution to sustainability, use our sources in an effective and efficient manner, reduce waste and minimize environmental impact. In this process, we take advantage of the fact that aluminium is an indefinitely recyclable metal.

In order to ensure efficiency in energy use, we use efficient equipment in our production plants and apply energy management systems. On top of this, we prefer renewable energy resources and utilize various measurement tools to monitor and analyze energy consumption.

Besides, we give priority to energy efficiency in our new investment decisions. We also adopt responsible patterns in material use. We promote use of recyclable materials, take optimizing actions in design and production processes to prevent material waste, and encourage recycling and reuse to reduce the amount of waste. In cooperation with our suppliers, we ensure that materials minimizing environmental impact and preferring sustainable resources are used.

Effective use of water resources are also included in our responsibilities and we effectively manage water in production processes through recycling and reuse. We adopt water-saving technologies and execute continuous improvements to conserve water resources. We're also responsible in the case of waste management. We optimize processes to reduce the amount of waste, use appropriate systems to separate and recycle waste and comply with environmental standards to minimize the impact of waste.

In order to increase employee awareness about resource use, we provide periodic trainings about energy saving and efficiency, recycling, waste and water management and conduct various quiz shows and focused campaigns inside the company. Thus we contribute to all employees' adoption of responsible resource use practices.



For Sustainable Supply Chain Policy, please visit;

<https://www.asastr.com/corporate-/policies/sustainable-supply-chain-policy/>



For Scrap Use Policy, please visit <https://www.asastr.com/corporate-/policies/scrap-policy/>

For Human Rights Policy, please visit; <https://www.asastr.com/corporate-/policies/human-rights-policy/>

Corporate Social Responsibility Activities

We target developing welfare level of the community in the region where we carry out activities and ensuring sustainability of development in terms of economic, cultural, social and environmental aspects.

ASAŞ BASKETBALL CLUB

We train little athletes in the basketball school we have established with the belief that making positive touches to the lives of the children in the region in which we carry out activities through sports and educational activities could be considered as the most appropriate investment for the future. We aim to train the children as more successful individuals in life by socialization to be provided by love of sports, getting rid of bad habits, discipline and healthy life.

As **ASAŞ BASKETBALL CLUB** we participate in leagues with 7 teams in total, including the U10- U11-U12-U14-U16 teams and U16-U18 girl teams.



Corporate Social Responsibility Activities

Within the Scope of Environment Week, We Planted Fruit Saplings in Akbalık Village

As ASAŞ Alüminyum, we organized "fruit sapling planting" event in Akbalık Village within the scope of 5 June World Environment Day and our social responsibilities.

We Prepared a Living Area for Our Little Friends

Through living areas we created for our little friends dogs living in the vicinity, we implemented our project that provided feeding, care, neutering of the animals and administration of their medicines. Thus we provided them with a more secure environment.

We Performed Our Events of Improving Living Areas of Stray Animals and Sapling Planting

With participation of our volunteer employees, in living areas created by Sevpati, located in Sakarya Karaman region, we cleaned living areas, opened bushes and thorn patches, established dog kennels, water and feeding systems for stray animals and planted daphne saplings.

We Visited Kuzuluk Dr. Enver Ören Secondary School

Within the scope Environment Week of Turkey, we organized an event with students from Kuzuluk Dr. Enver Ören secondary school, a sibling school of ASAŞ, with cooperation of ASAŞ Basketball Club and Energy Directorate. During the event, we held a competition including questions about environmental awareness, the students provided information to citizens in Kuzuluk region and we cleaned the environment and placed water containers for stray animals by the side of the roads.

We Organized an Event for the Disability Week at Private Education and Rehabilitation Center (SERGEM)

Within the scope of Disability Week, we organized an event, featuring a musical concert, mascot and clown show, various game activities and folk dances and a dance show performed by children, at Private Education and Rehabilitation Center (SERGEM).

A Golden Ball for Each Home

Through "A Golden Ball for Each Home" project, we cover IVF expenses of our employees who want to become parents, ever year. We shared their excitement by assisting 10 parents in 2022.





Reliable Business Approach

Reliable Business Approach

It is an obligation for us to ensure 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 and for the purpose of increasing corporate commitment; we try to form a reliable, healthy and motivating working environment.

What Did We Do in 2022 To Contribute To Our Reliable Business Approach?

- We increased our trainings provided through the academy by **93%**.
- We realized number of training hours per person as **24 hours**.
- **Strong Steps to the Future** and Young ASAŞ employees programs, our Young Talent programs, were attended by 17 and 18 people, respectively.
- We conducted 72 HSE Culture Assessment and **211** HSE field inspections.
- We performed OHS trainings of **54,640** person*hours.
- We decreased accidents from 62% to **39%** courtesy of the Hand campaign.
- We increased the number of near misses from 621 to **1088**.
- We measured competences of all our employees using **360 Degrees** Competence Assessment.
- We laid the foundations of New Generation **Performance Management System** (OKR).
- We created our **Human Rights Impact Assessment** matrix.



Working Life in ASAŞ

Our employees rank first in our corporate values. Dreams of common future grow as they're shared, and as they grow, we move together toward the common goal and our achievements.

Starting from our vision "to be ready for the organizational needs of the future by increasing full employee commitment without discrimination of race, color, age, nationality, gender and belief and be among the preferred companies", we set creating an environment in which all our employees will be happy and everybody wants to work as one of our main targets. In this direction, we seek to provide a work environment aiming to maintain happiness and success of our employees at top level. Our company, recognized as an ideal place to work, provides an encouraging atmosphere for its employees to develop their careers, use their talents and realize their potentials.

We believe that our company's work culture gets strength from diversity. We promote creativity and innovation by bringing together people with different abilities, skills and perspectives. We care about team work, encourage cooperation and communication, and thus we reveal valuable contributions of each employee.

We also provide continuous learning and training opportunities to support professional and personal development of our employees. We have supportive systems providing necessary tools and sources for achievement of career goals such as mentor programs and performance assessment processes. We provide health insurance, sport facilities and stress management programs in order to support health and welfare of our employees. Besides, we value our employees' achievements and provide promotions and recognition programs, which boost their motivation.

We provide equal opportunities for everyone who wants to work for ASAŞ and promote diversity and inclusion. We strive to maintain our high standards, receive continuous feedback and focus on development to ensure that our employees willingly do their work.

We keep in mind that every employee joining our company is valuable and adds value to our business. We work with a strong team spirit, support each other and achieve common goals.



Working Life in ASAŞ

We work with Respect for people = “ASAŞ is Mine” culture

We have developed measurable, transparent and self-developing strategies far from forced labor, attaching importance to inclusion and diversity and adopting equal opportunity at all levels, which will increase contributions of our employees in attaining our business goals, reveal their potentials, and in which they will be happy. At this point

We, as ASAŞ employees saying “ASAŞ IS MINE”;

- We're guided by our values,
- We believe in continuity of education,
- We know there is nothing which cannot be solved by teamwork,
- We attach uppermost importance to employee satisfaction and high-quality services,
- We're proud and excited to be ASAŞ employees.

2022 was also a year in which we implemented many projects and activities for current and future organizational needs and invested in the future.

- We measured competences of all our employees using 360 Degrees Competence Assessment. We identified strengths and areas of improvement of our existing employees and developed action plans.
- By the New Generation Performance Management system (OKR: Objective Key Results), we took the steps of an agile process that will serve to the vision of our developing company.
- We see all our employees as a talent. We began to conduct Talent Management practices in order to ensure human resources sustainability in our company, meet talent needs of the existing organization and render it competitive by supporting people with development plans. We created development plans for our employees' needs and developed processes encouraging them.
- We continue to support development of our team mates with Young ASAŞ employee, our in-house young talent program, and Strong Steps to the Future, our external young talent program.



For Our Human Resources Policy, please visit:
<https://www.asastr.com/corporate-/policies/human-resources-policy/>

Life Activities in ASAŞ

Such activities in ASAŞ play a major role in order to encourage our employees to interact by coming together, connect with each other and spend time together in activities outside work. By Life at ASAŞ Platform we have established, we regularly organize various events such as sport activities, social responsibility projects in order to reinforce social relations of our employees.

Through our Life at ASAŞ events, we not only enhance motivation of our employees but also encourage cooperation. Thus, communication and cooperation between our colleagues from various units and levels are strengthened, while creativity and innovation come forward, which creates a positive atmosphere in the work environment.

We Went on a Hike in Akyazı Plateaus

Our colleagues had a day far from chaos, stress and sound of the city with an approximately 13 km hike on forest paths of Turnalık, Kındıra and Tırım Tırım/Dırım Dırım Plateaus.

We Walked To Soğucak Waterfall in Sapanca

With participation of our colleagues, we walked to Soğucak Waterfall and reached the summit after going through green, silent and peaceful paths in the forest.

We Joined Ultra Marathon

Our colleagues in various unit of ASAŞ joined Sapanca Ultra Marathon and achieved success in 21 km and 40 km races.



