



SUSTAINABILITY REPORT
2021

Contents

ABOUT ASAŞ

04	About Our Report
05	Sustainability Policy
06	Message from our General Manager
07	About Us
08	Production Facilities
09	ASAŞ at a Glance
10	History of ASAŞ
11	Economic Performance
12	Corporate Management
13	Management Policy
14	Corporate Risk Management
15	Boards and Committees
16	National and International Certificates
17	Successes and Rewards
18	Sustainability Management
19	Sustainability Committee
20	Sustainability Perspective
23	Sustainability Priorities

COLLABORATIVE BUSINESS APPROACH

25	Collaborative Business Approach
26	Stakeholder Relations
27	Business Ethics and Rules
28	Responsibilities
29	Collaborations and Memberships
30	Perfect Customer Experience
32	Digital Transformation Voyage
34	Supplier Relationships and Supply Management
35	Value Chain
37	Sourcing Management
38	Corporate Social Responsibility Activities

RELIABLE BUSINESS APPROACH

40	Reliable Business Approach
41	Working Life at ASAŞ
42	Employee Commitment
43	Empowering the Woman in Business Life
44	Manifest "There is Equality in this Business!"
45	Human Rights Approach
46	Continuous Growth Voyage for our Employees
49	Young Talent Programs
50	ASAŞ Academy Activities
51	Health Safety Environment (HSE)
52	HSE Culture
53	HSE Culture Activities
54	Digitalized HSE Culture Activities
55	COVID – 19 Special Chapter

ENVIRONMENT-FRIENDLY BUSINESS APPROACH

57	Environment Friendly Business Approach
58	Energy Management
61	Environment Management
62	Emissions
63	Water Management
64	Waste Management

SUSTAINABLE DEVELOPMENT FOCUSED BUSINESS APPROACH

67	Sustainable Development Focused Business Approach
68	Innovation Culture
70	R&D Activities

APPENDIXES

74	Sustainability Performance Indicators
81	GRI Content Index



ADDS VALUE TO THE LIFE



About Our Report

We take up the influences which are formed as a result of the activities which we have carried out as **ASAŞ Aluminium** 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 regular basis.

Our Collaborative, Reliable, Environment-friendly and Sustainable Growth Focused business approach in the coverage of our Sustainability Strategy which we have specified as ASAŞ Aluminium in the year 2019 forms the fundamental components of our report. In the next period, in compliance with the road map which we have specified in all of the steps to

be taken by us under the leadership of ASAŞ Sustainability Committee, we shall continue to keep the sustainability on our focus.

Following our second Sustainability Report which we have published on September 2021, we feel happiness to share our third report with our stakeholders. Our report covers the studies which we have carried out between the dates 01st January 2021 – 31st December 2021. Our report covers all of the activities of our 5 production centers which are situated and located in Akyazi / Sakarya, our main office which takes part in Istanbul and our facility which is situated in Neuwied / Germany. This report has been prepared in accordance with the GRI Standards: Core option. This report has been prepared in Turkish and English. You can send all of your questions, opinions and suggestions to the e-mail address 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 the 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 the economic and social development



Message from our General Manager



Dear Stakeholders,

As ASAŞ, we have continued to implement our investment plans by means of continuing to grow in spite of the COVID-19 pandemic the influences of which continue throughout the world. For the purpose of carrying the Aluminium and PVC to all points of the life for a sustainable future; we feel the happiness to close the year 2021 with a great success graph by means of taking our targets which we have specified in the environmental, social and corporate framework on our focus.

In the previous year which is 2021, some positive developments occurred such as the increased rate of vaccination against the pandemic, taking a significant distance in taking the disease under control by the countries and experiencing progresses in the commercial activities and in the economic performances. However, as of the last quarter of the year, some developments which may endanger the economic progress also occurred on account

of the inflation in the global economy, increasing debt, income inequality, extraordinary increases in the energy, commodity and transportation costs and the geopolitical stresses as well. In spite of the environment of uncertainty which is created by these major risks and changes, we achieved together to develop some new business manners towards the rapidly changing needs, with our flexible production capability and with the previous and self-sacrificing efforts of our employees as our most valuable assets and to take our company out of this difficult process with the further growth and development.

As ASAŞ, while we achieve the sustainable growth, we target at adding value by means of creating innovative solutions with our specialization build-up and our technologic capabilities for our employees, customers, suppliers and all of our stakeholders and thus pioneering the target markets and we continue with the confident steps on this voyage.

We act with the belief that the sustainability is more than reducing our carbon footprints and we argue that the environmental, social and economic perspectives should be taken up altogether. Because of this reason, the climate change and the environmental, social and economic difficulties which are brought with it take part on our prioritized agenda.

We target at exhibiting an ethical approach which adds value to our stakeholders by mean of our "Collaborative Business Approach" in accordance with our policy and strategies which we have formed for the value-focused, reliable and sustainable development, providing a reliable working environment with our "Reliable Business

Approach", continuing our environment-friendly and innovative production approach which reduces the carbon footprint with our "Environment-friendly Business Approach", maintaining and developing our structure which supports the economic and social development with our "Sustainable Growth-focused Business Approach" and we are working for this.

We feel a great happiness because the Paris Climate Agreement which is signed by 197 countries is also approved by the Great Turkish Assembly (TBMM) and we are also closely following the policies and practices which are focused on the climate and sustainability both in global and nationwide level as the EU Green Convention in particular. The inclusion of the Aluminium industry as one of the 5 energy-intensive sectors in the Limit Carbon Regulation with the 55 Conformity Package which is announced in the coverage of the EU Green Agreement process indicates once more how the actions which we have taken so far and the activities which we have planned for the future are significant.

While we are doing our duty as ASAŞ for a sustainable world at the focus of these works for which we made an intensive effort and in the light of lots of activities which we have carried out, we shall continue to develop all of our investment and production decisions by means of our sustainable-focused culture which we have carried from the past to today and to plan our future at the axis of our sustainability strategy accordingly.

Derya HATİBOĞLU
General Manager

About Us

As ASAŞ Aluminium, we take part 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 which are equipped with the latest technology which are located in Akyazı, Sakarya region, our more than 2.800 employees and with our exportations which we make to more than 90 countries in total. We feel the deserved pride of being one of the leading producers of Turkey and that of the Europe in line with the stable growth rates since 1990's. 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.

We are developing the value-added products with our design and Research-Development works by means of establishing the first ministry-approved Research-Development Center and making the innovation culture as a focal point on each area and thus we are presenting to the market the products which we produce with our own brand. With ASAS GmbH, we target at reinforcing our commercial collaborations with Europe, providing rapid services for our customers, increasing our activities at the technologic and value-added products and evaluating the new opportunities properly.

In Akyazı and Karapürçek -premises, we are providing services for many different sectors and markets such as construction, automotive, railed systems, commercial vehicles, energy, packaging, consumables and maritime in our Aluminium Extrusion, Composite Panel, Aluminium Flat Product, PVC Profile and Roller Shutter production plants as located in 923.000 m² total area as 300.000 m² closed area.

As ASAŞ, we are aware of the fact that our values are not realizing the high-quality productions only. Because of this reason, we also believe in the power of the social development and the social responsibility projects rather than the science only 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 which we provide for the art under the single framework, getting together the artists, academicians and students in this direction and supporting the learning, designing and production processes by means of the mutual synergy continues its activities in the frame of the roadmap which we have specified for this.

ASAŞ BASKETBALL CLUB which is 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 area in which we carry out our activities and keeping our children out of the bad habits continues with the target of being a club which could win prizes in the national and international championships and which trains players for the national team.

ASAŞ ACADEMY which is established with our request of pioneering the development and change to be a community which shares our vision and corporate values carries out its training and development activities in compliance with the specific needs of its stakeholders as well.

Headquarter

ASAŞ Alüminyum Sanayi ve Ticaret A.Ş.

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

Aluminium Extrusion & Composite Panel Facility

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

Flat Rolled Products Facility

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

PVC Profile & Roller Shutter Facility

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

ASAŞ GmbH

Rasselsteiner Str. 101, 56564
Neuwied / Germany

Click for more detailed information about ASAŞ. www.asastr.com

Production Facilities

Aluminium Extrusion

We produce the products with the best quality and with the lowest costs for our valuable 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 products and we are realizing the special technologic investments in this manner. We are leading the sector by means of producing the innovative products on many areas from the automotive to the railed systems.

In our integrated production plant, in the year 2021;

- Aluminium Billet: **93.498** tonne/year
- Aluminium Extrusion: **69.015** tonne/year
- Anodized Profile: **18.718** tonne/year
- Powder Coating Profile: **16.088** tonne/year productions are realized.

Aluminium Flat Rolled Products

We are meeting the growing high-quality product demands of the Turkish and world market by means of our Aluminium Flat Rolled Products Production Plant which is equipped with the latest technology. We are performing casting all the time with various alloys at our integrated production plant and we also perform effective rolling with the sensitive tolerances by means of the cold rolling process.

In our integrated production plant, in the year 2021;

Aluminium Flat Rolled Products;

- Sheet: **45.806** tonne/year
- Foil: **46.873** tonne/year
- Painted Sheet: **28.442** tonne/year productions are realized.

Aluminium Composite Panel

We are producing the products containing various physical and mechanical characteristics and with an aesthetical appearance for the interior and exterior fronts of the buildings with the different measurements and wide color range at our Composite Panel plant in which the advanced technology is utilized.

In our integrated production plant, in the year 2021;

- Aluminium Composite Panel: **4.618.574** m²/year production is realized.

PVC Profile

We are producing the doors, windows and dressing systems at the high-quality standards in our PVC Profile Production Facility. We are providing services for our customers on various areas including the construction area in particular with our registered products.

In our integrated production plant, in the year 2021;

- PVC Profile production: **15.737** tonne/year production is realized.

Roller Shutter

We are realizing the production of the roller shutter systems and complementary accessories with our wide product range in our Roller Shutter Production Plant.

In our integrated production plant, in the year 2021;

- Roller Shutter: **2.949** tonne/year production is realized.

ASAŞ at a Glance



On 923.000 m² area
5 Production Plants



%100
Domestic Capital



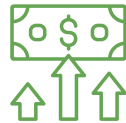
Exportation
To more than 90
countries in 6 Continents



Asaş GmbH
Which is established
on 880.000 m² area



54
ISO 500
500 Leading Industrial
Corporations Listing
of Turkey



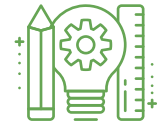
7.519.771.620 TL
Circulation



37 millions TL
Making maximum amount
of spending with the R&D
Investment Amount
3. Company



In the sector, first
R&D Center



19 Number of
the Completed
R&D Projects



33%
As White Collar
Rate of the Women
Employed



2.848
Employees



Kagider First
**Opportunity Equality
Model Certificate**
in the Sector



22.5
Number of trainings
realized with the
organizations of ASAŞ
ACADEMY (person*hour)



Recycled material usage
rate: Aluminium Extrusion
53.85%, Flat Rolled
Products **33.42%**

History of ASAŞ



1992

We have started the production process by means of establishing our first Aluminium extrusion line in Gebze.



1997

We started our PVC profile production in Akyazi.



1998

We moved the Aluminium production lines from Gebze to Akyazi.

2014

We started the production of the aluminium flat rolled products in Karapürçek.



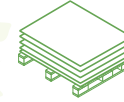
2008

We started the Aluminium roller shutter production.



2006

We started the Aluminium composite panel production in Akyazi.



2015

- We established **ASAŞ ART.**
- We established the first **R&D Center** in 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 growing in a stable manner since the first date of our foundation. We are making contribution to the sustainable growth of our country and that of the world by means of the products which we produce, the employments which we provide, the Research and Development studies and the Environment and Energy activities which we carry out and perform.

- We achieved to increase our production quantities also in the year 2021 just like every year in all of our production plants and in all of our product groups.
- Our exportation increased again in the year 2021 and then reached 52% in comparison with the previous year in spite of all of the economical inconveniences in the developed countries which are our main exportation markets.

- Our circulation reached the amount of 7,5 milliard TL with approximately 110% increase in the year 2021 in our company which is established with 100% domestic capital.
- As ASAŞ, we ensured an increase not only in the production and sales but also in the employment rate. Our employment reached 2848 by means of increasing by 9.6% in comparison with the previous year in the year 2021.



Corporate Management



Mission:

Carrying Aluminium and PVC to ever point of the life for a sustainable and bright future which is freed from its loads.



Vision:

We aim at adding values to our stakeholders and pioneering the target markets by means of creating innovative solutions with our specialization build-up and our technological capabilities.



Corporate Values:

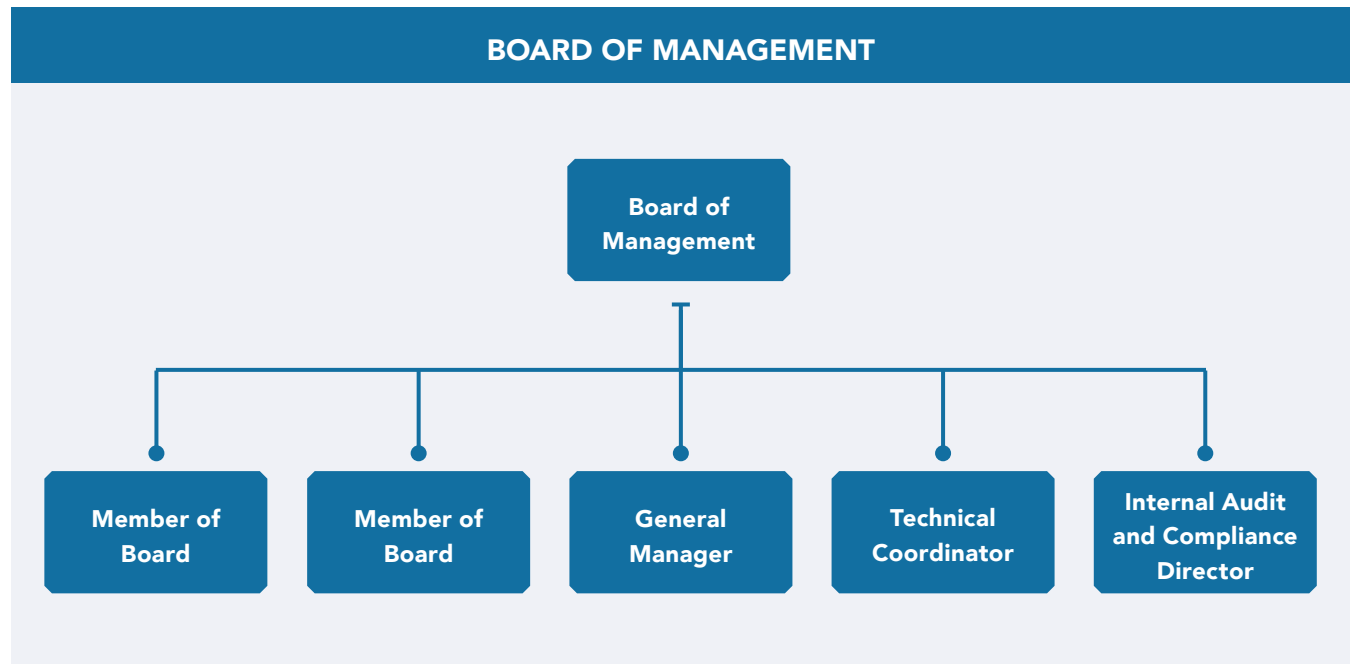
As ASAŞ, the best guide for us is the values which we have adopted:

- Respect to the Employee by Touching
- Voyage to perfection by means of seeking continuous development
- Being ethical by means of exhibiting accurate behaviors
- Being customer-focused by means of creating values continuously

Our values draw the limits of the understanding and behavior forms of each stakeholder and valid for all of our stakeholders. All of our stakeholders exhibit exemplary behaviors in adopting our values. For detailed information, you can visit the following website; <https://www.asastr.com/corporate-/mission-vision-values/>

We are adopting a participative, innovative, reliable, environment-friendly and human-focused management approach beginning from the first date of our foundation. With this understanding, we are evaluating the economic, social and environmental factors together in all of the strategic and operational process and decision-making mechanisms.