Employee Commitment and Employer Brand

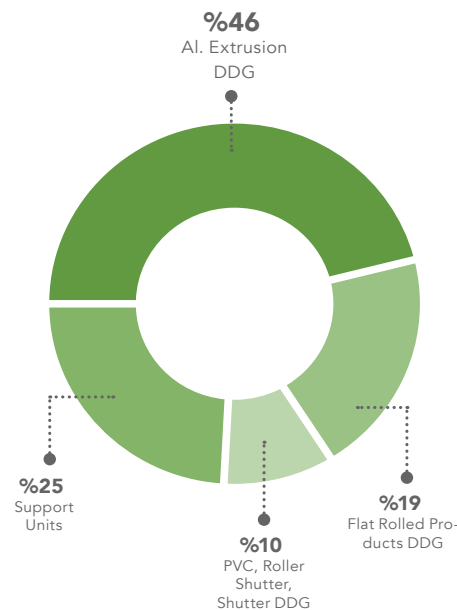


We execute various communication, development and event activities within the organization for the purposes of providing talented human resources to our company, which grows sustainably in its sector, developing team spirit of ASAŞ employees, supporting their career journey, and increasing their motivation. We conduct recruitment processes through new generation digitalized channels. We reach new team mates through various sources such as university campus activities, social media platforms, career fairs.

We accompany our employees' career journeys with talent management, development programs created for various target groups and Digital Academy platform. We also turn feedback received through tools such employee loyalty survey, 360 Degrees Assessment, ASAŞ Is Mine Survey and HR YAK application into actions in such a way as to contribute to our employees' ASAŞ experiences.

In all practices implemented by us, we continue to maintain and support ASAŞ as a leading and innovative company in its sector, while adding value to our employees' career journeys.

Distribution of the Number of Employees



Target

New Generation Performance Management System (OKR) Project:

We aim to put into use a flexible, agile, transparent, user-friendly new generation performance system ("OKR"), which enables all our employees to look at the same point by aligning them with the company's strategic goals and supports feedback culture.

Empowering Women in Work Life

As ASAŞ, we plan our processes knowing that the secret of powerful and sustainable success is only possible with a rich human resource with different specialization, discipline and perspective. With this perspective, we carry out studies in order to increase employment and capability of women at ASAŞ and adopt this discipline in any processes we plan towards recruitment and employee development.

We take serious steps for the purpose of increasing the number of female employees assuming effective roles not only in management but also in production process. We currently provide opportunities for women in positions with intensive male employment such as CNC operator, packaging staff, saw operator, press operator and production manager in our structure, and we are proud of this. Unlike work areas grouped by gender, we present priority to female employees on all areas and thus we aim to empower them on getting a profession and experiences.

We underline our policies towards empowering women in our activities for business processes, our communication works and social activities during the year, and we follow up performance targets we have specified in this direction. As ASAŞ, we were the first company to receive Equal Opportunity Model Certificate from Turkish Women Entrepreneurs Association (KAGİDER) for our human resources policies and practices that emphasize women employment. In 2022, female employees accounted for 36.2% of promotions in our company. We continue to work on increasing the number of female executives in all areas appropriate for their competences in both office and production sites. As ASAŞ, we'll continue to assume a leading role in empowering women by maintaining the same precise work.

Manifest "There is Equality in this Business!"

We, as ASAŞ employees, believe that a brighter future is only possible with a world in which everybody is equal. We work hard in order to train and transform not only ourselves but also future generations. We believe that we can make every environment more productive by providing equal rights to both men and women in both business and social life, giving them the same opportunities and supporting their developments equally. We're sure that it's possible to reach better social welfare only by equal participation in workforce. We also change and develop our perspective and avoid discrimination in the language we use in daily life. We refrain from using sexist expressions and arguments such as "men's job," "women's job", "woman manager".

We believe that everybody can do every job if necessary trainings are provided and competences are ensured. Our female employees working in many positions such as CNC Operator, Press Operator, Packaging Staff, etc. perform their duties with great devotion, which increasingly reinforces our belief. We aim to increase women employment in every department. It is up to us to create a happy future in which not only women but also men get rid their oppressive and restrictive roles. If we get together, as freer and more creative individuals, we fully believe that we could reach much higher points both in our private and work lives.



Human Rights Approach

As ASAŞ, we adopt an approach keeping commitment to human rights at the highest level, and with our human rights policy based on the Human Rights Principles included in the United Nations Global Principles Convention, we act in compliance with human rights in all our processes as from recruitment. We evaluate our Human Rights Impact Assessment matrix and the risks of stakeholders and beneficiaries from the perspective of human rights basic principles. We avoid discrimination and believe that every employee has equal rights. We reject discrimination based on factors such as gender, race, ethnical origin, religion, age, sexual preference or disability and promote diversity and inclusion.

We expressly do not tolerate any behaviors such as abuse in workplace, bullying, degradation. We take necessary actions for our employees to feel safe and be respected.

We commit to show respect to human rights in our supply chain policy. We consider social responsibility criteria in supplier selection and prefer to work with suppliers promoting fair working conditions. We adopt zero tolerance policy toward human rights violations such as child labor, forced labor, slavery and human trafficking. Based on transparency and accountability principles, we share our commitment to human rights with our stakeholders and care about feedback of respective parties.

Our commitment to human rights is not only a legal responsibility but also a part of our business ethics and sustainability approach. As ASAŞ, we promote protection and development of human rights, while aiming to permanently renew and improve ourselves. We follow respective local and international legislations and strive to comply with global human rights standards.

We execute an active dialogue and cooperation with our employees, stakeholders and communities, consider feedbacks and organize training and awareness programs for increasing awareness about human rights.



For our Human Rights Policy, please visit:

<https://www.asastr.com/corporate-/policies/human-rights-policy/>

Continuous Development Journey for Our Employees

As ASAŞ, we adopt continuous learning and development as a culture and care about supporting our employees in continuous development journey and their realizing their potentials. We provide various opportunities for our employees to invest in their professional and personal development, become successful in their work and make progress in their careers. Under the coordination of **ASAŞ ACADEMY**, established for this purpose, we provide training and development programs for our employees to acquire new skills and update their knowledge and skills. We provide training opportunities according to their areas of interest and needs by using various learning methods such as internal trainings, online resources, workshops and conferences. Thus, we form an innovative, solution-focused, analytical thinker employee profile who is also open to continuous change and development, resulting in an employee profile with powerful motivation and performance.

We help our recently graduated young people to take their first steps in their careers by employing them in different departments. We prepare them for professional life by supporting them in discovering their own potential development focuses. We also help our new employees and/or recently-promoted managers and directors to reinforce their managerial competences by various manager programs. By **ASAŞ ACADEMY**, which set out to be an organization fully meeting human resources development needs with a proactive approach in compliance with our vision and strategic targets, we aim to improve professional knowledge and skills as well as capabilities of our employees and related processes for our company to reach its long-term targets.



Manager
Development
Program



ASAŞ My Route
(4x4) Program



Internal Trainers
Club



E-learning



ASAŞ Family Club
Events



Personal
Development
Trainings



Technical and
Functional
Development
Trainings



Dealer Trainings



Intern
Development
Program



General Orientation
Program/ At work
training

We significantly increased our total number of training hours **(93%)** by taking advantage of our technological infrastructure, using digital contents prepared by our internal trainers, and concentrating on online trainings. We realized number of training hours per person as **24 hours**.

Asaş Academy Training Statistics (Hours)

Year	Blue Collar	White Collar	Total
2020	21.920	10.427	32.347
2021	38.610	14.252	52.862
2022	66.798	15.588	82.386

Online Training 114 Trainings

We conduct training satisfaction surveys at the end of all of our internal and outsourced training organizations. In the survey, we expect participants to perform evaluations in 3 categories, namely training, trainer and training environment.

We determined that our employees are satisfied at a rate of 93% on the subjects of "contribution of training to development" and "fitness for purpose of the training".

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Virtual Class 39 Trainings

ASAŞ Academy Activities

Through ASAŞ AKADEMi, a unit intended to provide our employees with a comprehensive and effective training experience by focusing on learning and knowledge sharing, we collaborate with expert trainers and experienced academicians to support personal and professional development of our employees.

Academic Year Opening

We conduct the Academic Year opening on 24th November, the anniversary of the Academy, every year for the purpose of describing the activities carried out during the year and rewarding our trainers.

Student Scholarships

Based on our value "Respect for Employees by Touching", we have been providing "support" and "success" scholarships to children of our employees who study for a bachelor's degree for the purpose of not only supporting the education and development of our employees but also supporting the education and development of their children since 2017.

We continue to provide the success and support scholarships to 63 students in the Academic Year 2022-2023.

Welcome My Friend

We extend a warm welcome to our recent recruits with "Welcome My friend" program.

Postgraduate Training Program

We care about and support our employees' academic development. As a sign of that, 6 ASAŞ employees were included in Postgraduate Training Program in Spring 2022, and they continue to perform their current duties as well as continue their studies at the university.

Educational Institutions – Industry Collaboration Activities

As ASAŞ ACADEMY, we value the ideas of all our stakeholders, our young people in particular. We develop collaborations on various areas with universities for the purpose of supporting professional developments of our young people, increasing their sector knowledge, transferring to them career opportunities and business life. By means of these collaborations, we also organize career days, trainings, field visits, etc.

Training Management System (LMS)

By means of ASAŞ Training Management System, we put into use a new-generation learning experience platform by which we could plan, follow and report training and development processes of our employees, business partners or dealers and which accelerates our digital transformation process.

By this system, we can manage different learning processes, including both electronic training and classroom trainings, from a single point and we present an effective learning experience to our team mates.

ASAŞ My Route (4x4) Development Center Application

By means of increasing the commitment of our employees, starting from our vision to join the companies preferred and to be ready for the organizational needs of the future; we determine the present situation (strong and open-to-improvement points) of the manager and higher positions of the capabilities according to the ASAŞ My Route (4x4) Capability Glossary in accordance with the main strategy of forming a corporate culture. We involve all our managers and directors into this application and ensure determining the employee-based roadmaps.

360 Degrees Competence Assessment System

360 degrees competence assessment system is one of many tools we use to identify the talents of our employees, prepare them for the future, provide facilities that will allow them to improve themselves by increasing self-awareness and support their career developments. Hence we ensure that our employees are objectively evaluated by themselves, their directors, peers and all employees they cooperate.

Strong Steps Toward the Future Program

During the 16-month program with 12 young graduates we included in our Strong Steps to the Future Program, which is one of the programs we launched in 2021 in order to support development of young people, who are the values of our future, in their careers in order to reach better tomorrows, we enabled them to gain business experiences in different departments in rotations and supported their development with trainings. In 2022, we employed 17 new young graduates. We intend our Strong Steps to the Future Program to be organized every year on a regular basis.



Young ASAŞ Staff Program

Our program which we have implemented for the purpose of making it possible for self-development of our team mates who have passed through an intensive evaluation and training process, polishing their capabilities necessary for the future of the organization and training the leaders of the future has been completed successfully. We target carrying out our Young ASAŞ Staff Program every year on a regular basis. In 2022, 18 young friends started Young ASAŞ Staff program.

Health, Safety, Environment (HSE)

As ASAŞ, we adopt a holistic approach that gives priority to sustainability, health and safety in all our operations. Being aware of our responsibilities toward our customers, employees and the environment, we strive to permanently improve our OHS performance pursuant to legislations. We strictly apply hygiene standards in our work environments, conduct regular health screenings and organize awareness programs to increase health awareness of our employees. Moreover, we care about ergonomics and develop physical and mental health promotion policies. We continuously update safety protocols in our company to ensure employee safety and minimize risks, develop emergency plans and conduct drills. We make continuous improvements to keep our employees' safety and welfare at the top level. We continuously monitor and improve our environmental performance in energy efficiency, waste management and water saving in order to minimize our environmental impact. We invest in technological innovations to comply with environmental standards and promote sustainable use of natural resources.

We describe our HSE approach to all our employees and act in cooperation with our stakeholders. We ensure that the processes are systematic, agile and effectively managed, by digitalizing HSE processes for application and extension within the organization of the HSE culture, which is one of the basic elements of "ASAŞ is Mine" culture, our main business target, and we increase the number of employees adopting the HSE culture. We provide awareness-raising trainings on health, safety and environment to our employees in physical and digital environments and encourage them for best practice examples.

With all such practices, we keep occupational health and safety standards at the top level, reduce our environmental impact and act in accordance with sustainability principles. Thus, we create a positive impact for both our company's success and welfare of the community and nature. We decreased accidents from 62% to 39% courtesy of the hand campaign in 2022. We also increased the number of near misses from 621 to 1088. According to the Turkey Aluminum Industrialists Association (TALSAD) data for the year 2021, in comparison with the other sectors in the aluminum sector, we feel the deserved pride of being even more successful with the rate 33% as the accident frequency speed of our factory.



For our Health, Safety, Environment (HSE) policy, please visit:

<https://www.asastr.com/corporate-/policies/health-safety-and-environmental-policy/>



HSE Culture

The HSE culture is the model we have designed for the purpose of making our working environments sustainably safe with the slogan **“Health comes first!”**. It consists of 5 main modules.

In our company, we seek to create an environment in which HSE is considered a part of daily life and taken into consideration in all processes. We are aware of the fact that such working climate is possible only with top-management members devoted to HSE matters and managers who exhibit high-quality and exemplary behaviors with a high awareness of danger and risks and employees who participate in HSE activities and observe each other.

Our HSE culture supported by basic elements encourages everyone in our company to comply with HSE principles and make effort for continuous improvement. This will allow us to reach our sustainability goals by providing maximum protection of employee health and safety while decreasing environmental impact.

In 2022, we provided a total of 54,640 hours of HSE training, organized by our HSE Directorate and ASAŞ ACADEMY. We perform our HSE Culture Trainings as continuous online and classroom trainings. 72 HSE Culture Evaluations are performed in 3 evaluation periods in 24 departments by the Strategy and System Development Management and 211 HSE field inspections are carried out by the HSE Management in the year 2022 for the purpose of internalizing the HSE Culture in a sustainable manner and making it widespread with an increased performance.

HSE Culture Modules



Observing the
Friends



Employee
Participation



Management
Commitment



Awareness
Level



Exemplary
Acting

HSE Culture Objectives

- Reaching sustainable zero-accident target
- Creating healthy and safe working environment
- Implementing our value “Respect for Employees”
- Leading by example other companies
- Having employees saying “ASAŞ Is Mine”

HSE Culture Activities



First You!

By "FIRST YOU" survey, we touched department employees and asked them to tell us about any risks they have come across since their first day at work in ASAŞ and any work steps they think are dangerous. With 119 'Near miss/Observation Report', entered into EBA system under FIRST YOU activity, a record number of participation as achieved accordingly, and a successful work that will set an example to all departments was performed.



We Develop the Occupational Safety Culture with Trainings

We know that one of the most important elements of our journey with our zero accident target is Occupational Safety Training. This year, as every year, in addition to legal occupational safety training, we provided training on topics such as Fire, Working at Height, Work Accidents, Machinery Safety, Legal and Criminal Liabilities.



Hand Campaign

In this study, which we started with the motto «Let Your Future Come to Life in Safe Hands», departments were given awareness trainings. After the training, we asked our employees to make a promise by printing their hands on a table we prepared for each department. We drew attention to "Hand Accidents" by making HAND FIGURES with our 400 employees.



Awareness Week

We turned Occupational Safety Week Activities, celebrated between 4-10 May every year, into a festive. With our solution partners, we organized PPE applications, work-specific risk and trainings. We increased awareness by granting surprise awards to employees who ranked within the first 3 places during Occupational Safety Competition, joined by all employees.

HSE Culture Activities



We Take Measures to Safely Work at Height

We established lifelines complying with the standards in regions where there are crane tracks, crane bridges, machinery and equipment requiring working at height and in vertical stairs used to access such regions in order to improve conditions of working at height and prevent any potential work accidents. Thus, we ensured decreasing the risk of falling from height.



Proactive Approach

We printed out Protection from Explosion Documents across our business and identified potential explosion sites. We created zone maps of the areas with explosion risk and checked the fitness statuses of our equipment. We ensured that precautions are taken for any nonconformance identified.



We have completed the Occupational Safety Trainings in Online Environment

We provide OHS 360 degree training to our personnel who have completed 2 years on the Qlik system, via the e-mobile system. In addition, we provide short training on special risks, post-accident training and training on ergonomics via the e-mobile system, ensuring that all our staff can access information quickly and reliably from their instant phones or computers.



Online Near Miss Notification System

We are collecting the near miss notifications from our employees in the digital environment in order to prevent the unsafe situations and events which are considered as heraldists of the potential work accidents. By means of the system activated, we received 1088 near miss notification in the year 2022 and all of the required actions have been completed properly.

We encourage making the near miss notifications and we make rewarding following each notification. Thus, we are making contribution in order to prevent the potential work accidents as well



Environment-Friendly Business Approach

Environment-Friendly Business Approach



Our priority in all our business centers is a business approach that protects the environment while carrying out our activities. With the influence of the main factors such as increasing consumption associated with rapid population increase worldwide and climate change, there's still a serious possibility that our natural resources will be limited to a threatening extent in the near future. Therefore, our environmental responsibilities have become the subject with the highest priority of sustainability. Acting with this awareness, we adopt international standards in environmental management with our environment-friendly, innovative production approach and our sustainability understanding based on business processes by reducing our environmental impact.

What Did We Do in 2022 To Contribute To Our Environment-friendly Business Approach?