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 integrating our economic, environmental, social and ethical responsibilities into our strategies properly. We adopt a sustainable management model in all of our plants and in all of our decision-making processes by means of the leadership and vision of our board of directors.



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

While implementing such basic policy;

- We commit and undertake, with the participation of all of our employees, to simplify all of the work flows by means of taking the digitalization on the center;
- To create a target-focused working culture by means of emphasizing the performance-based management culture;
- To make ASAŞ an employment brand which is considered exemplary in the sector,
- To increase the commitment by means of enhancing the brand value of ASAŞ with its R&D and innovation power by means of focusing on the Value-Added Innovative Products and sectors,
- To increase the market hare by means of increasing the awareness with the branded products by means of a marketing-focused structuring,
- To eliminate all kinds of wastes by means of increasing the productivity with a well-disciplined approach in all of the processes,
- To crate the perfect customer experience for all of our customers,
- To place the sustainability at the center of all of our strategies.

Profitable Growth Voyage

As ASAŞ, we have 8 main purposes which we have adopted in order to ensure the sustainable profitable growth in the voyage towards our vision. In the frame of these purposes, we specify our priorities and then we direct our activities accordingly.



Simplifying all of the work flow by means of focusing on digitalization



Creating a target-oriented employee culture by means of focusing on the performance-based management culture



Making ASAŞ an Employee Desk which is considered exemplary in its sector



To increase the commitment by means of increasing the brand value of ASAŞ with its R&D and innovation power by means of focusing on the value added innovative product sand sectors



Creating perfect customer experience for all of our customers



Eliminating all kinds of wastes by means of increasing the productivity with the disciplined approach in all of the processes



Placing the sustainability at the center of all of our strategies



Increasing the market share and increasing the exportation share by means of increasing the awareness in the branded products with the market focused structuring

Corporate Risk Management

RISK TYPE	HOW WE MANAGE?
 Legal Risks and Regulatory Compliance	<p>We continually following the critical subjects which are specified in the contracts which are made with the 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 in the coverage of them and then we manage them under the leadership of the related units in our company. We follow the conformity of our work processes by means of the annual audits which are carried out and performed in the structure of all of our departments as well as our Internal Audit and Compliance Directorate and we manage our potential risks accordingly. We are aware of the fact that the sectors which we serve take part in the priority groups in the European Green Convention and we are taking the necessary actions in order to eliminate the potential risks which may occur by means of the potential sanctions (Limit Carbon Mechanism, etc.).</p>
 Financial Risks	<p>We are performing the financial risk analyses for all of our processes within the company every year in order to ensure the sustainability of our activities as well as the effective management of the risks. We are carrying out the analyses of the subjects such as the (five-year) profitability, investments, expense levels (production and fixed expenditures, etc.), balance sheet position (liquidity, indebtedness, etc.) at the long term and we take the required actions accordingly.</p>
 Operational Risks	<p>We are managing the business processes such as quality, productivity, employee and customer satisfaction, knowledge security, supply chain, occupational health and safety which have the operational risk potential in the frame of the quality standards. We are performing the risk evaluations together with all of our units which manage the operational processes either directly or indirectly periodically. We are also updating the risk analyses performed towards the future according to the market conditions, economic influences and customer expectations. We prioritize our risks, we take immediate actions for the urgent issues and we are forming strategic plans for the long-term risks and we ensure their managements. We take up our risks which we evaluate in the coverage of the sustainability (such as environment, climate, waste, water, energy, etc.) by means of performing regular meetings with our sustainability committee and we update our targets which take part in our sustainability strategy in the manner to eliminate the risks.</p>

Boards and Committees



Knowledge Security Board

It is responsible for examining the activities which are carried out on the subject of Knowledge Security Management Certificate (KSMC), planning the actions in accordance with the needs, determining the present or potential knowledge security violations in the departments and whenever it is considered necessary, initiating the corrective and preventive actions and carrying out all of the actions in an effective way.



Energy Committees

There are separate energy committees for each department in order to ensure the energy productivity in a more effective manner in our company. The energy committees are responsible for forming awareness and consciousness in energy in their related departments, providing the trainings, ensuring the energy-effective works of the operations and following them properly.



Discipline Boards

There are discipline boards in each facility. The discipline boards include the Factory Director, Human Resources Group Manager, Health, Safety and Environment (HSE) Manager, two department managers and Occupational Health and Safety (OHS) Board employee representatives. It is responsible for acting in compliance with the ASAŞ policies and regulations and ensuring the confidentiality of the files which are received by the board.



Ethics Board

It is responsible for investigating and solving the complaints and notifications regarding the violation of the ethical rules in the coverage of the ASAŞ Business 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 has been established, which is composed of the chairman and members of our executive board in the coverage of our road map for digitalization. In the board which is held with the chairmanship of our general manager, the projects which take part in the digitalization roadmap of our company are being evaluated.



Pandemic Board

The Pandemic Board is established for the purpose of protecting the health of our employees and their families, taking the required measures properly and presenting the uninterrupted services for our customers.



Health Committee

In the frame of our Human Resources Strategy and Corporate Values, the Health Committee is established for the purpose of providing support and assistance on the health issues for our employees and their families. The Committee is trying to assist them for the purpose of supporting our employees both materially and/or morally in the difficult process which they experience.



Sustainability Committee

The Sustainability Committee is established for the purpose of following the sustainability applications which we carry out, developing them, ensuring the adaptation and making widespread of these applications throughout the company. The detailed operation of the Sustainability Committee is explained under the heading of "Sustainability Management" of our report.



Occupational Health and Safety (OHS)

The OHS Boards are established for the purpose of carrying out the Occupational Health and Safety activities as separately for each of our factories.

Our OHS Boards which are composed of the employee representatives, employer or employer deputy, workplace physician, work safety specialist, human resources, administrative and financial affairs authorized officers are held once in every two months.

National and International Certificates

We are aware of the fact that the management systems are considered an integrated component of our voyage for development. Because of this reason, we are carrying out our activities in compliance with the laws and standards with our national and international certificates at all of our production facilities.

STANDARDS / CERTIFICATES	Aluminium Extrusion	Flat Rolled Products and Composite Panels	PVC Profile & Roller Shutter
ISO 9001 Quality Management System	●	●	●
ISO 14001 Environment 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 Standard	●		
QUALANOD Specifications	●		
QUALICOAT Specifications	●		
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	●		

Successes and Rewards



500 Leading Industrial Corporations of Turkey 2021

We increased from the 63rd line to the **54th** line in the 500 Leading Industrial Corporations of Turkey (ISO 500) research in the year 2021.



2021 Year Productivity Project Rewards

We achieved in **two** categories in "2021 Year Productivity Project Rewards" which is coordinated by the Ministry of Technology and Industry.



We are rewarded in 4 Categories by IDDMIB

We are rewarded in **4** categories as ASAŞ in the Reward Ceremony of the Metallic Stars of Exportation in the year 2021 of Istanbul Union of Iron and Non-Iron Metals Exporters.



EKÖK Compliance Best Plans Award

ASAŞ Alüminyum San. ve Tic. A.Ş. is chosen among the "**EKÖK Compliance Best Plants**" in Integrated Contamination Prevention Control (EKÖK) Metal Project iron and non-iron metal sector and then rewarded by the Ministry of Environment and Urbanization and Karabük University.



R&D 250 Research

In the R&D 250 research which is carried out by Turkish Time; we are ranked in the **61st** line among the companies with the highest R&D expenditures and in the **3rd** line in the Iron and Non-Iron Metals sector.



Best Managed Companies

We are among the 2021 Turkey winners of the Deloitte **Best Managed Companies** program.



International I-REC Certificate

By means of the International I-REC certificate, we have documented that we supplied all electricity energy which we consumed in the year 2021 from the **renewable resources**.



KAGİDER Certificate

We obtained the Turkey Women Entrepreneurs Association (KAGİDER) **Opportunity Equality Model** Certificate for the first time in the sector.

Sustainability Management

As ASAŞ, we target at reaching the value-focused, reliable and sustainable growth in accordance with our strategic targets which we have formed on the way of reaching our vision and our Sustainability Policy which we have adopted in our voyage of sustainability.

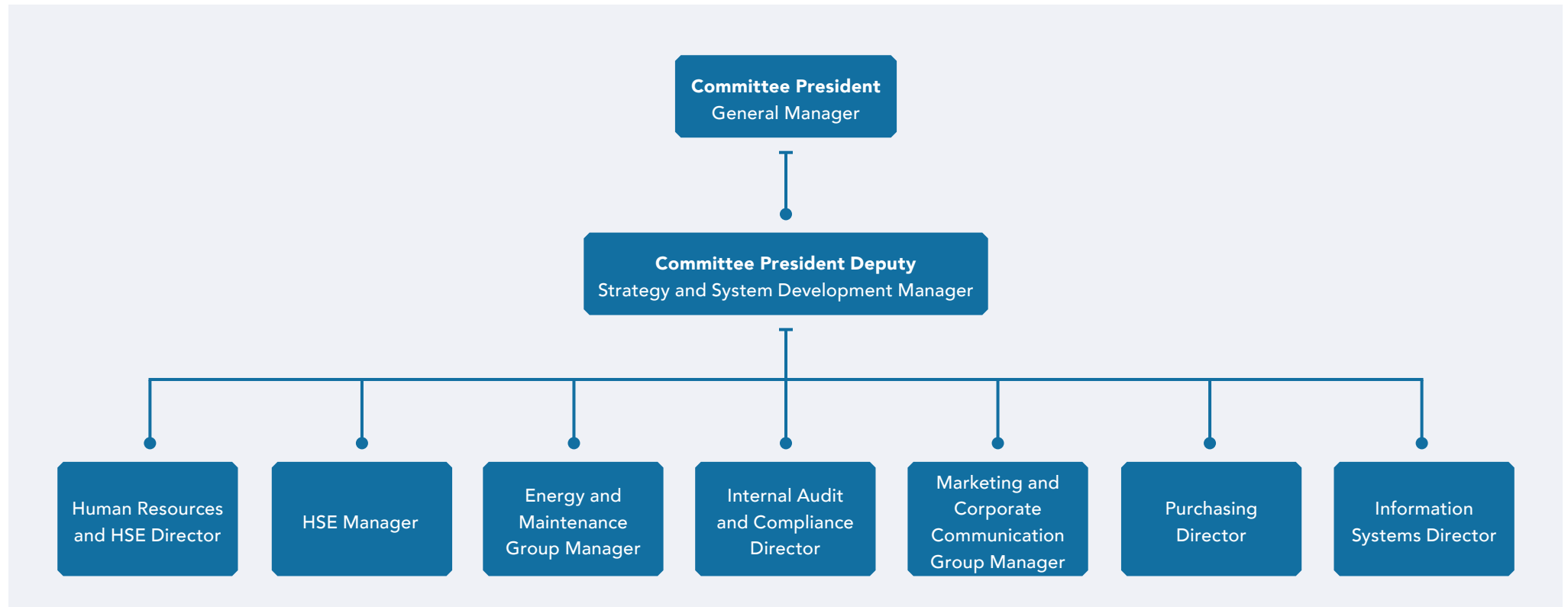
We are aware of the fact that the sustainability management takes up the matters of environmental, social, economic and governance holistically and the high interaction of these subjects with each other. Because of this reason, we have established the sustainability committee under the leadership of our general manager in the year 2019 as well. We are performing our sustainability works with our sustainability committee representatives attending from all of our functions.

Apart from our in-organization processes, we are establishing communication effectively for the purpose of enabling all of our stakeholders adopt our sustainability strategy, policy and practices and we also ensure the realization of the coordination for the purpose of active participation of all of our stakeholders in these processes.



Sustainability Committee

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



Sustainability committee and the working groups which we have formed in the frame of our focal points meet in certain intervals and then they discuss on our strategic targets. They review our present works and action plans which we carry out towards our targets on regular basis. We are following our decisions and our projects which are formed as a result of the studies to be implemented on all of our actions.

We also discuss the investments which are planned to be realized in our plants with regard to the sustainability in our committee as well and then we put them into practice with the unanimous votes of our representatives. Thus, we make sure of the compliance of our corporate targets with the framework of sustainability.

Sustainability Perspective

BUSINESS UNDERSTANDING APPROACH

HOW WE MANAGE?



Collaborative Business

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 to conform to the global trends. By means of adopting the sustainable development purposes, we target at forming a more just, equalitarian and transparent business approach as well.



Reliable Business

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



Environment-friendly Business

Our first priority in all of 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 the increasing consumption and climate change based on the rapid population increase all over the world, the possibility that our natural resources shall be limited to an endangering extent in a near future is still sufficiently severe. Because of this reason, our environmental responsibilities became the subject of the sustainability with the highest priority level.



Sustainable Development Focused Business

We are working in order to fulfill all of the requirements of the sustainable development with our global growing approach which supports the economic and social development. Our priority in growth is to develop the innovative ideas in all of our production facilities in order to meet the future expectations in our sector.

Sustainability Perspective

Sustainability Strategy

Collaborative Business Approach



- Analysing the value/demand chain in order to develop the stakeholder's participation
- Complying with the European Green convention.
- Performing, following and reporting all of the activities of ASAŞ in compliance with the ASAŞ Strategic Plan which is modelled according to the sustainability approach.
- Extending the coverage of the Risk / Opportunity analyses.