- We obtained **ASI Standards Certificate** for international sustainable aluminium production.
- We supplied 100% of electrical energy consumed by us from renewable energy resources, as shown by the **I-REC certificate**.
- We made **LCA (Life Cycle Assessment)** calculation for 12 product groups.
- We obtained **EPD (Environmental Product Declaration)** certificates for all product groups for which LCA calculation was made.
- We made **Corporate Carbon Footprint** calculations under ISO 14064-1 (Scope 1- 2 - 3) standards.
- We prepared feasibility reports for our **Solar Energy System (SES)** project, which will contribute to Energy Efficiency production.
- Under MRV, we reduced the amount of greenhouse gas emitted to the atmosphere by **11%** per product in 2022.
- We calculated our **water footprint** according to ISO 14046 and created our inventory report.
- We recycled **98.5%** of our waste.
- We created our **biodiversity action plan** in accordance with IFC performance standards.
- By process improvements, we reduced the amount of acid we use in waste water treatment facilities by **6%**, compared to the previous year.

Climate Crisis and Energy Management

Climate crisis in the world is one of the largest and urgent problems in our planet and poses a serious threat. Effects such as increased greenhouse gas emissions, global warming, increasing sea level and extreme weather events show how serious the climate crisis is.

Before global climate change reaches a devastating and irreversible extent, all greenhouse gas emissions have to reach point zero. International conventions such as the Paris Agreement created a framework for abatement of greenhouse gas emissions and fight with climate change. However, people from all levels, business world, governments and communities have to assume more effective roles and make more efforts for prevention of climate crisis. At this point, the Paris Climate Agreement and the European Green Deal are form an important step in the fight against climate change at the global level.

The European Union's (EU) vision of becoming net zero by 2050 and Turkey's target of reaching net zero emissions by 2053 under the European Green Deal show that many sectors should play a role in the transition to a low-carbon economy by accelerating transformation. Since the aluminum sector is among the priority sectors that will be affected by the Border Carbon Regulation Mechanism (BCRM) developed in this context, we adopt low-carbon production and circular economy model and carry out studies to reduce greenhouse gas emissions in our value chain.

We track and monitor our performance by measuring greenhouse gas emissions every year and strive to create our company's net zero transformation roadmap. We calculate, track and report greenhouse gas emissions under the ISO 14064 standard. As ASAŞ, we aim to reduce environmental impact by contributing to the fight against climate change and are committed to being a pioneer for a more sustainable future.



Climate Crisis and Energy Management

We know that the first step of main ideas such as protecting our world, reducing our emission values and raising awareness, which are at the starting point of sustainability-oriented studies, is energy saving and efficiency.

Pursuant to our energy management strategy, we adopt an approach emphasizing energy efficiency and use of renewable energy resources. We continuously conduct improvement studies and use innovative technologies in order to optimize energy consumption in our production processes. We aim to reduce our energy use through solutions such as efficient equipment, energy-saving process improvements and measurement and analysis systems for energy optimization.

We meet our energy needs by using clean and renewable energy sources. Thus, we reduce our carbon footprint, while minimizing our negative impact on the environment on a local and global scale. We also try to develop and invest in renewable energy projects in our own facilities.

We actively use digital solutions to fight against the climate crisis and achieve our energy management goals. We work to increase energy efficiency, reduce our carbon footprint and improve our sustainability performance by integrating digital technologies such as advanced data analytics, smart sensors and automation systems into our processes.

We conduct various trainings, information materials, idea competitions and focused campaigns to raise awareness of our employees and local people on the climate crisis and energy management. Furthermore, we encourage our employees to adopt environment-friendly practices and contribute to energy efficiency in their daily work processes.



Climate Crisis and Energy Management

We conduct all our activities pursuant to **TS EN ISO 50001** Energy Management System standard. Being led by the Energy Directorate, we implement our projects with the aim of providing energy efficient design, effective use of energy and energy saving. We prepare our projects in 3 different categories with our **own resources, the Efficiency Enhancing Project (EEP)** in partnership with the Ministry of Energy, and **EU-supported** funds.

We carry out many projects such as efficient equipment use, energy recovery, commissioning of new systems by carrying out Efficiency Enhancing Projects (EEP) in cooperation with the General Directorate of Energy Affairs within the Ministry of Energy, and we receive some of the investment costs back as a grant.

We meet some of our electrical energy with the trigeneration facility, and we make maximum use of steam and hot water as ancillary energy sources. As ASAŞ, we received the IREC Certificate (Renewable Energy Certificate) developed by RECs International, which shows that we supplied **all electrical energy** consumed by us in 2022 from renewable energy sources.

With the Life Cycle Assessment (LCA) study we carried out for our 12 product groups in 2022, we evaluated every stage of the aluminum life cycle, from raw material extraction, transportation, production processes, use to end of life. With the studies we prepared with the cradle-to-grave (cradle-to-gate for our Foil product) methodology, we evaluated areas where improvements could be made to reduce our ecological footprint. In addition, we had our products for which we conducted an LCA study verified by an independent third party.

Target

In the following years, we aim to obtain I-REC Certificate by supplying all electrical energy we consume from renewable energy sources.

Target

In 2023, we'll set our carbon emission abatement strategy and targets.

Target

In the medium term, we aim to report CDP (Carbon Disclosure Project).

In the short term, in order to reach the target of monitoring our Carbon Footprint and reducing Carbon Emissions and achieving low-carbon production;

- We completed Product-Based Environmental Product Declaration (EPD) certification (together with Life Cycle Assessment (LCA)) and entered the verification phase.
- We conducted Life Cycle Assessment (LCA) study for a total of 12 products, including product groups of Cold Rolled Aluminum Plate, Painted Aluminum Plate, Aluminum Foil, Aluminum Profile, Anodized Aluminum Profile, Coated Aluminum Profile, PVC Profile, Laminated PVC Profile, Aluminum Rollform and Aluminum Composite Panel. We entered the verification phase of Product-Based Environmental Product Declaration (EPD) certification. Thus, we can track environmental impact of our products and perform effective resource efficiency and waste management.
- We made Corporate Carbon Footprint calculations under ISO 14064-1 (Scope 1, Scope 2 and Scope 3) Verification of Greenhouse Gas Emissions standard.
- We obtained ASI Standards Certificate for international sustainable aluminium production.
- We continue our initiatives in order to utilize clean energy resources in line with the formation of carbon market conditions under Green Energy.
- We also prepared feasibility reports through which we'll implement our SES (Solar Energy System) project that will contribute to Sustainable and Energy-efficient production in the medium term.

Environment Management

Being aware of environmental effects caused by aluminium production process, we, as ASAŞ, adopt an environment-friendly approach. We adopt an environment management strategy focusing on minimizing environmental impact, efficient use of resources and ensuring environmental sustainability.

We continue our work by considering the environmental impact of our production activities and new investments. We update our environmental impact assessment studies every year in order to achieve the target of zero pollution in air, water and soil.

We also care about raising awareness and training of our employees about environment management. We regularly carry out training programs covering topics such as raising awareness about environment- friendly practices, practicing energy and water saving, and contributing to waste management. Besides, we organize quiz shows and idea competitions. Accordingly, we ensure that our employees act with knowledge about the environment and contribute to environmental sustainability.

In 2022, in order to extend environmental awareness and environmental culture, we ensured that our current employees received training on various environmental issues online. We provided environmental awareness training to every new employee. Within the scope of 5 June World Environment Day, we planted various fruit saplings in the neighboring village Akbalık for the benefit of future generations. Although there's no obligation to do so in national legislation, we continue to work on environmental noise reduction and prevention. We reduced our environmental noise by improving and insulating the pumps of our hydraulic rooms and exposed noise sources in the press section of our aluminium profile factory.

In 2022, we made LCA (Life Cycle Assessment) calculation for 12 product groups. Besides, we obtained EPD (Environmental Product Declaration) certificates for all product groups for which LCA calculation was made and registered it with EPD Turkey. Also, there were no spills, leaks or environmental accidents in our production facilities in 2022.

Target

In 2023, we aim to render our environmental noise level in compliance with international laws and standards by making insulation cabins for the fans of combustion chimneys of Foundry Business at our Flat Rolled Products Factory.



Emissions

In our geography, where we increasingly feel the effects of climate change every day, we make new environment- friendly investments on the subjects of induction furnaces, filter systems, clean energy, etc. in order to fight against the climate crisis and prevent air pollution for sustainable development.

Emission Measures

Pursuant to the Regulation on Monitoring Greenhouse Gas Emissions, we reduced our constant combustion-related emissions by 11%, compared to the previous year. We conducted confirmation measurements of combustion gas, dust, VOC, PAH, HF, HCL emissions of 43 emission sources of our Flat Rolled Products Factory in 2022. We verified that all our values are in conformance with legal borderline values.