Environment-Friendly Business Approach



- Adopting the Emission Management to all of the activities
- Zero waste
- Reducing the Carbon Emissions
- Making contribution to ensuring the satisfaction of the biodiversity
- Managing and developing the energy usage

Reliable Business Approach



- Increasing the resource which is allocated to training in proportion with the growth of our company
- Zero Accident
- Ensuring the unconditional diversity, coverage and equality in the structure of ASAŞ
- Increasing the Employee Commitment
- Ensuring the Employment continuity with the Target Mass Based Development Programs

Sustainable Development-Focused Business Approach



- Performing the local social responsibility projects
- Implementing the sustainable financial business model with the foreign and local stakeholder with the EU donation project under the coordination of ASAŞ
- Performing the future scenarios of the R&D activities

Sustainability Perspective

Under the leadership of our Sustainability Committee, the sub-committees which we have established in the frame of each of our business approaches carry out activities for 14 of 17 Sustainable Development Purposes and they realize their missions properly by means of creating a widespread influence area with the new projects in the frame of our sustainability strategy and global expectations.

Business Approach	Sub Committee	Working Subject	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
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 Protection of Water 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 are addressing a wide group of stakeholders in different sectors in which we provide services. As it is stated in the "Stakeholder Relations" section of our report, we are in a regular dialogue with our stakeholders at every stage of not only production but also the sale process.

As a result of this evaluation, the subjects which influence the sustainability subjects are gathered together under 3 main headings as the very high-priority subjects, high-priority subjects and the other subjects and thus we have formed the Sustainability Priorities Matrix in this manner.

The sustainability priorities of our company are specified by means of including all of our stakeholders into the process and the steps to be taken by us in the future shall be managed in line with these priorities.

The efforts which we have spent for the financial sustainability and secure working environment pose a high importance for our stakeholders and they take part at the high points in our sustainability priority map as well.

Relation with the UN Global Purposes according to our prioritized subjects

Subjects with very high priority

- Occupational Health and Safety (OHS)
- Financial Performance



Subjects with high priority

- Emissions
- Energy Management
- Customer Satisfaction



Other subjects

- Water Management
- R&D and Innovation



Map of Sustainable Priorities



A close-up photograph of four hands, two from the left and two from the right, clasped together in a circle. The hands are of a light skin tone. The background is a soft, out-of-focus green, suggesting foliage. A white rectangular box is superimposed over the upper center of the image, containing the text "COLLABORATIVE BUSINESS APPROACH" in green, bold, uppercase letters.

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 protecting our stakeholders also in the future, we are making our best efforts in order to enable to conform to the global trends.

By means of adopting the sustainable development purposes, we target at forming a more just, equalitarian and transparent business approach as well. We are working in order to make the embrative ASAŞ culture. We are developing our business processes on regular basis in order to ensure the satisfaction of our stakeholders. We are performing implementations in order to support and develop our close surrounding and the local people covering our supply chain as well.



What we have done in the year 2021 in order to make contribution to our collaborative business approach?

We obtained the **Opportunity Equality Model Certificate** by means of making collaboration with Turkey Woman Entrepreneurs Association (KAGİDER).

We continued the digital transformation projects with full speed in order to create the perfect customer experience. We also implemented **CxALL Project** and increased the process performance by means of transferring our processes into the **Ensemble** system.

We started to following all of our quality activities with the **QDMS Integrated Management System**.

We started using **E-Tender** system in order to increase our purchasing performance.

We have performed the **effective resource usage** planning and management.

We touched the community with our various. **Corporate Social Responsibility Activities**.

Stakeholder Relations

By means of the studies which are carried out by the Sustainability Committee, we define the persons and organizations which are affected by our activities not only on short term but also on medium term and which also influence our company performance by means of their decisions taken and/or to be taken and their behaviors as the key stakeholders. We evaluate each of our key stakeholders separately within our processes such as the production process, human resources management, processes supporting the production, support and assistance, public organizations and corporations, suppliers, customers and strategic planning according to the specific needs and expectations.

Our communication methods with our stakeholders vary according to the needs and expectations. The monitoring periods and the responsible units are also separately determined in accordance with these differences. As an indispensable part of our sustainability works, we continuously follow and report the opinions, needs and expectations of our stakeholders continuously and by means of using the most effective and influential communication channels.

Stakeholder Groups



Institutions of Service
Purchase
Suppliers
Subcontractors
Waste Disposal Companies



Society
Partners
Senior Management
Employees



Ministries
Chambers of Industry and
Commerce
Chambers Unions
Educational Institutions



Banks
Insurances
Customs Brokers



Customers
Competitors



Business Ethics and Rules

As ASAŞ, while we continue our growth with the full speed, we have specified our common business principles, ethical principles and associated practices with the ethical codes which are based on the universal rules. With our ethical code and the principles and policies which we have published in the coverage of this code (irrespective of their duties and characteristics at ASAŞ), we undertake and commit to put the highest priority on the honest and ethical behavioral forms in our relationships with our customers, suppliers, business partners, stakeholders and competitors. The "Ethics Board" which we have formed in order to take up eth ethical violations or the ethical dilemmas is obliged to investigate and then resolve the complaints and notifications regarding the matter that the ethical rules are violated in the coverage of the ASAŞ Business Ethics Rules.

For our ethical rules, you can visit our website; <https://www.asastr.com/corporate-/codes-of-conduct/>

Basic Business Ethical Values and Principles



Honesty and Reliability

Honesty and accuracy are our priority values in all of 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.



Productivity

We are working as result-oriented by means of benefiting from the available resources in order to reach the company purposes. We use the time more accurately in order to be more effective and more productive while doing a business, we devote ourselves to our business and we complete that business in the best and most successful manner and then we seek the ways to do this business in even a better way.

We measure our performance justly and carefully and we put understandable, realistic and accessible targets and then we evaluate our performance according to these targets.



Justice and Equality

We behave all of our stakeholders and to each other justly and we keep ourselves out of the discrimination of any kind. We do not take into consideration the differences such as race, nationality, language, religion, gender and social status among our customers, subcontractors and suppliers and we always refrain from prejudiced attitudes and behaviors.



Open Door Policy

We solve lots of subjects without making them problems. Our "open door" policy encourages all of our employees to express their ideas and opinions and to state their concerns and complaints freely and to ask questions about them on the condition of being within the legal and ethical limitations. All of our managers keep their "doors open" to their stuff and the other personnel that want to reach them and support this policy in this manner.



Confidentiality

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

We do not take any confidential information, document, regulation or project etc. works out of the company while leaving the company and we do not use for our own interests and against the company in any manner as well.

Responsibilities

Responsibility to Comply with the Laws and Regulations: We act in compliance with the laws and regulations of the countries in which we carry out activities. We keep and maintain the information, documents and records concerning these activities on regular and complete basis as well.

Responsibilities towards the Employees: We ensure using the personnel rights of our employees in the complete and most accurate manner. We approach to our employees both honestly and justly and we undertake to establish a reliable and healthy working environment with no discrimination.

Responsibilities towards the Customers: We work with a proactive and customer satisfaction focused approach which answers the needs and demands of our customers as soon as possible and in the most accurate manner.

Responsibilities towards the Suppliers and Business Partners: We protect the confidential information of the persons and corporations with which we are doing business together carefully.

Responsibilities towards our Rivals and the Sector: We act in a legal and ethical ground with our sector competitors. We comply with the competition law rules and we refrain from all sorts of unjust competition as well.

Responsibilities towards the Community and the People: We support all kinds of activities and formations which may increase the responsibility towards the community and we prioritize the development of the environment-friendly technologies.

As ASAŞ, we disclose the information about the important fines, provisions, prices and non-monetary sanctions to the public opinion properly.

*We hereby declare that, in the year 2021, there was not any important amount of fine exceeding the amount of 2000 TL and charged against ASAŞ Alüminyum Sanayi Ticaret Anonim Şirketi.



Collaborations and Memberships

We are carrying out and performing the joint projects and collaborations with lots of organizations and corporations which make contributions to our Sustainability Strategy and sustainability performance; and we are making contributions to our country economy and our brand value with the common studies which we carry out.

At the same time, we share our corporate memory and experiences with lots of associations, councils and chamber memberships in Turkey; and we support the holistic development and improvement voyage. In addition to this, we take responsibility by means of taking part in the managements of lots of associations and chambers in which we are members and we are performing our own duties and responsibilities as well.

Organizations with which we collaborate are as follows;

- 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
- İstanbul University
- Sakarya University
- Sabancı University
- Atılım University
- Işık University
- İstanbul 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 in which we are members

- TALSAD (Turkey Aluminium Industrialists Association)
- AYİD (Aluminium Surface Processors Association)
- TAYSAD (Carriage Vehicles Side Industrialists Association)
- DEİK (Foreign Economic Relations Committee) – America Business Council
- German-Turkish Chamber of Industry and Commerce
- İSO (İstanbul Chamber of Industry)
- İTO (İstanbul Chamber of Commerce)
- İMMİB (İstanbul Mine and Metal Exporters Unions)
- KALDER (Quality Association)
- PÜKAB (Window Producers Quality Union Association)
- ARUS (Anatolia Railed Transportation Systems Masses)
- CEPHEDER
- KAGİDER

Perfect Customer Experience

ASAŞ System

With the awareness that one of the most important steps of the perfect customer experience is presenting and providing the high-quality services, we have structured and implemented a system which could present onsite and instant solutions for our customers for the problems which may occur due to the nature of the production process. Thanks to this management system which we call **ASAŞ System**, we target at creating an ecosystem which targets at the human and customer focused innovative and continuous development.

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



HSE Culture

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



Respect to Human Culture

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



YAK Culture

Having "customer-focused" approach over the deviations occurred.



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 the wastes



ASAŞ YAK

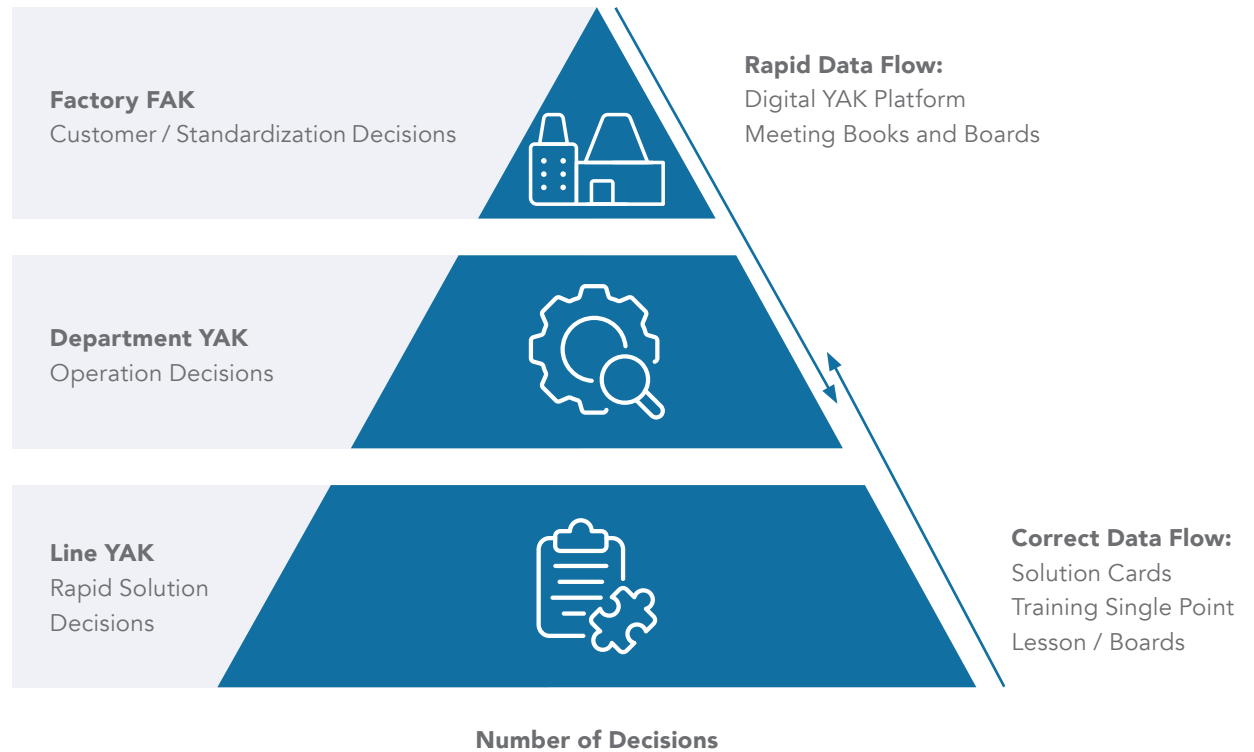
Starting from this point, we have created a climate by means of our YAK Culture approach which we have fictionalized in order to standardize the domestic and foreign customer focus of our organization and to develop the correct reflex giving capability.

By means of our YAK approach, we aim at accelerating the information and data flow, supporting our added value focused management, facilitating the decision-making processes and providing the communication/analysis and follow tools.

The YAK Culture is composed of three types of meeting mechanisms. The instant Line YAK meetings are held for the solutions which are experienced on the line and the problems are solved in this manner. The Department YAK meetings in which the subjects which could not be resolved in the lines and in which the critical processes are taken up with regard to the daily department management are being held and performed under the coordination of the department manager. The subjects which could not be solved in the departments and the critical processes for the factory management are taken up in the factory YAK meetings under the moderation of the factory director. In order to obtain the permanent solutions for the problems, there should be a rapid data flow from the line YAK meetings to the factory YAK meetings. In order to make the resolved issues widespread, the accurate knowledge flow should be provided to the field with the Solution Cards, Trainings – Single Point Lessons and Information Boards.

By means of the systematic YAK meetings which we carry out in integration with the different levels at the organization, we evaluate all of the customer focused subjects with regular periods with the participation of the relevant persons from the line level to the top management level and thus we guarantee the customer satisfaction with the permanent solutions in this manner.

YAK Modules



Digital Transformation Voyage

With the awareness and consciousness that we are a leading company in the sector, we make digitalization as our focal point for the purpose of reaching the highest productivity and performance in compliance with our sustainability strategy and we realize the digital transformation in all of our activities. With the power of the digital technology, we reshape all of our work processes with the support of the technology and with the transformation move which we realized, we target at reaching and ensuring the productivity, sustainability, agility and resistance.

We established the fundamental strategy of our digital transformation voyage on 3 basic columns as the sustainability, productivity and customer satisfaction in order to simply the complex structure which is brought with all of our production facilities and to increase the traceability and then we ensure an effective management in this manner.

The Digital Project which we have launched in the year 2018: We continued the digital transformation activities without any interruption with our Industrial 4.0 Transformation Voyage.

We continued to protect our company from end to end and with all of its digital assets and accesses by means of managing the cyber security risks which are brought with the digitalization and realizing new investments. We have improved the Data Analysis and Visualization projects for the purpose of managing the instant data flow effectively with the new technological infrastructures formed. We ensured the productivity and effectiveness increase by means of carrying out the activities to improve the Robotic Process Automation (RPA) system.

A First in the Sector: CxALL Project

As ASAŞ, we realized a first in Turkey by means of implementing 4 cloud solutions which are developed for reaching the customer satisfaction of the SAP system in the sector. We implemented the CxALL Project as soon as possible in order to create a perfect customer experience and to be with our customers at all times in the pandemic period. By means of the CxALL project, we ensured using the similar tools in all of our production facilities and in all of our business models and we also ensured gathering together the customer notes, meeting notes, offer processes etc. Activities within the same infrastructure. Thus, we realized gathering together the transactions which were carried out to the same customer by different business disciplines.