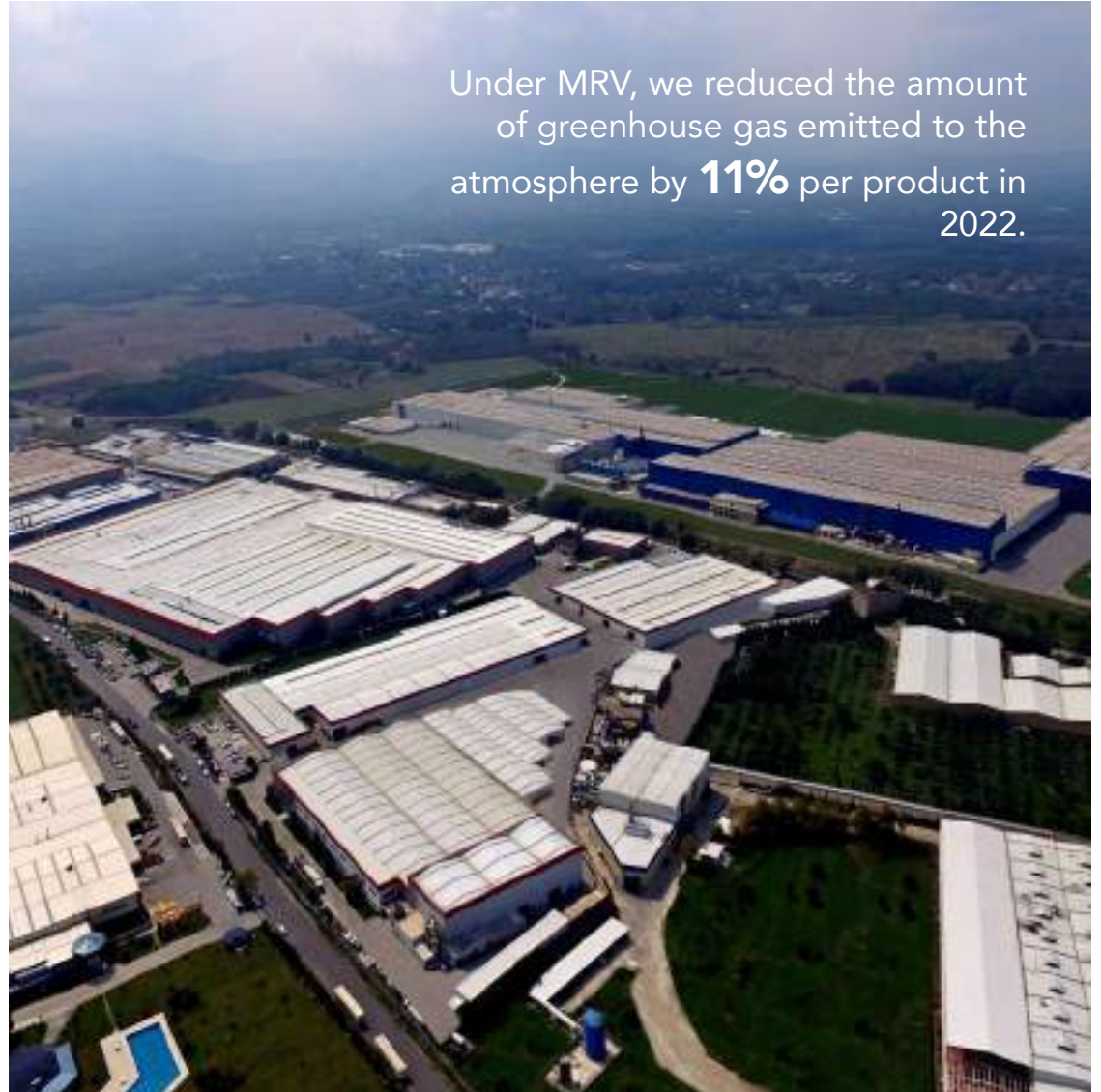
We reduce the effects of global warming by our environmental investments. We prevent solvent emission to the atmosphere by our regenerative combustion system we use in our foundry plant and our heat recycling systems in our paint operation plant and at the same time, we reduce natural gas consumption and save energy, thus decreasing our carbon footprint. Our trigeneration plant attracts attention with its low emission rates. Courtesy of this plant with natural gas input, we provide some of the electricity needs of our factory, and we also benefit from vapor and hot water, which are ancillary energy resources, at a maximum level.

We volunteered in TALSAD's İSTKA Project as a pilot business and completed our corporate carbon footprint calculations for 2022 under ISO 14064-1. We're also planning new strategies for emission abatement activities, in addition to our carbon footprint studies, for 2023.

Target

We're planning to make confirmation measurements of emissions of all chimneys in our aluminium profile factory in 2023.

Under MRV, we reduced the amount of greenhouse gas emitted to the atmosphere by **11%** per product in 2022.



Water Management

Today, climate is, without doubt, an inevitable agenda for communities and companies. Global Risks 2022 Report, published by WEF (World Economic Forum), lists Climate Crisis among the first 3 of the most serious global risks for the following 10 years, which clearly shows the seriousness of the situation. Along with drought, a consequence of climate change, effective use of water resources becomes increasingly important in our region as well as worldwide.

As ASAŞ Alüminyum, we take generating sustainable value in all areas as the basis, and continue our operations with awareness about our responsibilities for the economy, environment and society. We aim to minimize water consumption per product, as required by our operations, and promote sustainable water management with innovative projects.

Our water treatment facility works in 3 shifts and discharge of waste water into receiving medium is performed under control at all times. We make sure that we meet discharge standards by waste water analyses conducted daily in our own laboratories and commissioned to a third organization monthly.

We use blue water in our production plants and all our production facilities. In 2022, we calculated our water footprint according to ISO 14046 and created our inventory report. In 2023, we aim to further improve water management by developing new projects in positioning and digitalization of our counters.

Target

Among our priority targets are developing strategies for reducing our water footprint and water risk management plan. We also aim to address our risk assessment studies specifically for water issues.



Waste Management

In industrialized countries operating on the basis of linear economy, production and consumption circulation pose a threat to natural resources and the ecosystem. This encourages industrial production companies to move from waste management to resource management in terms of the policy they follow.

As ASAŞ Alüminyum, we continue our projects for minimizing waste generation, more effective use of resources, rendering waste recyclable to a large extent through secondary aluminium production pursuant to circular economy. During production, raw material can be used more effectively, the resulting side products can be recycled back to production and most importantly aluminium can be recycled multiple times, which strengthens the hand of this sector in terms of cyclicity and waste management.

We contribute to recycling outside the facility of any waste we cannot recycle by cooperating with licensed companies. The understanding of circular economy not only contains opportunities in terms of waste management but also facilities compliance with legislation and also generates remarkable gains in terms of reducing operational spending.

In all production facilities, we separate and collect paper/carboard, plastic, metal, glass, organic waste and dangerous waste at source. Each Branch of ASAŞ Alüminyum has a 'Zero Waste' certificate. We realized industrial symbiosis by ensuring that two different wastes of ours are utilized as raw materials in other industries in 2022.



We recovered **98.5%** of our waste in 2022.

Biodiversity

All ecosystems and biological systems on Earth are connected to each other, and none can survive on their own. Similarly, all organisms in a region need each other to be in balance and maintain a healthy population and environment. With this knowledge, we follow an effective strategy to protect and support biodiversity in order to achieve our goals of conserving natural resources and sustainability of ecosystems. While carrying out our production activities, we monitor local ecosystems and biodiversity areas. We adopt a sustainable approach to minimize the effects of our activities on natural habitats. In cooperation with local communities and stakeholders, we develop joint projects on biodiversity conservation and sustainability.

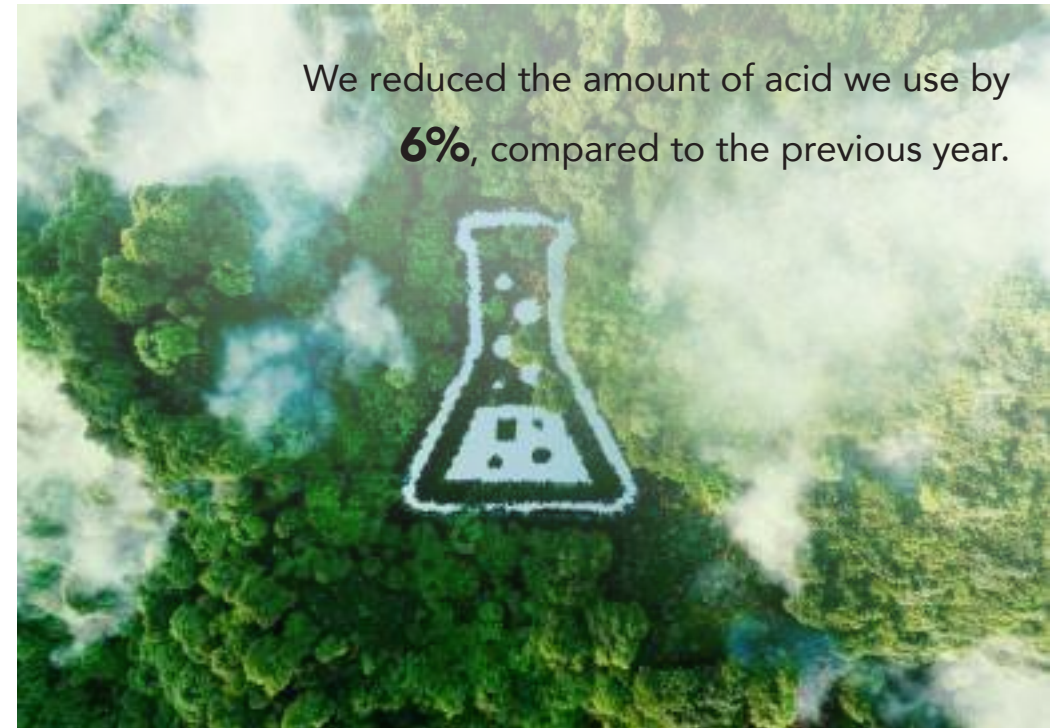
Attaching importance to conservation of biodiversity, we, as ASAŞ, developed our biodiversity action plan in accordance with IFC performance standards after flora and fauna expert researchers and our environmental sustainability team conducted scientific studies and investigations in the vicinity of our area of operation. We identified critical habitats around our area of operation and endangered species living in them. Through monitoring studies in 2023, we'll support natural life in the vicinity of our facilities by taking all actions in our action plan for biodiversity. We take account of biodiversity for protection of ecosystem and species in each investment we receive, procurement and improvement activities inside our area of operation. We'll first develop our biodiversity action plan and actions for our investments to be commissioned in the near future.

Chemical Management

We adopt an effective approach in order to ensure safe use of chemicals and minimize their environmental effects for the purpose of achieving our environmental sustainability and occupational health and safety targets. We evaluate the risks of chemicals used during our production processes and act in accordance with safe storage and use protocols. We regularly train our employees on chemical safety and encourage use of appropriate personal protective equipment. We also permanently invest in research and innovation to minimize environmental impact of chemicals and make use of alternatives.

We ensure repetitive use of chemicals before they become waste by performing recovery of thinner and rolling oil in our paint and rolling businesses, acid recovery in anode facility, and contribute to the goals of responsible consumption. In 2022, by process improvements, we reduced the amount of acid we use in waste water treatment facilities by 6%, compared to the previous year.

We manage chemicals using the "best available techniques" with our collection wells formed to keep spills under control in areas where chemicals are handled, lines directed to treatment facility, emergency response kits and overflow containers.



A photograph of a wind farm with several white wind turbines on a rolling green hill. The sky is filled with large, dramatic clouds, with some light breaking through. The foreground shows a dirt path and some dark foliage.

Sustainable Development Focused Business Approach

Sustainable Development Focused Business Approach



We seek to fulfill all requirements of sustainable development with our global growth approach supporting economic and social development. Our priority in growth is to develop innovative ideas in all our production facilities in order to meet future expectations in our sector.

What Did We Do in 2022 To Contribute To Our Sustainable Development Business Approach?

- We are ranked **53th in 500 Leading Industrial Corporations of Turkey** (ISO 500) survey in 2022.
- In the R&D 250 research in 2022, we are ranked **67st** among the companies with the highest R&D expenditures.
- We put into practice **563** out of 1525 ideas given.
- We implemented **114** projects.
- While implementing **18 R&D projects**, we had **7 designs/brands** registered.
- We made **patent application** for 1 R&D Project.
- We were included in **ABTOMAT** project, one of European Union projects.
- We became entitled to receive funds from our 1 EU project.
- We brought **22 articles** together with the academic circles.
- We became one of the first programs to get funding from TÜBİTAK **Battery Technologies Research and Development Platform for Electric Vehicles** (BA- TEG) program.

Our Innovation Culture

As ASAŞ, we know that continuous development is possible only with innovation and we believe in the power of innovation. Therefore, we build climate conditions suitable for innovation culture which we call "Innovation Creating Value" in all of our production facilities.

Our innovation processes focusing on sustainability set forth valuable ideas and new products/processes. The appropriate innovation climate conditions are implemented in Asaş by means of ensuring continuity of 6 factors which feed each other in our company. We are taking the contributions of our employees working with the idea management system and ASAŞ Project Management System we have established in order to enable our innovation culture to flourish and get settled into our organization and be converted into performance. We specify the champion projects of the year and reward them by means of the jury presentations carried out and performed by the executors of the projects we perform during the year in the Project Contest of the Superiors of ASAŞ we organize.

In addition, we also reward many activities outside routine works carried out in the organization within the framework of the ASAŞ Recognition and Appreciation System.

With Asaş Innovation ecosystem, which we aim for and position as a part of our corporate culture;

- We form a pool of broad knowledge and resources in which the specialists of the subject, suppliers, customers and finally end users come together,
- We ensure that outputs reach broader buyer/market masses by means of other stakeholder individuals and organizations,
- We achieve the strength to reach targets which cannot be reached individually thanks to the diversity of teams,
- We take actions faster and with more strength through learning increasing at each step and shorten the period of implementation of outputs.

In figures, in 2022:

1525 Ideas Given

563 Ideas Approved

114 Projects Completed

99 Projects Underway

Target

In 2023, we aim to create in-house entrepreneurship ecosystem for ASAŞ's journey of developing innovation culture.

Innovation Ecosystem



Continuity and
Profitability



Win - Win Relationship



Communication
Quality



Motivation



Supervisory Leadership



Customer's Voice

Our R&D Activities

“ASAŞ R&D Center is the first approved research center of the sector.”

We know that a brighter and lighter future could be created only with the new and different ideas and we have been leading the sector since the first day with our R&D Center. We continue to develop new projects which serve many sectors by our innovative perspective and our technological investments. We integrate our production infrastructure we continuously develop into our product and service quality under the share of advanced technology and then we present innovative products to our customers and thus we become their solution partners. By analyzing the latest trends in the sector, we conduct studies on areas including material science, production technologies, recycling methods and energy efficiency and take firm steps on becoming a sought-after supplier of strategic sectors.

Thus, we lend support to our sector for laying a strong foundation for an innovative and sustainable future. As of the year 2022, we develop many new projects for aluminium profile, aluminium composite panel, PVC profile, blinds, shutter systems and aluminium flat rolled products with our 65 R&D staff members, including 46 researchers, in our ASAŞ R&D Center, who continue their investigations using their testing and simulation capabilities. We are also making collaborations with valuable universities both inside and outside the country, we do our best in order to add value to our company and our sector. Our R&D budget, which increased by 106% in comparison to 2021, reached TRY 46.3 million in 2022. With our budget, while implementing 18 R&D projects, we had 7 designs/brands registered. We made patent application for 1 project underway.

We increase the number of EU projects, of which we're a partner, every year. In ABTOMAT project, in which we were included in 2022, we conduct studies on sustainability and recycling of aluminium. EU projects in which we're involved as partners are given below:

- **MAT4RAIL**
- **RETROFEED**
- **ENERMAN**
- **MARBEL**
- **ABTOMAT**
- **VULKANO**
- **FORGE**
- **SALEMA**
- **SALIENT**



The studies carried out within the structure of our R&D Center attracted a great attention in international congresses and symposiums in 2022, just like in the previous years. As ASAŞ, we brought 22 articles together with the academic circles during scientific activities in which we participated.

The activities in which we participated as of 2022:

- TMS 2022 - USA
- ALUS'10 - Türkiye
- IMMC'2022 - Türkiye
- IAEC'2022 – Türkiye
- TIH'2022 – Türkiye
- EC Road Transport H2020 – Belçika
- TÜBİTAK Europe Batteries Partnership Focus Group Training
- 7th Battery Technologies Workshop, organized by Aspilsan
- Istanbul Technical University, 8th Material Days
- TAÜ-UYAM / TÜBİTAK Sector Meeting – Türkiye
- Eskişehir Osmangazi University, 2nd Material Days
- Continuous casting technology study group of European Aluminium Association (GDA), Düsseldorf.

• TÜBİTAK 1004 - Battery Technologies Research and Development Platform for Electric Vehicles (BATEG)

Our program “Battery Technologies Research and Development Platform for Electric Vehicles (BATEG)”, for which an application was made under TÜBİTAK 1004 Excellence Center Support Program, became one of the first programs to get funding in this scope.

The study in which innovative battery package will be designed and prototype will be produced for domestic electric vehicles will last for 4 years, and in the program, as ASAŞ, new type of alloys and designs will be developed for battery carrier systems. Program consortium consists of many private sector, public organizations and stakeholders from universities.

The project will also be a reference for innovative battery technologies and provide information and knowledge about energy storage and management, transport technologies to our country. As ASAŞ, we continue to strategically make use of our experiences in leading projects and programs.

• The project which we supervise under TÜBİTAK 2209-B University Students Research Projects for Industry received funds.

The project investigation of solidification range of alloy elements added to 3105 alloy used to produce plates by casting method and of its effects on microstructure was funded with the cooperation of SUBÜ-ASAŞ.