We connected all of our machines to the center with the fiber and cat7 cables and we maximized the data flow speed. We ensured the accessibility and traceability by means of gaining the data which are collected in the central location with the cloud technology into the corporate memory.

We monitor all of the processes beginning from the ordering requests of our customers up to the final consignment processes and we provide services for our customers from a single channel as independent from time and space. We continue to carry out in a productive manner with the digital transformation tools and without using any additional resources in spite of our increasing offer volume in the previous year.



Digital Transformation Projects

- We continue to develop the YAK processes which we have moved into the digital environment in the pandemic period in the year 2000 every day in the light of the notifications which are received from the users. By means of the **Digital YAK**, the corporate memory is being formed and we return to our customers rapidly, we perform meetings as independent from any space and we eliminate the documentation-related difficulties as well. In addition to this, we determine the potential development areas by means of the effective data management and we make our processes perfect by means of using the continuous improvement tools.
- By means of the **Digital Meeting Management System** which we have commissioned, we ensure transferring our corporate information into the corporate memory. We increase our action follow-up performance and we make our meetings even much more productive.
- By means of our processes which we have transferred into the **Ensemble** system, we ensure managing their process performances instantly and we visualize the added value which we have formed in our processes and ensure them to be simplified.
- By means of the **QDMS Integrated Management System**, we manage all of our quality activities in the digital environment and we form the necessary coordination between the persons and activities, we save from time with accessibility and we prevent the labor losses as well. At the same time, we ensure the traceability by means of managing the follow-up of all of the actions in the digital environment.
- By means of the **E-Tender** system which we have commissioned for our purchasing operations, we create a rapid and transparent environment and we enable increasing the purchasing performance and we enhance the quality of our interaction with our suppliers. At the same time, we achieve cost saving with the competition environment which is formed in this manner as well.



Supplier Relationships and Supply Management

We know that being able to ensure the quality of the products and services which are provided by us at the maximum level is dependent on the performance of the raw materials, products and services which we purchase. Because of this reason, in addition to the cost advantages, deadlines and compliance with the international certifications in our purchasing processes; we also value the secure working environment of our business partners, compliance with the ethical rules, sensitivity towards the social subjects and the environmental awareness level etc. subjects and approaches. As ASAŞ, we are sharing the policy which we have adopted with our business partners as well.

You can get access to our Supply Chain Management Policy through the website address <https://www.asastr.com/corporate-/policies/supply-chain-policy/>

In our supply chain, we have specified our main business targets with the vision of “producing the supply chain solutions which provide competition advantage for our stakeholders”. We are carrying out and performing our relationships as compatible to the ethical principles which take the sustainable competition as basis in accordance with our business targets and based on the confidence. In this direction, we are working to make contribution to the continuous developments of our suppliers as one of the most important factors of our value chain.

We are carrying out our Supply Chain Management under 3 main processes;

- **Supplier Selection Process**
- **Supplier Evaluation Process**
- **Supplier Development Process**

Our suppliers pass through an effective and influential pre-evaluation system. Our related units are responsible for supplying the purchasing process under the most appropriate conditions and in the frame of the criteria as specified. We are subjecting our suppliers to the evaluation process at least once in a year.

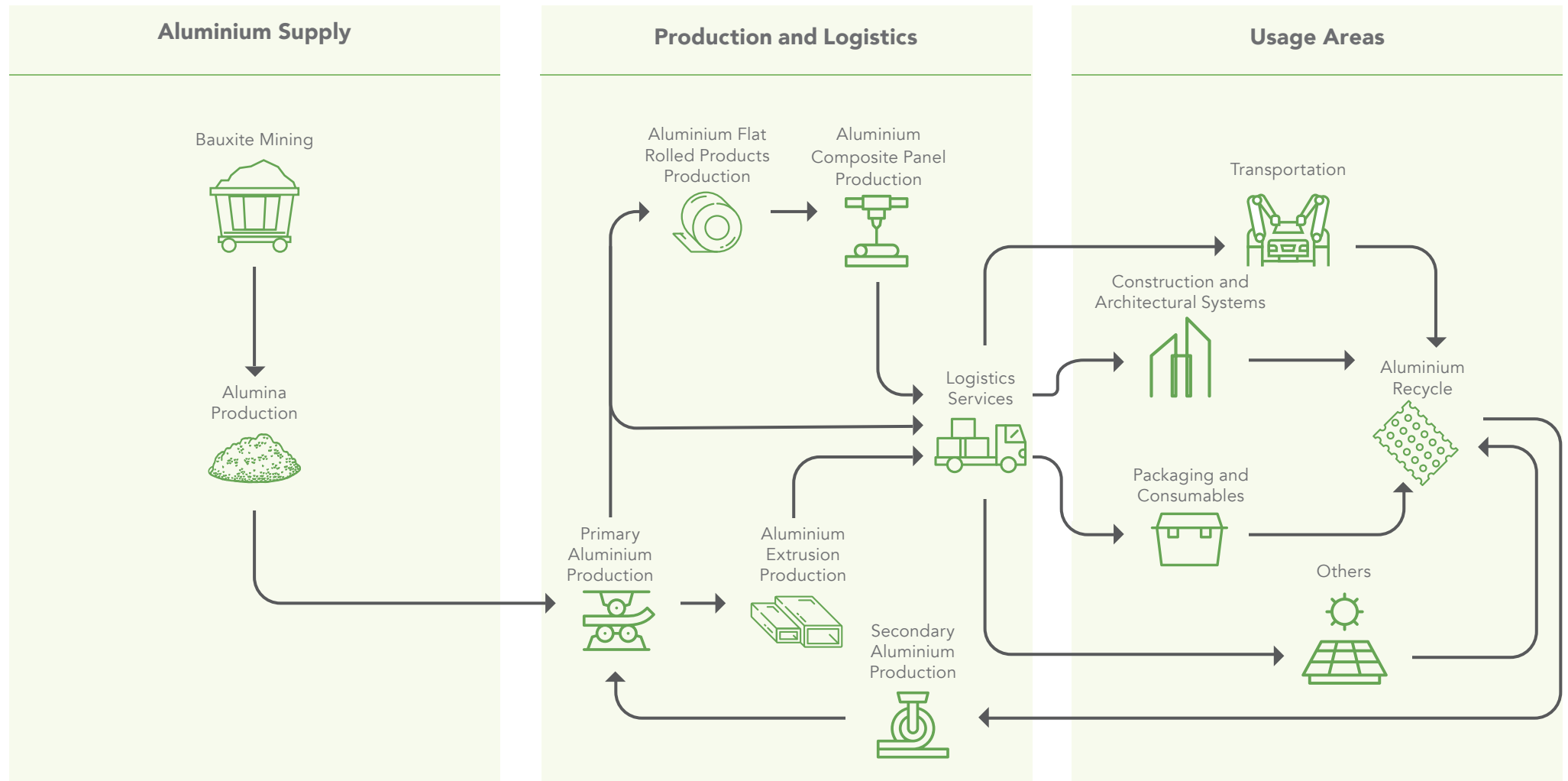
As a consequence of the evaluations which we have carried out, we take our suppliers into the coverage of the development program according to the scores which they obtain and we accompany them in the voyage of development.

We evaluate not only domestic but also abroad supply resources for the product supplies and we realize the collaborations in compliance with the ASAŞ supply chain management policy and we are working intensively with our abroad suppliers for the supply of the raw materials in particular.



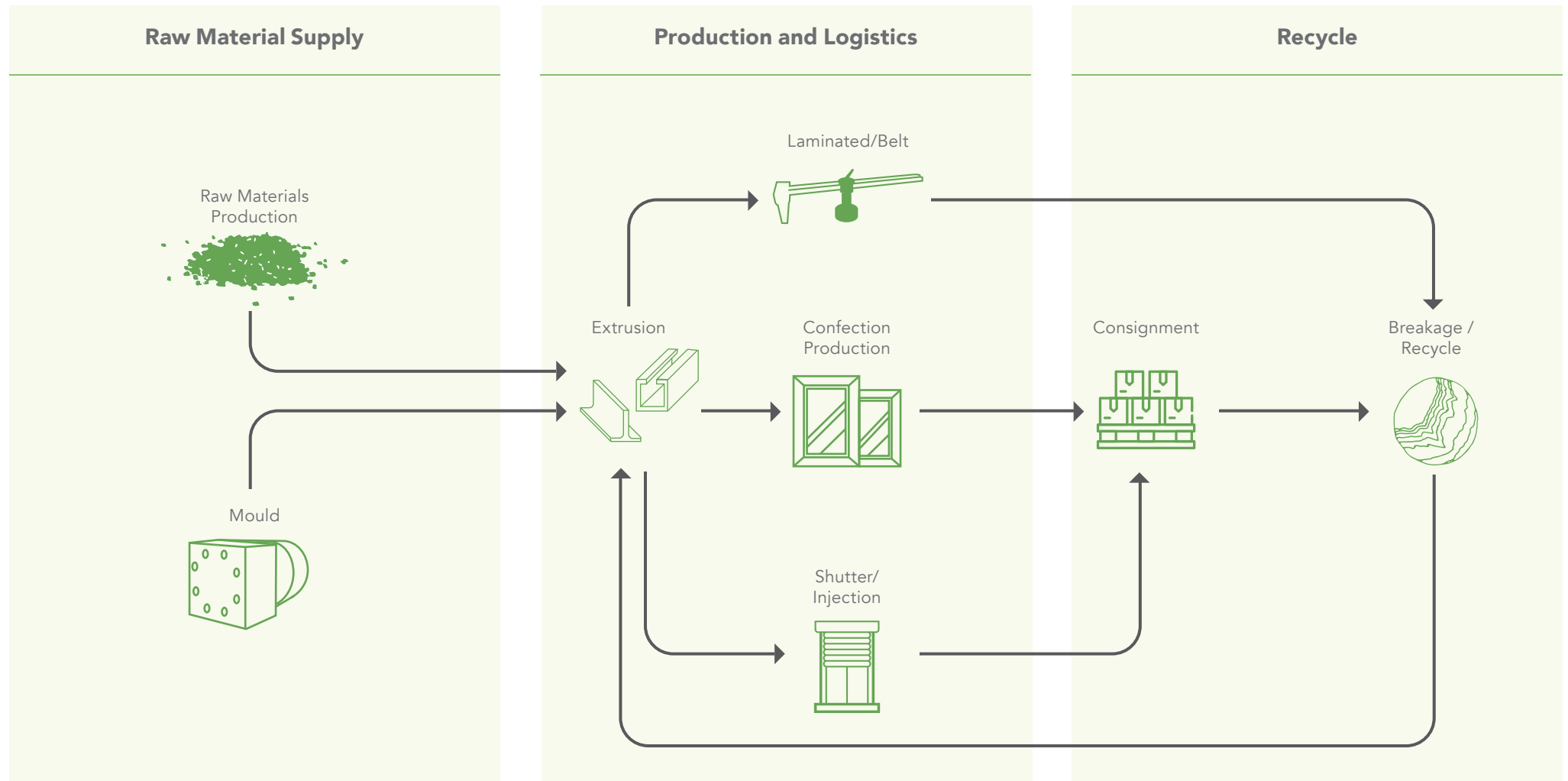
Value Chain

Aluminium Extrusion, Flat Rolled Product, Composite Panel Production



Value Chain

PVC Profile & Roller Shutter Production



Sourcing Management

The United Nations Sustainable Development Targets invite the private sector to act in order to take up some of the most urgent development problems of the world. By means of our Supply Chain Policy which take part in a broader ethical resource finding framework, we act in compliance with the Sustainable Development Targets and we are supporting the sustainable environmental, social and governance applications for our own activities. As ASAŞ, we exhibit a determinant attitude on the subject of responsible purchasing and we specify high standards for our business manners for our customers and our other stakeholders to know that we could be reliable. Depending on our influence area, we are supporting a sustainable supply chain for our goods and services as well.

Target

We target at publishing the Scrap Policy within the year 2022 for the purpose of obtaining the maximum productivity from our processes with the scrap usage and implementing the detailed application plan accordingly.

Good Practice Examples

As ASAŞ, we are performing the recycled secondary Aluminium usage increase works in accordance with the target of making savings and putting forward our contribution towards the sustainability. Taking into consideration the fact that Aluminium is an infinitely recycled metal, we also target at decreasing the intensive energy which is spent for the production of primary Aluminium in particular by means of using such advantage. We also increase our secondary Aluminium usage rate continuously and we continue our such target-focused works accordingly.

- As an indicator of the importance which we attach to the nature in all of our production facilities, we are digitalizing lots of our processes for the purpose of decreasing the paper usage and not only we have eliminated the paper usage but also we have simplified our business processes and we realized the projects to increase the traceability.
- We have moved the distribution of the technical pictures which are used in our factories into the digital environment and thus we prevented the paper, tonner and workmanship wastes. As a result of the project, we saved 30.500 pictures/year Picture Printout savings.
- We prevented the intensive paper usage by means of moving the processes which are carried out with the paper usage into the digital environment in most of our HR (Human Resources) processes (leaves, overtime works, recruitments, etc.)

- In addition to this, we realize the tree plantation campaigns in our factories field and we form a greener premise and we reduce our carbon footprint and we provide a more peaceful working environment in this manner.





Corporate Social Responsibility Activities

We target at developing the welfare level of the community in the region in which we are carrying out activities and ensuring the sustainability of the development with respect to the economic, cultural, social and environmental aspects.

ASAŞ BASKETBALL CLUB

We are training small giant men in the basketball school which we have established with the belief that making some little 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 accurate human resources investments for the future. We aim at training our children as the successful individuals in life by means of the socialization to be provided by the love of sports, getting rid of the bad habits and providing healthy life for them.

As **ASAŞ BASKETBALL CLUB**, we participate with the U10-U11-U12-U14-U16 teams and with U16-U18 teams with girls and with 7 teams in total. Our U-14 men team became champion without any defeat in the Marmara Regional Championship.

Environment Day Activities

In the coverage of the 5th June World Environment Day, we have performed plantation in order to increase the green areas as ASAŞ for the purpose of making contribution to the environment. We made contribution to the improvement of the river bed by means of collecting the solid wastes which are accumulated in Küçücek River which passes through the boundaries of our factory premises. We also made contribution to the environment by means of collecting the solid wastes on the roads surrounding ASAŞ. As ASAŞ, we strongly believe that a healthy community is possible only with the clean environment and we are working in this direction as well.

TEMA Foundation Sapling Donation

As ASAŞ, we already know the importance of protecting the nature aa aww are acting with such awareness together with our employees. With such awareness, we are making sapling donations to the TEMA Foundation in the names of newly employed white-collar employees. We are also adding the certificates of the saplings which we donate to the Welcome kits of the newly-employed employees that start working in our organization.