EU Framework Programs

We perform scientific and innovative technology- focused projects through multi-national business collaborations under EU Framework Programs. As ASAŞ, we actively participate in all kinds of projects which will contribute to energy saving, process productivity, organization and engineering culture through coordination of various units and the R&D Directorate. As our output at the end of the project, we can take back investment costs up to 70% and all auxiliary expenses during the preparation process of the project as donations.

At the end of the projects, we reduce our costs and contribute to resource productivity. We managed to receive funds in 1 of 2 EU project applications we made in the year 2022. By ABTOMAT Project, for which we became entitled to receive funds, it's aimed to contribute to symbiotic metallurgical processes with circular economy, zero waste principle, low cost and low environmental impact in aluminium sector. As to the projects we're involved in, while Mat4Rail and Vulkano projects were completed, other projects still continue.

Projects for which we receive funds:

R&D Activity	Call No	Subject of Sustainability
MAT4RAIL	S2R-OC-IP1-01-2017	It is targeted to reduce the total CO ₂ emission by decreasing weight by developing hybrid doors for rail systems.
VULKANO	SPIRE-04-2016	Developing an energy productivity solution which covers 5 different methods. The results shall be predictable by making digital verification before actual verification and the energy shall be used efficiently because less number of trials shall be made.
RETROFEED 2019	CE-SPIRE-05	It's aimed to produce an energy efficient casting process with low chimney gas emission by using burners with integrated oxygen injector in aluminum fusion furnaces. With the lacquer removal furnace, it will be possible to use dyed-lacquered scrap that is not currently used.
FORGE	CE-SPIRE-08-2020	The extrusion casting life shall be increased with the ceramic coating which is resistant to the extreme conditions to be developed by TWI in this manner, thus less number of mould replacements shall be made and the energy saving shall be ensured.
MARBEL 2020	LC-BAT-10	It is targeted to ensure using the productive raw material usage by means of producing the aluminum battery carrier with an increased recycle rate. In addition to this, MARBEL is focused on the battery removal and renewal process during the design. The Design methodology for disassembly shall provide a ready, sustainable battery package for disassembly and 2nd usage, which is one of the first steps in the application of Circular Economy.
ENERMAN	DT-FOF-09-2020	It is targeted to develop an algorithm in order to ensure the smart working of the trigeneration plant. It shall be decided automatically when and how many engines shall be operated by means of the system developed. In this manner, less number of manpower shall be utilized and the system shall be commissioned much more productively. Not only energy saving shall be ensured but also the equipment shall be used effectively based on taking rapid decisions.
SALEMA	SC5-10-2020	It is targeted to ensure sustainable raw material usage by means of providing the CRM element content replacement for alloys which are used in the automotive industry.
SALIENT	CL5-2021-D6-01-10	It shall be ensured to develop the collision performance of the new-generation structural modules by means of the integrated smart passive security systems for the active security equipment. In this manner, the recyclable and energy productive battery systems can be produced.
ABTOMAT	ERA-MIN3 Joint Call 2021	Bauxite is listed as a critical raw material in EU's List of Critical Raw Materials (CRM) for 2020, which is a sign of the fact that bauxite is critical for sustainability of European economy and industry. Also, making use of waste generated by secondary processes will support EU's sustainable development plans. The project will focus on reuse of dross, red mud, clay, dust and diaspore.



Appendixes

Sustainability Performance Indicators

Economic Performance Indicators

ASAŞ Financial Appearance	2020	2021	2022
Net Sales (USD)	503.011.135	835.181.452	1.006.118.704
Cost of Sales (USD)	-425.497.468	-658.608.723	-821.917.551
Staff Expenses (USD)	-7.292.485	-8.076.005	-8.724.665
Operation Expenses (USD)	-11.418.782	-13.432.211	-23.460.013
Other Expenditures (USD)	-51.395.306	7.706.718	-33.502.587
Current Ratio	1,31	1,67	1,52
Acid-Test Rate	0,70	0,84	0,53

Sales Amount	2020	2021	2022
Extrusion (tonne)	44.892	62.889	65.400
Composite Panel (000 m²)	3.769	4.547	4.117
PVC Profile (tonne)	14.787	15.240	14.200
Roller Shutter (tonne)	3.132	4.029	3.733
Flat Rolled Products (tonne)	83.967	109.570	97.956

Export Figures	2020	2021	2022
Export Percentage	%51	%52	%53

Occupational Health and Safety Performance Indicator

Group Accident Frequency Rate (LTI)	2020	2021	2022
Accident Frequency Rate	20.40	13.55	21.35

Social Performance Indicators /Labor Force

By Educational Status Employee Figures	2020	2021	2022
Primary School	729	768	789
High school or an equivalent school	1.098	1.231	1.315
Associate Degree	288	319	322
Bachelor's degree	405	447	484
Master's/doctorate	78	83	95
Total	2.598	2.848	3.005

Employee Figures by Age	2020	2021	2022
Between 18-25 years of age	298	361	392
Between 25-35 years of age	1.087	1.169	1.199
Between 35-55 years of age	1.185	1.271	1.367
55 and older	33	47	47
Total	2.598	2.848	3.005

Employee by Year of Service Our Figures	2020	2021	2022
Less than 1 year	383	563	514
1 to 5 years	990	893	976
5 to 10 years	734	846	844
10 years and more	491	546	671
Total	2.598	2.848	3.005

Female Employee Figures	2020	2021	2022
Director and higher	11	10	15
White Collar	175	184	181
Blue Collar	42	45	45
Total	228	239	241

Environmental Performance Indicators/Energy

Total Energy Consumption

Aluminium Flat Rolled Products Facility	Elect. Consumption (kwh)	Natural gas Consumption (sm ³)	PVC Profile & Roller Shutter Facility	Elect. Consumption (kwh)	Natural gas Consumption (sm ³)
2020	100.573.744	15.503.512	2020	11.230.313	78.840
2021	102.421.517	18.648.559	2021	12.738.399	297.823
2022	101.398.766	19.472.859	2022	12.493.193	328.411

Aluminium Extrusion Facility	Elect. Consumption (kwh)	Natural gas Consumption (sm ³)	Composite Panel Facility	Elect. Consumption (kwh)	Natural gas Consumption (sm ³)
2020	54.299.327	12.511.873	2020	8.441.438	6.143
2021	64.880.108	15.347.600	2021	8.626.797	7.664
2022	63.364.877	15.176.552	2022	7.334.938	8.308

Environmental Performance Indicators/Energy

Energy Density

Aluminium Flat Rolled Products Factory	Elect. Energy Density (kwh/tonne)	N. gas Energy Density (sm ³ /tonne)	PVC Profile & Roller Shutter Factory	Elect. Energy Density (kwh/tonne)	N. gas Energy Density (sm ³ /tonne)
2020	1.095	169	2020	731	5
2021	861	157	2021	809	19
2022	909	175	2022	827	34

Aluminium Extrusion Factory	Elect. Energy Density (kwh/tonne)	N. gas Energy Density (sm ³ /tonne)	Composite Panel Factory	Elect. Energy Density (kwh/tonne)	N. gas Energy Density (sm ³ /tonne)
2020	1.089	251	2020	428	0
2021	942	223	2021	362	0
2022	896	214	2022	342	0

Environmental Performance Indicators/Energy

Waste Heat Production

Waste Heat Production	Hot Water (kg)	Steam (m ³)
2020	684.382	12.702.911
2021	769.812	43.358.755
2022	488.310	9.664.000

Environmental Performance Indicators / Emissions Management

	2020	2021	2022
Flat Rolled Products Facility Emitted to the Atmosphere per product CO ₂ eq	0.31	0.31	0.28
Aluminium Extrusion Facility Emitted to the Atmosphere per product CO ₂ eq	0.59	0.50	0.44

Scope-1 and Scope-2 Greenhouse Gas Emission Values	2020	2021	2022
Direct Greenhouse Gas Emissions	70.454,30 tonne CO ₂	87.381,81 tonne CO ₂	99.199,20 tonne CO ₂
Energy Indirect Greenhouse Gas Emissions	7.150,7 tonne CO ₂	0.00 ton CO ₂	0.00 tonne CO ₂

Environmental Performance Indicators/Water Management

	2020	2021	2022
Water Consumed per Product (m ³ /tonne)	5.65	4.57	4.76
Waste Water Quantity (m ³)	270.305	292.270	301.291

Water Usage	2020	2021	2022
Underground water (Well water)	773.927 m ³	843.556 m ³	840.226 m ³

Environmental Performance Indicators / Waste

	2020	2021	2022
Quantity of Waste per Product (tonne/tonne)	0.12	0.13	0.12
Total Waste (tonne)	16,713	23,822	23,839
Dangerous Waste (tonne)	5.588	6.899	8.235

Quantity of Disposed Waste (tonne)	2020	2021	2022
Burning (With Energy Recovery)	746	984	1019
Regular Storage	351	347	335