Zero-Waste Environment Awareness

We are gifting the waste collection units to our schools which are located in the region aa aww make contribution to the formation of the zero-waste environmental awareness and we are trying to do our best for our children to be individuals who respect the nature.

Bicycle-Friendly Employer

As ASAŞ, we have made our application to obtain the bicycle-friendly employer Certificate as a project which will make contribution to reducing our carbon footprints in our voyage with the healthy living philosophy.

Golden Ball for Each Home

By means of the "Golden Ball for Each Home" project, we pay the test-tube expenses of our employees who want to feel the feeling of being mother or father each year. We shared their excitement by means of assisting 10 mother and father candidates in the year 2021 as well.



RELIABLE BUSINESS APPROACH





Reliable Business Approach

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

What have we done in the year 2021 in order to make contribution to our Reliable Business Approach?

- Presently 27 managers, 97 directors and totally 124 directors attended our **Asaş Is My Route Manager Development Programs** and also 41 managers of us attended the new manager training program.
- We undertook to provide an equal approach within **ASAŞ** by means of publishing our **There is Equality in that Business Manifest**.
- We became the first owner of the **Opportunity Equality Model Certificate** which is issued by KAGİDER in the sector.
- In our Young Talent Programs; 13 of our friends participated in **Strong Steps to the Future** and 13 in our **Young ASAŞ** program.
- We continued to transfer our **Human Resources** processes into the digital environment.
- We increased our trainings which are provided through the academy by **94%**.
- We decreased the Accident Frequency Speed by **66%** as a result of the measures which are taken and the trainings provided.
- We have performed **72** HSE Culture Assessment and **260** HSE field inspections
- We have realized the OHS trainings for **257.902** persons*hours.



Working Life at ASAŞ

“Human” is the most valuable asset for us and the foundation of our corporate values is the human-focused approach and “Respect to the Employees by Touching”. It is our own responsibility towards the employees not to make any discrimination of race, language, color, age, nation, gender and belief in our relationships. While we feel pride for the differences and cultural diversity of our employees and we gather together around a common purpose, we see such diversity as an opportunity for development.

You can reach our Human Resources Policy through the website address <https://www.asastr.com/corporate-/policies/human-resources-policy/>

We, as the ASAŞ employees saying that **“ASAŞ is Mine”**;

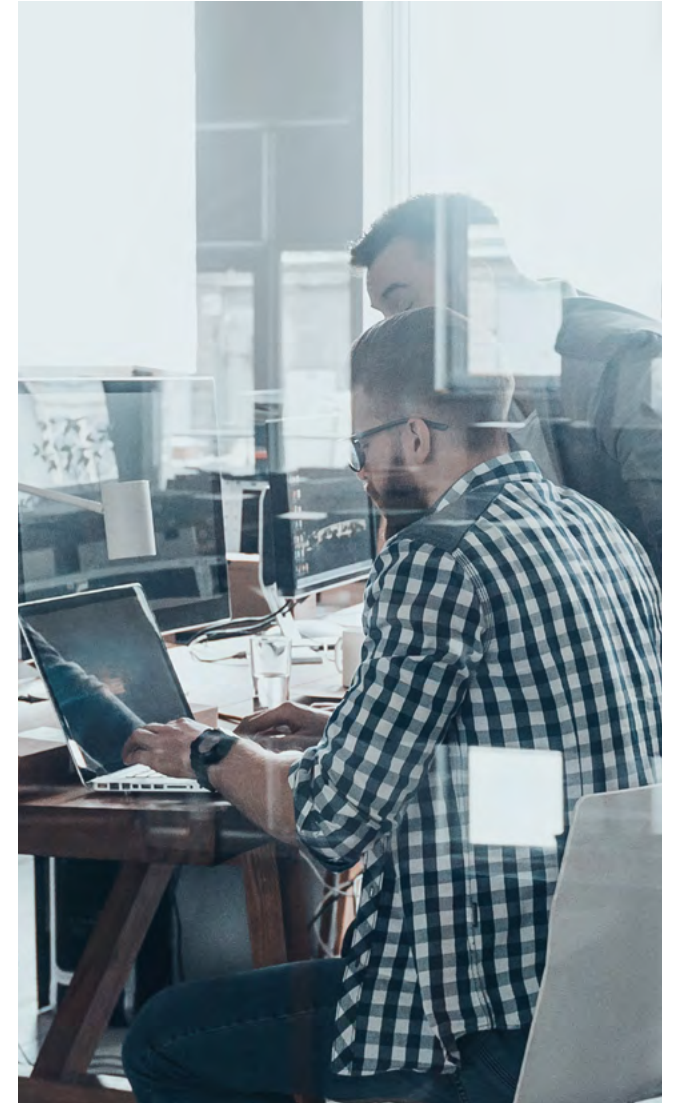
- We take our values as guides,
- We believe in the continuity of the training,
- We know that there is nothing which could not be solved by means of teamwork,
- We attach the uppermost importance on the customer satisfaction and high-quality services,
- And we feel pride and excitement to be ASAŞ employees.

Starting from our vision “to be ready for the organizational needs of the future by means of increasing the full employee commitment without making any discrimination of race, color, age, nation, gender and belief”, we specified creating an environment in which all of our employees will be happy and everybody wants to work as the main target.

Respect for people = Working with the culture that “ASAŞ is Mine” In this direction, we have developed the strategies which shall increase the contributions of our employees in attaining our business targets, which shall reveal the potentials of our employees, in which they will be happy, as measurable, transparent and self-developing, attaching importance on coverage and diversity and adopting the opportunity equality at all levels and away from the order of forced labor

2021 became a year in which we invested in the future by means of implementing lots of projects and activities in order to be ready for the organizational needs of the future.

- We ensured performing ASAŞ is My Route Development Central Applications by means of the domestic and foreign resources.
- We have included also our blue-collar employees into the Duty Definition System and we carried out the digital approval process.
- We continued the New Manager Program.
- We have realized the Present Manager Development program.
- We have ensured the operational productivity and perfection in our selection and placement processes by means of the HR Peak Project which we have commissioned.
- By means of the ASAŞ is Mine survey, for our newly-started employees
- We perform discussions in the 1st and 7th months and we take feed-backs regarding the process which they experience and we take the required actions according to the feedbacks given in order to accelerate the adaptations of our employees to the company.



Employee Commitment

We are carrying out very different communication and event activities within the organization in accordance with the purposes of facilitating the communication among our employees, developing the team spirit, increasing the motivation of our employees and reinforcing the feelings of belonging and sharing the common targets with them. We are following and announcing our activities which are carried out by our Organizational Development Directorate and Corporate Communication Directorate within the written and oral all of the communication tools within the company.

Selection and Placement:

We do not make any sort of discrimination such as religion, language, race or gender within any process of the working life in the company including the candidate selection, placement and promotion processes. We apply an equalitarian and just approach for all of our employees within the work processes. Our main target behind the selection and placement processes is "correct personnel for the correct jobs."

The selection and placement practices of our company have been shaped toward designing the ideal organization structure which is among our main strategies. As of the year 2020, in the coverage of the project ASAŞ is my Route (4x4), we are carrying out the necessary procedures for the Evaluation and Development through the single channel on the ASAŞ Career Portal.

For our Selection and Placement, Recruitment Process, you can visit the website <https://www.asastr.com/human-resources/career-management/>

Distribution of the Number of our Employees

- 46% Aluminium Extrusion DDG
- 24% Support Units
- 20% Flat Rolled Products DDG
- 10% PVC, Roller Shutter, Shutter, DDG

Target

Digitalization of the Selection and Placement Processes:

We aim at ensuring the digitalization by means of carrying the Selection and Placement process flows and process schemes which we currently follow into the **Ensemble** live digital environment.

The process is initiated for to the **Qlik** side in order to eliminate the incorrect results which may be caused by the manual data entry, ensure the formation of a regular reporting system and to reach the desired data rapidly and we target at completing the process properly.

Target

Ideal Business Extrusion Project:

PiT we target at commissioning an evaluation tool which could be also used in all of the talent acquisition, career management and organizational development processes.

Thus, we will give opinions relating to the strong and less strong aspects of the candidates and employees, we shall show the potential capability levels and we shall specify their degrees of conformity for different positions as well.



Empowering the Women in Working Life

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

In the year, as ASAŞ, we became the first owner of the Opportunity Equality Model Certificate which is issued by the Turkey Women Entrepreneurs Association (KAGİDER) in Turkey in our sector by means of our human resources policies and practices which emphasize the women employment.

We are taking serious steps for the purpose of increasing the number of women employees taking effective roles not only in the management but also in the production process. We provide opportunities for the women in the positions with intensive male employment such as CNC operator, packaging staff, saw operator, press operator and production manager in our structure at present and we feel the deserved pride for this. Unlike the job areas which are grouped according to the genders, we present priority for the women employees on all of the areas and thus we target at empowering them on the subject of acquiring professions and experiences as well.

We underline our policies towards empowering the women in our activities for the job processes, in our communication

works and in the social activities within the year and we are performing the follow-up of our performance targets which we have specified in this direction. In the year 2021, 32% of the promotions in our company is composed of our women employees.

We continue our works on the subject of increasing the number of our women managers on all of the areas not only in the office areas but also in the production fields in compliance with their own specific capabilities.

As ASAŞ, we continue our works with the same sensitivity and we will continue to play a leading role in empowering the women.



"There is Equality in this Business" Manifest

We as, ASAŞ employees, we believe that a brighter future is only possible with a world in which everybody is equal. We are working hard in order to train and transform not only ourselves but also the future generations. We believe that we can make every environment more productive by means of recognizing not only men but also women the equal rights both in business life and in social life, presenting them just the same opportunities and supporting their developments equally. We are sure that it is possible to reach a welfare community only by means of an equal participation in the workforce.

We also change and develop our perspective at the same time and we keep ourselves away from the discrimination in the language which we use in the daily life. We refrain from using the sexist expressions and arguments such as "men's job," "women's job", "woman manager" and similar others.

We believe that everybody could do every job in case the necessary trainings are provided and the capabilities are ensured. The fact that our women employees who are working in the duties such as CNC Operator, Press Operator, Packaging Staff and similar other positions perform their duties with a great and self-sacrificing effort reinforces our belief every day as well. We target at increasing the women employment in every department. It is up to us to create a happy future in which not only women but also men are get rid their oppressive and restrictive roles. If we get together, then as freer and creative individuals, we fully believe that we could reach much more advanced points not only in our private life but also in our business life and we will be able to realize the change.

ASAŞ

Değer Katan Kadınlarla Güçlü Yarınlar!

ASAŞ olarak tüm çalışanlarımıza her alanda fırsat eşitliği yaratmak önceliğimiz. Sürekli büyüyen ve gelişen yapımızın kadınlarla daha da güçleneceğine inanıyor ve her alanda kadın istihdamının artması için çalışmalarımızı sürdürüyoruz.

Bu kapsamda;

- Yeni anne olan kadın çalışanlarımızın işe geri dönüşlerindeki süreci mümkün olan en kolay hale getirmek için Alüminyum Profil Fabrika - Sosyal Tesisler içerisinde ve Kavacık ofis 4. kattaki Süt Odası'nı hayata geçirdik.
- Doğum iznine ayrılan çalışanlarımıza maddi olarak desteklemeye devam etmek amacıyla; SGK'nın izin sonrasında ödeme yapmasını beklemeden, doğum izni süresince her ay maaşlarını ödemeye devam ediyoruz.
- Doğum sonrasında ücretli izin yanı sıra ücretsiz izin kullanmak isteyen çalışanlarımıza kolaylık sağlıyor, yarı zamanlı çalışma gibi çeşitli olanaklar sağlıyoruz.

Biliyoruz ki mutlu kadın aynı zamanda mutlu aile, mutlu toplum ve mutlu gelecek demek. ASAŞ olarak her daim kadınların yanındayız!



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ASAŞ

BU İŞ'TE EŞİTLİK VAR!

Kurum olarak cinsiyet eşitliğine daima önem veriyor; din, dil, ırk, cinsiyet, yaş, milliyet gibi farklılıkların bizi daha da zenginleştirdiğine inanıyoruz.

Tüm çalışanlarımızın eşit haklara sahip olması adına;

- İşe alım uygulamalarında adil davranıyoruz.
- Mülakatlarda cinsiyet eşitliğine aykırı sorulardan kaçınıyoruz.
- İnsan Kaynakları ve Etik Kuralları politikalarımızı bu hassasiyetle güncelliyor.
- ASASAKADEMİ eğitimlerini cinsiyet farkı gözetmeksizin tüm çalışanların erişimine açıyor.
- Performans değerlendirme ve terfi süreçlerinde tüm çalışanlara eşit yaklaşıyoruz.



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Human Rights Approach

We take the human on the focal point in all of our strategic targets which we have formed in the frame of our approaches and we continue our works in order to create a business environment which is appropriate for the human. As ASAŞ, we aim at presenting a working environment which contains healthy, reliable, just and equal opportunities for all of our employees. In the frame of the Human Resources Principles which take part in the United Nations Global Principles Convention, we act in compliance with the human rights in all of our processes with our human rights policy for which we have formed the ground.

We adopt a just and equalitarian approach in the career planning and performance evaluations such as promotion, appointments and similar other planning, in the selection and placement processes and in the personal and professional development voyage of our employees.

You can reach our Human Rights policy through the website address; <https://www.asastr.com/kurumsal/politikalar/insan-haklari-politikasi/>.

Target

We target at completing our Human Rights Impact Evaluation study within the year 2022.

As ASAŞ, we fight with the child labor in order to involve our children who are our future into the modern community. We do not employ any forced and compulsory children in any of our plants. As a part of our supply chain management and responsible purchasing approach, we target at reflecting this sensitivity of us on all of our stakeholders as well.

We form a working environment which presents an opportunity equality without any discrimination of ethnical root, language, color, race, nation, economic status and religious belief at ASAŞ. By means of our manifest that there is equality in this business, we aim at creating the opportunity equality in all of our business processes and on every area as the social gender equality in particular.



Continuous Development Voyage for our Employees

Under the coordination of **ASAŞ ACADEMY**, we increase the professional and personal awareness of our employees by means of various programs which we have implemented and we support their developments accordingly. We form the innovative, solution-focused, analytical thinker employee profile who is also open to continuous change and development in compliance their own needs and we also form the employee profile with the powerful motivation and performance.

We help our newly graduated young people to take their first steps in their career voyages by means of employing them in different departments. We are preparing them for the professional life by means of supporting them to discover their own potential development opportunities of our young employees. We also help our newly-started employees and/or newly-promoted managers and directors to reinforce their managerial capabilities by means of various manager programs.

By means of ASAŞ ACADEMY which started to be an organization which meets the human resources development needs with a proactive approach in compliance with our vision and our strategic targets, we aim at developing the professional knowledge and skills and capabilities of our employees and the related processes for our company to reach its long-term targets.



By means of using the advantages of our technological infrastructure in spite of the pandemic period in the year 2021, we increased the total training hours seriously **(94%)** by means of focusing on the online trainings with the digital contents which were prepared by our specialist internal trainings. We realized the number of trainings per person as **22.5** hours.

Asaş Academy Training Statistics (Hour)

Year	Blue-Collar	White-Collar	Total
2019	23.247	15.136	38.383
2020	21.920	10.427	32.347
2021	45.548	17.305	62.853

Online Training 85 Trainings

Health, Safety and Environment Trainings 45 Trainings

We are performing the training satisfaction surveys in the end of all of our domestic and foreign sourced training organizations. In the survey, we expect the participants to perform evaluations in 3 categories as the training of the participants, trainer and training environment.

We determined that our employees are satisfied with the rate of **94%** on the subjects of “contribution of the training on the development” and “compliance of the training with its purpose”.

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 the corporate culture. We involve all of our managers and directors into this application and we ensure determining the employee-based roadmaps.

Target

While we support the capabilities of our employees by means of the Technical Operator Development Programs and Department-based need-oriented development programs, we target at making contribution to the increase of the working performance while supporting the capabilities of our employees.



Continuous Development Voyage for our Employees

We are presenting opportunities for the development of our newly-promoted and present managers by means of the Manager Training Programs which we have implemented. We specify the participant mass of people in compliance with the capability of the person, career road maps in each training and event which we organize.

We are using the 360-degree evaluation system at this point and we ensure our employees to be evaluated from the points of view of the customers and suppliers and we are realizing and carrying out the analyses for the purpose of increasing their own awareness.

While we are with our employees in their own career voyages in this manner, we are implementing a sustainable equalitarian management model by means of providing the new positions which are needed from the resources inside the company by means of increasing the promotion opportunities from inside the company.

Manager Development Programs

ASAŞ My Route Present Manager Development Program

To the Manager Development Program for experiencing Learning which may affect the other areas of the life, which Shall make contribution to the development of the managerial Capabilities of all of the managers and directors;

- 27 Managers, 97 Directors and totally 12 managers participated.

ASAŞ My Route New Manager Development Program

41 managers attended the program in the year 2021 in order to support our newly-employed and promoted managers, to facilitate their adaptations in a program which we have prepared

We have included our new manager development program into the academy annual calendar in order to carry out the same every year on regular basis.



Young Talent Programs

We have implemented the young talent programs for the purpose of gaining the new talents into our company in reaching an ideal organizational structure by our growing and developing company and supporting the developments of the capabilities taking part in our company.

We accompany their career voyages by means of the detailed training programs and mentoring activities which are formed for their technical and personal developments of our employees who are at the start of their professional business lives and we enable them to be placed in the positions in compliance with their own capabilities.

Young ASAŞ Staff Program

Our program which we have implemented for the purpose of making it possible for the self-developments of our team co-workers who pass through an intensive evaluation and training process, polishing their capabilities which are necessary for the future of the organization and training the leaders of the future has been completed successfully. We target at carrying out our Young ASAŞ Staff Program every year on regular basis.

Strong Steps to the Future Program

We enable 12 young graduate friends that we included into our Strong Steps to the Future Program which is one of the programs which we realize in order to support the developments of our young employees in their career voyages as the values of our future in order to reach better tomorrow for gaining business experiences in different departments in rotations with the 16-month program and we support with the trainings. We intend our Strong Steps to the Future Program to be organized every year on regular basis.



ASAŞ Academy Activities

Academic Year Opening

We are performing the Academic Year opening for the purpose of transferring the activities which are carried out during the year and rewarding our trainers on the date 24th November which is the anniversary of the Academy every year.

We organize our Academic Year Opening in the year 2021 in the digital environment because of the pandemic and we have transferred our activity summaries regarding the previous year and we shared our plans for the new year with our workmates.

Student Scholarships

Starting from our values as “Respect to Employee by Touching”, we have been providing the “support” and “success” scholarships since 2017 for our young employees who are studying bachelor’s degree education for the purpose of not only supporting the education and development of our employees but also supporting the education and development of the children of our employees. We continue to provide the success and support scholarships for 75 students in the Academic Year 2021-2022.

Graduate Education Program

We also value and support the academic developments of our employees. As an indicator of this, 6 ASAŞ employees continue their university educations in addition to their own present duties by means of involving in Graduate Education Programs in the Fall Semester of the year 2021.

Educational Institutions – Industrial Business Collaboration Activities

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

Training Management System (TMS)

By means of ASAŞ Training Management System, we are commissioning the new-generation learning experience platform with which we could plan, follow and report the training and development processes of our employees, business partners or our dealers and which accelerates our digital transformation process.

By means of this system, we are able to manage the different learning processes such as not only electronic training but also class trainings from a single point aa aww are presenting an effective learning experience to our team workers.

Welcome My Friend

By means of the “Welcome My Friend” program, we welcome our newly-started employees with a warm welcoming.




Health Safety Environment (HSE)

As ASAŞ, forming a healthy and safe working environment is the most important one of our fundamental priorities. We are carrying out various activities in the frame of the legal regulations in order to form a healthy and safe working environment and atmosphere in all of our production facilities and we continue our works for the purpose of ensuring the continuous improvement.

We are aware that one of the most important ways of forming the culture **"ASAŞ is Mine"** which is one of our main business targets is the implementation and making widespread of the HSE (Health, Safety, Environment) culture throughout the organization. We increase claiming the HSE culture by the employees by means of making sure that the processes are systematic, agile and effectively managed by means of moving the HSE processes into the digital environment.

We advance towards the zero-accident target by means of decreasing the Accident Frequency Speed by 66% in accordance with the trainings performed and the measures taken. According to the Turkey Aluminium Industrialists Association (TALSAD) data for the year 2021, in comparison with the other sectors in the Aluminium sector, we feel the deserved pride of being even more successful with the rate 33% as the accident frequency speed of our factory.

You can get access to our Health, Safety and Environment (HSE) Policy through the following website address;
<https://www.asastr.com/corporate-/sustainability/>



We are better by 33%
Lost Hour Rate according to the
Turkey Aluminium Industrialists
Association, Dangerous Class data

HSE Culture

The HSE culture is the model which we have designed for the purpose of making our working environment sustainably safe with the slogan **"Health Comes First!"**. It is composed of 5 modules.

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

HSE Culture Modules



**Observing the
Friends**



**Employee
Participation**



**Management
Commitment**



**Awareness
Level**



**Exemplary
Acting**

We have provided the Occupational Health and Safety trainings as 257.902 persons*hours in total in the year 2021 in total with the organization of our HSE Directorate and ASAŞ ACADEMY. We are performing our HSE Culture Trainings as continuous online and class trainings.

HSE Culture Purposes

- Reaching the sustainable zero-accident target
- Creating healthy and secure working environment
- Implementing our values as "Respect to the Employee"
- Being exemplary for the other companies
- Having the employees who are saying "ASAŞ is Mine"

72 HSE Culture Evaluations are performed in 3 evaluation period sin 24 departments by the Strategy and System Development Management and 260 HSE field inspections are carried out by the HSE Management in the year 2021 for the purpose of internalizing the HSE Culture in a sustainable manner and making it widespread with an increased performance.

HSE Culture Activities



We protect the health of our employees

With our slogan "Health comes first", we continued to protect the health of our employees in the year 2021 as well. We started the psychologist services for our employees to take the supports which our employees need. By means of the "Department-based Periodical Examination Inspection Matrix" which belongs to our production facilities, we have performed the periodical examinations for 210 employees of us in the year 2021. We got tested our samples in the public health laboratories for the bacteriological and chemical analyses in every quarter as well.



We take measure for our personnel working alone

Thanks to the non-action sensor which makes notification instantly about the subject and status of the employee to their shift friends and superiors for our personnel working alone, we have realized the demo studies for our employees to be safe even while working alone by means of intervening the emergency situations with an early notice.



We are developing the Occupational Safety Culture with the Trainings

We are aware that one of the most important elements of our voyage which we started with the zero-accident target is the occupational safety trainings. Just like every year, we continued to form the occupational safety culture by means of providing the general trainings for 3893 persons and also 26 different trainings as special for the specific activities in our company including the employees of our subcontractors in this year as well.



We take measures against the Negative Weather Conditions

A sliding risk occurs for the work machines means of getting wet the entries and exits for the work machines in the rainy weather conditions. We have covered the grounds detected with the non-slide epoxy material for the purpose of preventing the sliding risk of the work machines.



We take measure to work at height safely

We have established the living lines which are appropriate for the standards to the regions and areas where there are crane bridges, machine and equipment requiring working at height vertical stairs which are used in reaching these regions in order to improve the conditions of working at height and preventing any potential work accidents. Thus, we ensured decreasing the risk of falling from the high points.



We take measure against the Forklift-Pedestrian Crash Accidents

We have performed the demo works in which the audiovisual warning notifications are activated whenever the forklifts and the pedestrian approach to each other for a certain distance. As a result of the successful performance of the demo work, we are planning the pilot region application in the Sheet Evaluation Packaging Department in the year 2022.

Digitalized HSE Culture Activities



We have completed the Occupational Safety Trainings in online environment because of the pandemic period

We know that the occupational safety trainings are the most important matter among the proactive approaches for a healthy and safe working environment as well as decreasing the work accidents with regard to the occupational safety.

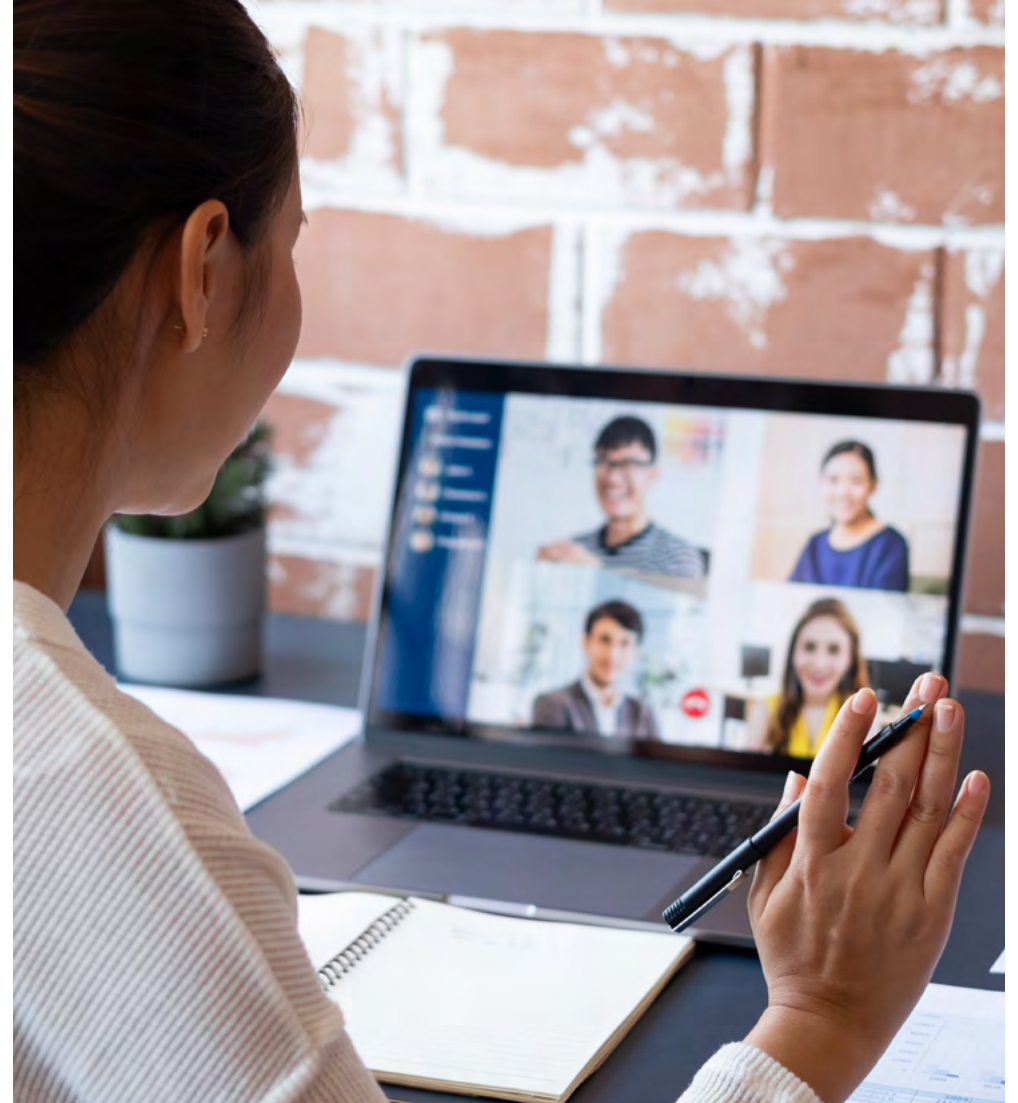
We ensured 100% participation to the training of all of the employees by means of following the participation rates for the training on regular basis by means of presenting lots of opportunities to all of our employees in the OHS trainings which are provided online on account of the pandemic conditions.



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 624 near miss notification in the year 2021 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.



Special COVID-19 Chapter



We have acquired some negative and difficult experiences in the pandemic period which influenced the entire world. We tried to protect our employees and our customers against the Covid-19 pandemic by means of following the developments continually in order to prevent encountering the difficult processes and the unwanted losses and taking the high-level measures without making any concessions from this process. We ensured the implementation of the measures which are taken in our workplace where the number of employees is higher.



We targeted at increasing the rate of vaccination by means of ensuring material rewarding to our 200 employees who evidence that they got vaccines for the purpose of encouraging the Covid 19 vaccination for the people who are employed in the structure of the group factories.



We performed the Covid vaccination works for all of the employees of our factory once in every 2 months with the collaboration which we made with Akyazi district health directorate.



We continued to minimize the contact by means of performing the interviews for the white-collar positions through the video interview with our recruitment team.



In this road which we started in this difficult period with the slogan that "we will support firstly our employees under the health umbrella and then our customers with our technical power", we achieved to take the TSE Covid-19 Secure Production Certificate which we firstly obtained in the year 2020 also in the year 2021 in the pandemic period for all of our factories.



We continued to work remotely with our flexible working model based on the compliance of the work in order to protect the health of our employees and their families as our primary priority and we also reduced the number of people physically working in the offices.



We continued performing the compulsory visits with the maximum numbers and in the manner not to risk the health of our employees in accordance with our Factory Visit Request Process which we have implemented.



We performed our meetings in the online platforms as far as possible in order to protect the health of our employees.



ENVIRONMENT-FRIENDLY BUSINESS APPROACH





Environment Friendly Business Approach

Our priority in all of our production facilities is a business approach which protects the environment while carrying out our own activities. With the influence of the main factors such as the increasing consumption and climate change which increased based on the rapid population increase all over the world, the fact that our natural resources shall be quite limited in a near future still maintains its severity. Because of this reason, our environmental responsibilities became the subject with the highest priority for the sustainability. We then act with this awareness and we adopt the international standards in our environmental management with our sustainability approach which take business processes as basis as well as our environment-friendly and innovative production approach.