Environmental Performance Indicators / R&D Activities

R&D Activities	2020	2021	2022
R&D Center Spending (TRY)	16.766.349,11 TL	22.406.830,70 TL	46.362.262 TL
Ratio of R&D Spendending to Circulation	0,47%	0,49%	0,38%
Number of Completed Projects	31	19	18
Number of R&D Personnel	74	68	65
Number of R&D Focused Projects Per Person	0,92	1,56	0.93
Number of Patents Applied for	1	4	1
Number of Registered Utility Models	1	2	2
Number of Registered Designs/Trademarks	6	9	7
Ranking of Companies with the Most R&D Spending	66	61	67
Ranking of Companies Conducting the Most R&D Projects	14	20	67
Participated in Fairs, Conferences etc. Number	3	4	10

Supplier Distribution Indicator

Distribution of our suppliers	2020	2021	2022
Local Suppliers	%34,71	%25,97	%26,61
Overseas Suppliers	%65,29	%74,03	%73,39

GRI Content



GRI CONTENT INDEX			
Declaration of Use	ASAŞ Alüminyum issued the report for the period 1 January 2022 - 31 December 2022 in accordance with GRI Standards.		
GRI 1 Use	GRI 1: Basic 2021		
GRI Sector Standard	Sector report has not been published.		
GRI STANDARD/ OTHER RESOURCE	DISCLOSURE	CHAPTER	EXPLANATION FOR INFORMATION NOT GIVEN
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Details of the organization	About Us, Page: 9 https://www.asastr.com/corporate-/about-us/	
	2-2 Organizations included in sustainability reporting	Our Report, Page: 5	
	2-3 Reporting period, frequency and contact information	Our Report, Page:5 sustainability@asastr.com	
	2-4 Restatement of information	GRI Content Index: No restated information in the report.	
	2-5 External Inspection	GRI Content Index: No external inspection received.	
	2-6 Activities, value chain and other business relations	About Us, Page:9 Our Value Chain, Page:48-49 https://www.asastr.com/corporate-/about-us/	
	2-7 Employees	Employee Loyalty and Employer Brand, Page:58 Social Performance Indicators /Manpower, Page:86	
	2-8 Workers who are not employees	In 2022, due to its works covered by a high number of investments, the number of employees of our contracting company was about 800, though this number varied throughout the year.	
	2-9 Governance structure and composition	Corporate Governance, Page:14	
	2-10 Nomination and selection of the highest governance body	Corporate Governance, Page:14	

The GRI Services Team has examined that, within the scope of the Content Index - Essentials Service, the GRI content index is clearly included in the report and that references to GRI 2-1, 2-5 and GRI 3-1, 3-2 statements are included in the relevant places in the report content. The service was provided through the Turkish version of the report.

GRI Content Index

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Declaration of Use	ASAŞ Alüminyum issued the report for the period 1 January 2022 - 31 December 2022 in accordance with GRI Standards.		
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GRI Sector Standard	Sector report has not been published.		
GRI STANDARD/ OTHER RESOURCE	DISCLOSURE	CHAPTER	EXPLANATION FOR INFORMATION NOT GIVEN
General Disclosures			
GRI 2: General Disclosures 2021	2-11 Chairman of the highest governing body	Corporate Governance, Page: 14	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Committee, Page: 26	
	2-13 Delegation of responsibility for managing impacts	Sustainability Committee, Page: 26	
	2-14 Role of the highest governing body in sustainability reporting	Sustainability Committee, Page: 26	
	2-15 Conflict of interest	Business Ethics and Our Rules, Page: 39-40	
	2-16 Communication of critical concerns	Our Report, Page:5 Stakeholder Engagement Plan, Page:37 Stakeholder Relationships, Page:38 Business Ethics and Our Rules, Page: 39-40	
	2-17 Collective knowledge of the highest governing body	Corporate Governance, Page: 14	
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, Page: 14	
	2-19 Remuneration policies	https://www.asastr.com/corporate-/policies/human-rights-policy/	
	2-20 Process to determine remuneration	https://www.asastr.com/corporate-/policies/human-rights-policy/	

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GRI Sector Standard	Sector report has not been published.		
GRI STANDARD/ OTHER RESOURCE	DISCLOSURE	CHAPTER	EXPLANATION FOR INFORMATION NOT GIVEN
General Disclosures			
GRI 2: General Disclosures 2021	2-21 Annual total compensation ratio	https://www.asastr.com/corporate-/policies/human-rights-policy/	Cannot be disclosed due to confidentiality.
	2-22 Explanation regarding sustainable development strategy	Sustainability Policy, Page:6 Sustainability Management, Page:25 Sustainability Perspective, Page:27 Decarbonization Roadmap, Page:28 Net Zero Journey, Page:29 Sustainability Perspective, Page: 30	
	2-23 Policy commitments	Collaborations and Memberships, Page: 42	
	2-24 Embedding policy commitments	Sustainability Policy, Page: 6 Collaborations and Memberships, Page: 42	
	2-25 Processes to remediate negative impacts	Stakeholder Engagement Plan, Page:37	
	2-26 Mechanisms for seeking advice and raising concerns	Stakeholder Engagement Plan, Page:37	
	2-27 Compliance with laws and regulations	Corporate Risk Management Page:16-17 Responsibilities, Page:41	
	2-28 Membership associations	Collaborations and Memberships, Page:42	
	2-29 Stakeholder engagement approach	Stakeholder Engagement Plan, Page:37	
	2-30 Collective Bargaining Agreements	GRI Content Index: No collective bargaining agreements at ASAŞ Alüminyum.	

GRI Content Index

GRI CONTENT INDEX			
GRI STANDARD/ OTHER RESOURCE	DISCLOSURE	CHAPTER	EXPLANATION FOR INFORMATION NOT GIVEN
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Priorities, Page:31	
	3-2 List of material topics	Sustainability Priorities, Page:31-32	
	3-3 Management of material topics	Sustainability Priorities, Page:32	
Financial Performance	Financial Performance	Financial Performance	Financial Performance
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainability Priorities, Page:32	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities economic value due to climate change	Corporate Risk Management, Page:17	It cannot be disclosed due to confidentiality reasons.
Climate Crisis and Carbon Emissions Reduction	Climate Crisis and Carbon Emissions Reduction		
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainability Priorities, Page:32	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Sustainability Priorities, Page:32	
	302-3 Energy intensity	Environmental Performance Indicators - Energy, Page:87	
	302-4 Reduction of energy consumption	Climate Crisis and Energy Management, Page: 70-71-72	
GRI 305: Emissions 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Environmental Performance Indicators - Emissions, Page:89	
	305-2 Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Environmental Performance Indicators - Emissions, Page: 89	
	305-5 Reduction of greenhouse gas (GHG) emissions	Decarbonization Roadmap, Page: 28 Net Zero Journey, Page: 29	

GRI Content Index

GRI CONTENT INDEX			
GRI STANDARD/ OTHER RESOURCE	DISCLOSURE	CHAPTER	EXPLANATION FOR INFORMATION NOT GIVEN
Occupational Health and Safety	Occupational Health and Safety		
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainability Priorities, Page: 32	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, Safety, Environment (HSE), Page: 64	
	403-2 Hazard identification, risk assessment, and incident investigation	Health, Safety, Environment (HSE), Page:64 HSE Culture, Page: 65	
	403-3 Occupational health services	HSE Culture Activities, Page:66-67	
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety, Environment (HSE), Page:64 HSE Culture, Page:65 HSE Culture Activities, Page:66-67	
	403-5 Worker training on occupational health and safety	HSE Culture, Page:65 HSE Culture Activities, Page:66-67	
	403-6 Promotion of worker health	Health, Safety, Environment (HSE), Page:64 HSE Culture, Page:65	
	403-8 Workers covered by an occupational health and safety management system	Health, Safety, Environment (HSE), Page:64	
	403-9 Work-related injuries	Occupational Health and Safety Performance Indicator,	

GRI CONTENT INDEX

GRI CONTENT INDEX			
GRI STANDARD/ OTHER RESOURCE	DISCLOSURE	CHAPTER	EXPLANATION FOR INFORMATION NOT GIVEN
Scrap Management and Recycling	Scrap Management and Recycling		
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainability Priorities, Page:32	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Environmental Performance Indicators - Waste Management, Page:89	
	306-2 Management of significant waste-related impacts	Waste Management, Page:76	
	306-3 Waste generated	Waste Management, Page:76 Environmental Performance Indicators - Waste Management, Page:89	
	306-4 Waste diverted from disposal	Waste Management, Page:76 Environmental Performance Indicators - Waste Management, Page:89	
	306-5 Waste directed to disposal	Waste Management, Page:76 Environmental Performance Indicators - Waste Management, Page:89	
R&D and Innovation	R&D and Innovation		
GRI 3: Material Topics 2021	3-3 Management of material topic	Sustainability Priorities, Page:32	



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