What we have done in the year 2021 in order to make contribution to our Environment-friendly Business Approach?

- We made contribution to the green production by means of obtaining the **I-REC (Renewable Energy Certificate)**.
- Have implemented the energy productivity projects with the **Productivity-Increasing Projects**.
- We have made the Corporate Carbon Footprint calculations in the coverage of the standards **ISO 14064-1 (Scope 1 and Scope 2)**
- We have completed the **Product-Based Environmental Product Declaration (EPD)** Certification works with **(Life Cycle Analyses (LCA))**
- We have ensured improvement with the rate of **70%** in our process relating to Aluminium Flat Rolled Products Production Facility Foil Milling Productive Chiller project.
- We have ensured the productivity increase with the rate of **30%** at average by means of our project which we carried out at PVC Profile Production Facility.
- We reduced the greenhouse gas which we emitted to the atmosphere **16%** per product.
- We reduced the amount of water which we consumed per product with **19%**.
- We just recycled **98%** of our wastes.
- We reduced our slag wastes per product with the rate of **35%**.
- We ensured decrease in our chemical consumption with the rate of **67%**.
- We have started the **Biodiversity** Risk Evaluation study.



Energy Management

We are carrying out all of our activities in the frame of the TS EN ISO 50001 Energy Management System Standard today in order to use the energy productively since the importance of the energy is gradually increasing at present. We are aware of the direct influence of using the energy productively on the climate change and because of this reason, we continue our works without any sort of interruption in order to use the energy resources effectively. We are implementing our energy productivity projects for the purpose of using the energy effectively and making savings from energy and time as well as the productive design of energy every year under the leadership of our Energy Directorate.

We are preparing our projects in 3 different categories with our own shareholders' equity and the Productive Increasing Project (PIP) with the partnership of the Ministry of Energy and the EU supported funds.

We are performing lots of projects such as using the productive equipment, recycling the energy and commissioning the new systems by means of performing the Productivity Increasing Projects (PIP) with the accompaniment of the General Directorate for Energy Affairs in the structure of the Ministry of Energy and then we taking back some of the investment costs which we made as donations.

PIP Projects Revenue Summary Statement



19.908.128,39

Total Investment
Cost of the
Projects (TL)



11.297.174

Total Annual
Saving Quantity of
the Projects (kWh)



2,92

Average Return
Period of the
Projects (Year)



1.348.499,85

Total Incentive
Amount of the
Projects (TL)



By means of the Trigeneration Plant which we established, we meet some part of our electricity energy and we are also benefiting from the vapor and hot water as its by-energy resources. As ASAŞ, we already documented that we make contribution to the green production by means of taking the IREC (Renewable Energy Certificate) which is developed by RECs International showing that all of the electricity energy which we consumed in the year 2021 is supplied from the renewable resources properly.

Target

We target at taking the I-REC Certificate by means of providing the electricity energy which we consumed from the renewable energy resources in full in the following years as well.

Towards the target of following the carbon footprint and reducing the carbon emissions and the production with low carbon in the short term;

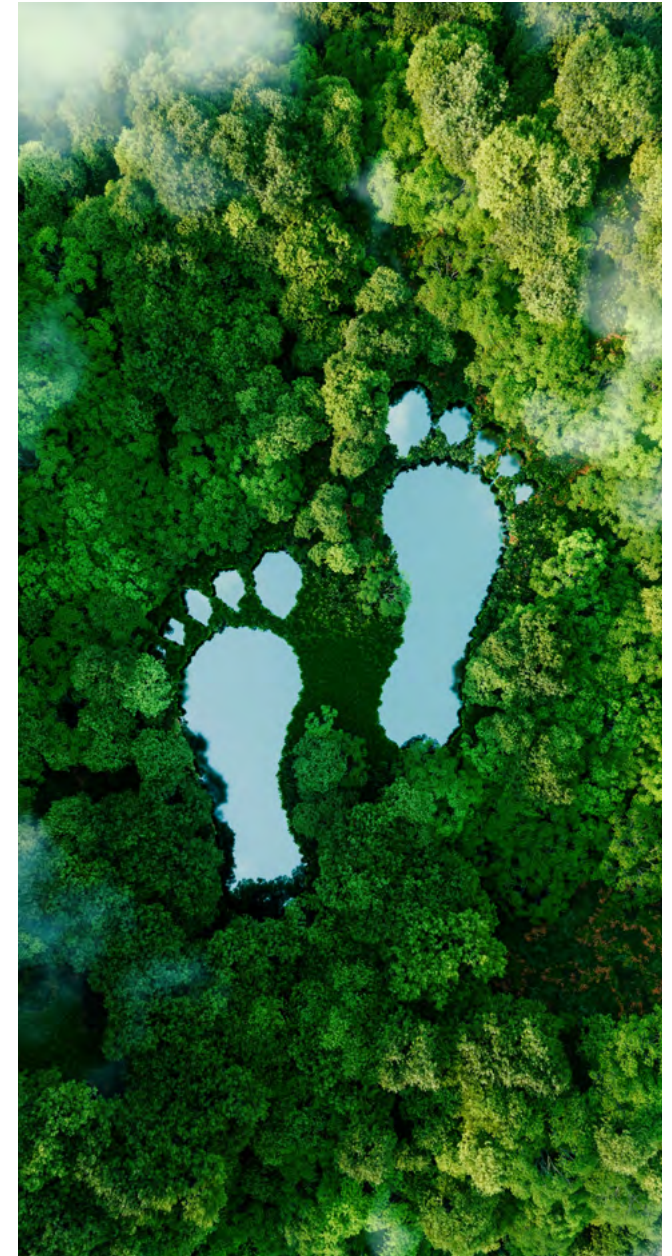
- We have completed the Product Based Environmental Production Declaration (EPD) Certification (together with Life Cycle Analyses) (LCA) works and we reached the verification process.
- We have performed the Life Cycle Analysis (LCA) studies for 12 products in total including the Cold Rolled Aluminium Sheet, Painted Aluminium Sheet, Aluminium Foil, Aluminium Profile, Anodized Aluminium Profile, Coated Aluminium Profile, PVC Profile, Laminated PVC Profile, Aluminium Roll Form and Aluminium Composite Panel product groups. We have been involved in the verification process of the Product based Environmental Production Declaration Certification (EPD). Thus, we are able to follow the environmental impacts of our products and we can realize the effective resource productivity and waste management properly.
- We have made the Corporate Carbon Footprint calculations in the coverage of the ISO 14064-1 (Scope 1 and Scope 2) Greenhouse Gas Emissions Verification standard. We are also performing the ISO 14064-1 Scope - 3 calculations.
- We have started the ASI Standards Certification works towards the international sustainable Aluminium production.
- We continue our attempts in order to benefit from the clean energy resources in line with the formation of the Carbon Market conditions in the coverage of the Green Energy.
- In addition to this, we have prepared the feasibility reports which we will implement our Solar Energy System (SES) project which will make contribution to the Sustainable and Energy Productivity production on the medium term.

Target

We will specify our carbon emission reduction strategy and targets in the year 2022

Target

We target at performing the CDP (Carbon Disclosure Project) Reporting on the medium term.



We have ensured improvement with the rate of **70%** in our process relating to the Flat Rolled Products Facility Foil Milling Productive Chiller Process which we have performed in the year 2021. Thus, we have ensured an improvement with the rate of **0.68%** in our Flat Rolled Products Facility.

In addition to this, while we ensured improvement with the rate of **30%** per process by means of the PVC profile production plant facility pressured air dryer equipment productivity, air guns productivity, air installation leakages removal process which we realized in the year 2011 and in our factory we have reached an improvement with the total rate of **0.36%**.

While we make contribution to the energy savings with the projects which we realized, on the other hand, we also reduce our costs. We always support the fight with the climate change on the short, medium and long terms by means of our new investments and productive-increasing projects.



We made **1.367.716 kWh**
energy saving in total in the year 2021.

Environmental Management

As ASAŞ, we consider not only the economic influences but also environmental impacts of the decisions which we take while making the production. We have specified the environmental fundamental performance indicators in all of our departments for the purposes of minimizing the natural resource consumption and preventing the wastes. We target at reducing the resource consumption and waste formation at source by means of the conscious consumption and production approach. We enabled all of our employees to take trainings on various environmental subjects in online environment on the training management system for the purpose of making the environmental culture widespread in the year 2021. We have also provided all of our newly-started employees with the environmental awareness trainings.

We have increased our environmental awareness by means of performing the tree plantation, river basin cleaning, badge distribution environmental theme and informative speech activities in the coverage of the 5th June World Environment Day.

We have emergency plan instruction against the leakages and spillages and we are also performing exercises against the chemical leakages and spillages in some certain periods in this coverage. The measures to be taken against the chemicals and the persons to be contacted in case of potential accident cases are stated in our emergency case instruction and in our communication matrix. No leakage, spillage and environmental accident occurred in our production facilities in the year 2021 as well.



Emissions

We carry out studies in order to prevent the air pollution in the coverage of our own responsibilities in the fight with the global climate crisis and we ensure them to be monitored properly by means of taking the required measures in order the minimizes the impacts of our emissions on the environment.



Emissions Measures

We are calculating our emissions resulting from the fixed combustions in accordance with our Regulation about the follow-up of the greenhouse gas Emissions. We have performed the confirmation measurements of the combustion gas, dust, total organic carbon special dust, PAH, HF, HCL, sootiness and sulphuric acid emissions of 84 chimneys belonging to our Aluminium Extrusion factory in the year 2021.

We reduce the impacts of the global heating by means of our environmentalist investments. We prevent the solvent emission to the atmosphere by means of the regenerative combustion system which we are using in our foundry plant and our heat recycle systems in our paint operation plant and at the same time, we reduce the natural gas consumption and we save energy and we decrease our carbon footprints as well.

Our trigeneration plant attracts attention with its low emission rates. By means of this plant with the natural gas input, we provide some part of the electricity needs of our factory and we are also benefiting from the vapor and hot water which are their side energy resources.

Target

We are planning the confirmation measurements of the emissions of all of the chimneys at our Flat Rolled Products Facility in the year 2022.

Water Management

We are managing the water and waste water which we use in our processes according to the “best available techniques” with the approach that we shall secure the sustainable water management by means of the accessible water and waste water for everybody in order to protect the water which is vitally important for everybody for the living organisms to continue their vital activities and to survive.

We are using the blue water in our facility in all of our Production Facilities. We make sure that the appropriate standards are satisfied with regard to the protection of the water resources in our region and the effective management in accordance with our sensitivity and our sustainability approach towards the region in which we carry out activities. The water usage resources are allocated to our usage by means of licensing by the authorized organizations and we ensure that our water usage resources are sustainable by means of the inspection mechanisms in some certain periods. We collect the roof rain drainages in our Flat Rolled Products Facility outside the production areas and we ensure them to be discharged into the river next to our plant. In addition to this, there are blind wells, the lines towards which we direct to the chemicals to the disposal plant, emergency intervention kits and carriage containers not to damage the water as well.

While our treatment plant is composed of modern equipped apparatuses and we are able to control all of our units through the scada system from the control room and as online by means of the remote access. We make sure that we ensure and satisfy the required discharge standards by means of performing the waste water analyses by a third corporation every year in our own laboratories at every shift.

Target

We started calculating our own water footprint in our activity area. Our primary targets include completing the study in the year 2022 and developing and forming the strategies to decrease our water footprint and our water risk management plan. We plan to take up our risk assessment studies in terms of the following subjects as well.

We reduced the amount of water which is consumed per product by **19%** in the year 2021.



Waste Management

We are aware that how the productive usage of our resources, recycle and recovery are valuable in order to leave a sustainable world to the future generations. We ensure managing the wastes which are formed as a result of the activities which are carried out at ASAŞ in the manner to minimize the impacts on the human health and on the environment during the separation, collection, temporary storage and sending at source in accordance with the related regulations and then we share our outputs accordingly. At the same time, we dispose of our wastes which could not be recycled by means of making collaboration with the licensed companies outside the plant. We recover our wastes with the process outputs with high proportions and then we use them within the production process again for the purpose of protecting the environment.

We deserved to take the **"Zero Waste Certificate"** which is issued by the Ministry of Environment, Urbanization and Climate Change in the year 2021 by means of our Zero Waste Management System which we have formed by means of ensuring separating and collecting the wastes at source and then ensuring the recycle properly. With such awareness, we are separating and collecting the paper/cardboard, plastic, metal, glass, organic wastes and dangerous wastes in all of our production areas.

We are performing the danger analyses for our wastes which are formed of our new processes and then we realize the industrial symbiose applications in order to evaluate these wastes as resources in the other areas. We realized 153.753 kg treatment mud decrease per product in spite of our increased production at our Extrusion Production Facility in the year 2021.



We recovered 98%
of our wastes in the year 2021.

Our Waste Management Projects

We have designed the fusion furnace exit section with inclination in order to ensure reducing the slags which are taken from the fusion furnaces in the foundry section in our Extrusion Production Facility. We calculated the optimum period while taking the slags and we got waited the slags at the ramp and we ensure the melted Aluminium to pour into the furnace again; and thus, **we reduced our slag wastes by 35% per product.** We target at decreasing the wooden consumption more by means of realizing the material consignment with the foldable steel tripod in the evaluation operation department of our Products Production Facility.

We started using the cardboards in the manner to overlap the external radius of the roll, instead of dopel cardboard in rectangular form which we use in the roll packages. We target at reducing the consumption of the plastic packaging materials with the design works which are developed in the packaging department.

We constructed a new waste field on the area of 4.000 m² area because of the fact that the present waste area of our Aluminium Extrusion Facility remained insufficient. By means of taking into consideration the sector trends and new technologies, we continue the improvement studies at the present waste field of our PVC Profile Production Facility.

Chemicals

We are managing our collection wells which are formed in order to keep the spillages under control in the areas in which it is worked with the chemical substances, the lines which we directed towards the treatment plant, the emergency situation intervention kits and the carriage containers and chemicals in the best manner. The thinners which are used in the cleaning of the rolls and pans are mixed with the paint during the cleaning process and then converted into liquid waste form in the paint plant. We are treating the solvent waste in unusable manner from the dirt within the distillation process (such as resin, polymer, pigment, oil, ink, etc.) and then we make it usable again. We decrease the mixture of the chemical substances with air, water and soil to a considerable extent by means of our rolling oil recovery system.

We ensured 67% reduction in comparison with the previous year by means of the automatic dosing and replacement methods in the consumption of the chemicals which we use in our water treatment plants in the year 2021 in the coverage of the source productivity studies.



Biodiversity Management

While there are not areas which pose importance for the scientific researches and/or which includes the endangered species or potentially endangered species and endemic ones in the area in which we carry out activities, we taken into consideration the biodiversity matter for each investment which we take into our activity field, for protecting the ecosystem and species in the purchasing and improvement activities.

We decrease the chemical substance usage rates by means of realizing the resource productivity studies at our factory. We are minimizing the environmental risks by means of managing our packaging and wastes in all of our production facilities. We perform sapling plantation in our factory and in our field of responsibility. We make contribution to the biodiversity with the steps we take and we target at managing our impact on the ecosystem in the best manner.

Target

We started performing the biodiversity risk evaluation in our activity field and we target at completing the same in the year 2022.



**SUSTAINABLE
DEVELOPMENT
FOCUSED BUSINESS
APPROACH**



Sustainable Development Focused Business Approach

We are working in order to perform all of the requirements of the sustainable development with our global growth approach which supports the economic and social development. Our priority in growth is to develop the innovative ideas in all of our production facilities in order to satisfy the future expectations in our sector.

What we have done in the year 2021 in order to make contribution to our Sustainable Development Focused Business Approach?

- We increased to the **54th** line by means of skipping 9 lines in the research of **500 Leading Industrial Corporations of Turkey** (ISO 5009 in the year 2021).
- We took part in the **6th rank** within 10 Turkish Industrial Corporations taking highest number of funds from the Horizon 2020 program.
- We are rewarded in 4 categories by **IDDMIB**.
- We achieved in two categories in the **year 2021 Productivity Project Awards**.
- We are rewarded with the **EKÖK Compliance Best Plants Award**.
- We are ranked among the Turkey winners of the year 2021 for **Best Managed Companies**.
- We started to implement **997** ones of the **1235** ideas given.
- We have implemented **118** projects.
- We also registered **9 designs/brands** while implementing **19 R&D projects**.
- We made applications for **2 projects in the Technology Focused Industry Move Program** under the leadership of the Ministry of Industry and Commerce of the Republic of Turkey.
- We made applications for **5 EU** projects in the coverage of the European Union framework programs.



Innovation Culture

As ASAŞ, we know that the continuous development is possible only with innovation and we believe in the power of innovation. Because of this reason, we have formed the innovation culture which we called "Innovation which Creates Value" in all of our production facilities.

Our innovation culture is composed of six main articles:

- It takes you to the development with the continuous development and simultaneous search for solutions.
- It always feed the corporate intellectual presence.
- It ensures the working environment which empowers and authorizes.
- It projects the creative ideas and develops the creative solutions.
- It attaches importance on the collective intelligence (to the in-company and out-of-company business partnerships).

The outputs of our innovative and sustainability focused innovation culture are formed by the value-adding idea and new product/process. The appropriate innovation climate conditions are implemented by means of ensuring the continuity of 6 factors which feed each other in our company.

Innovation Ecosystem



Continuity and Profitability



Win-Win Relationship



Communication Quality



Motivation



Supervisory Leadership



Voice of the Customer

With such innovation atmosphere which we target and we try to realize;

- We are forming a broad knowledge and resource pool in which the specialists of the subject, suppliers, customers and finally the final users come together.
- We ensure the outputs to reach broader buyer/market masses by means of the other stakeholder individuals and organizations.
- We reach the targets which could not be reached individually thanks to the diversity of the teams.
- We take fast and powerful actions with the learning increasing at every steps and then we shorten the period of implementation of the outputs.

Our Innovation Culture Model:

Our innovation culture is composed of 4 main modules and also the tools and outputs which are the sub-applications of these modules.



Management of Innovative Revenues

Obtaining sustainable outputs from the bright ideas

- New Product/Process Development Projects
- Process Development
- Activities of making Widespread
- Patent/Utility Model Management
- Domestic, National and International Publication Management
- Domestic Entrepreneurship



Collaboration Management

Forming the collaboration environments with the teams working and winning together for innovation

- Project Markets
- Partnered Projects
- Projects which are supported by the Funds

We are taking the contributions of our employees working with the idea management system and ASAŞ Project Management System which we have established in order to enable our innovation culture to flourish and to get settled into our organization and to be converted into performance.

We specify the champion projects of the year and then we reward them by means of the jury presentations which are carried out and performed by the executors of the projects which we perform within the year in the Project Contest of the Superiors of ASAŞ which we organize.

In addition to this, we also reward many activities out of the routine works which are carried out and performed within the organization in the frame of the ASAŞ Recognition and Appreciation System.



Idea and Project Management

Forming the standards for collecting, evaluating, projecting and managing the ideas

- Project Management System
- Idea Collection
- Campaigns
- I have an Idea
- Project Competitions
- Project Canvas



Learner Organization

Creating the workforce which adopted the innovation culture and which made the continuous development a habit in its own activities

- ASAŞ Academy
- Inoalue
- YAK and HSE Culture
- Project Management System
- Customer Visits

By figures in the year 2021

1235 Ideas Given

997 Ideas Approved

118 Projects Completed

79 Ongoing Projects

R&D Activities

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

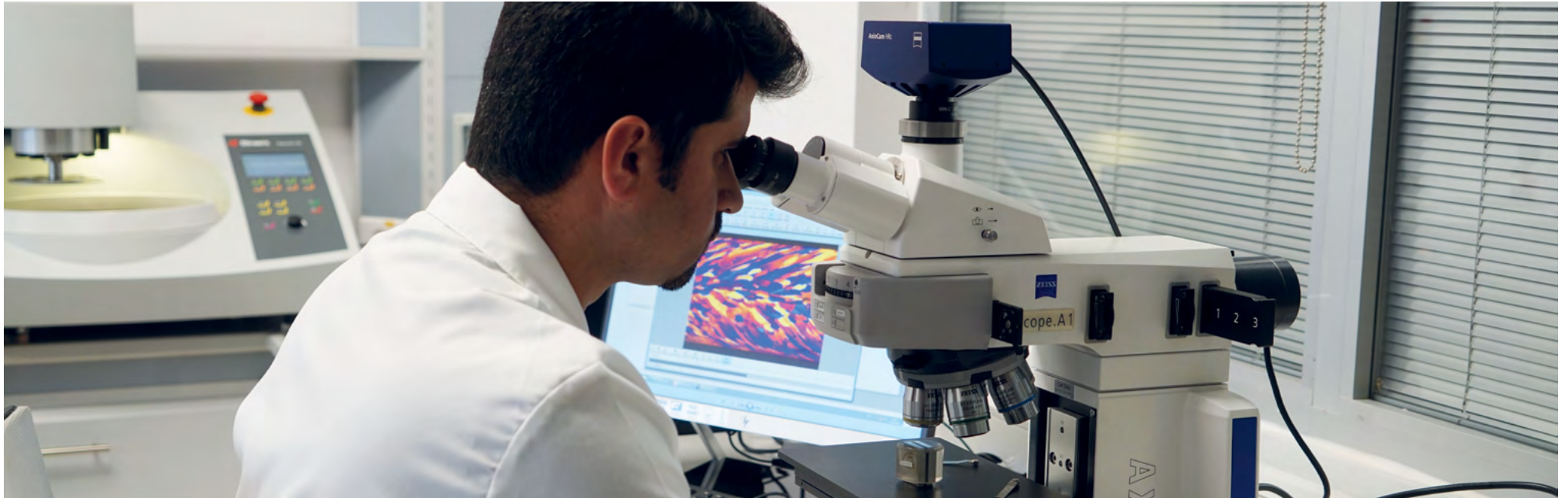
We know that a brighter and lighter future could be created only with the new and different ideas and we have been leading the sector beginning from the first day with our R&D Center. We continue to develop new projects which serve lots of sectors by means of our innovative perspective and the technological investments which we have made. We integrate our production infrastructure which we continually develop with our product and service quality and then we present the innovative products for our customers and thus we become their solution partners.

As of the year 2021, we develop lots of new projects for the Aluminium Extrusion, PVC profile, roller shutter systems and aluminium flat rolled products with our 68 R&D personnel 48 of which are researchers in our ASAŞ R&D Center and continue their operations by means of using their test and simulation capabilities. We are also making collaborations with very valuable universities both inside and outside the country, we do our best in order to add value to our company and to our sector.

Our R&D budget which increased by 33% in comparison with the year 2020 reached 22.4 million TL in the year. While we are implementing 19 projects with our Budget, we registered 9 designs/brands as well. We also made our patent applications for our 4 projects on which we work.

According to the year 2021 data of TÜBİTAK International Relations Office Presidency, we are ranked at the 6th position among 10 Turkish Industrial Corporations taking highest number of funds from the Horizon 2000 program. Please find below the EU projects in which we take part as the partners;

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



The studies which are carried out in the structure of our R&D Center attracted a great attention in the international congresses and symposiums in the year 2021 just like in the previous years. As ASAŞ, we got **13 publications** together with the academic society in the scientific activities which we participated as online in general on account of the pandemic conditions.

The activities which we participated as of the year 2021:

- TMS 2021 - ABD
- IMSTEC - Turkey
- IMMC - Turkey
- Kocaeli University Material Days – Turkey
- Turkish German University Material Science Days
- Sakarya University of Applied Sciences, Meeting the Sector Days
- Yıldız Technical University, Material Days
- Horizon Europe International Networking
- Horizon Europe Info Days
- ISASTECH – Turkey
- Manisa Celal Bayar University R&D and Innovation Congress



TÜBİTAK 2209 – University Students Research Projects Supporting Program;

- We made applications with the projects; Hardening Range of the Alloy Elements which are added to the 3105 Alloy which is used in the sheet production by means of the Double Roller Casting Method and Examination of its Impacts on the Microstructure
- Examination of the Retrogression and Reaging (RRA) Process on the Mechanic and Corrosion Characteristics in AA6063 Aluminium Alloy which is produced with extrusion
- Advanced Mechanic Characterization projects of the Aluminium Composite Panels.

Technology Focused Industrial Move

We made application with 2 projects to the Technology Focused Industrial Move Program in which the supports and incentives which are provided by the Republic of Turkey Ministry of Technology and Industry are managed from a single window. We made TÜBİTAK R&D incentive application for one of the projects as well.

EU Framework Programs

We are performing the scientific based and innovative technologic focused projects with the multi-national business collaborations with the EU Framework Programs. As ASAŞ, we are actively participating in all kinds of projects which will make contribution to the energy saving, process productivity, organization and engineering culture through the coordination of various units and the R&D Directorate. As our output in the end of the project, we are able to take back the investment costs up to 70% and all of the auxiliary expenses during

the preparation process of the project as donations. In the end of the project, we ensure not only cost but also productivity proceeds. We deserved to take the fund support in 1 of 5 EU projects which we have realized in the year 2021. It is targeted at developing the new-generation battery systems for the electric vehicles by means of the SALIENT Project for which we deserved to take the fund support. While our Mat4Rail and Vulkano projects have been already completed, our other projects still continue.

Projects for which we took fund supports:

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 means of decreasing the weight by means of developing the hybrid doors for the rail systems.
VULKANO	SPIRE-04-2016	Developing an energy productivity solution which covers 5 different methods. The results shall be predictable before the actual verification for making the digital verification and the energy shall be used productively because less number of trials shall be made.
RETROFEED	CE-SPIRE-05-2019	A casting process with energy productivity and low chimney gas emission is targeted in the Aluminium fusion furnace. A casting process with energy productivity and low chimney gas emission is targeted in the Aluminium fusion furnace.
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, less number of mould replacements shall be made and the energy saving shall be ensured in this manner.
MARBEL	LC-BAT-10-2020	It is targeted to ensure using the productive raw material usage by means of producing the Aluminium battery carrier with an increased recycle rate. In addition to this, MARBEL focused on the battery removal and renewal process during the design. It shall provide a sustainable battery package which is ready for the disassembly and as 2nd usage which is one of the first steps in the application of the Cyclical Economy, as the Design methodology for the disassembly process.
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 at ensuring the sustainable raw material usage by means of providing the CRM element content replacement for the systems 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 could be produced. In addition to this, the scraps which are produced with the process productivity shall be decreased.

A photograph of a person's hands touching a large, moss-covered tree trunk in a forest. The hands are positioned on either side of a central white rectangular box containing the word "APPENDIXES". The background is a blurred green forest.

APPENDIXES

Sustainable Performance Indicators

Economic Performance Indicators

ASAŞ Financial Appearance	2019	2020	2021
Net Sales (TL)	2.965.044.427	3.564.113.425	7.519.771.621
Sales Cost (TL)	-2.538.994.126	-2.703.196.346	-5.556.489.132
Personnel Expenditures (TL)	-41.965.707	-57.422.625	-78.490.634
Activity Expenditures (TL)	-47.268.293	-76.401.589	-100.885.259
Other Expenditures (TL)	-325.312.849	-720.225.800	-1.186.733.394
Current Rate	105%	129%	141%
Acid-Test Rat	55%	70%	77%

Exportation Figures	2019	2020	2021
Exportation Percentage	%52	%51	%52

Sales Amount	2019	2020	2021
Extrusion (tonne)	43.341	44.892	62.889
Composite Panel (000 m²)	3.156	3.769	4.547
PVC Profile (tonne)	14.403	14.787	15.240
Roller Shutter (tonne)	2.854	3.132	4.029
Flat Rolled Products (tonne)	84.946	83.967	109.570

Occupational Health and Safety Performance Indicator

Group Accident Frequency Rate (LTI)	2018	2019	2020	2021
Accident Frequency Rate	23.15	15.80	20.40	13.55

Social Performance Indicators / Labor Force

Number of Employees According to the Educational Status

	2018	2019	2020	2021
Primary School	663	676	729	768
High School and Equivalent	981	1.006	1.098	1.231
Associate Degree	246	264	288	319
Undergraduate	374	397	405	447
Master / Doctorate	71	76	78	83
Total	2.335	2.419	2.598	2.848

Employees According to their Ages

	2018	2019	2020	2021
Between 18-25	233	222	298	361
Between 25-35	1.046	1.062	1.087	1.169
Between 35-55	1.030	1.008	1.185	1.271
55 and Above	26	27	33	47
Total	2.335	2.419	2.598	2.848

Number of Employees According to the Seniority

	2018	2019	2020	2021
Less than 1 Year	351	300	383	563
Between 1-5 Years	1.051	1.041	990	893
Between 5-10 Years	536	645	734	846
10 Years and Above	397	433	491	546
Total	2.335	2.419	2.598	2.848

Number of Women Employees

	2018	2019	2020	2021
Director and Above	9	10	11	10
White-Collar	162	176	175	184
Blue-Collar	44	40	42	45
Total	215	226	228	239

Environmental Performance Indicators / Energy

Total Energy Consumption

Aluminium Flat Rolled Products Facility	Electricity Consumption (kwh)	Natural Gas Consumption (sm ³)
2017	67.330.655	9.546.982
2018	83.709.649	10.803.015
2019	81.145.037	16.429.148
2020	100.573.744	15.503.512
2021	102.421.517	18.648.559

PVC Profile Facility	Electricity Consumption (kwh)	Natural Gas Consumption (sm ³)
2017	14.585.104	55.360
2018	10.682.795	56.114
2019	11.346.140	61.305
2020	11.230.313	78.840
2021	12.738.399	297.823

Aluminium Extrusion Facility	Electricity Consumption (kwh)	Natural Gas Consumption (sm ³)
2017	50.271.354	12.608.470
2018	51.871.660	12.597.435
2019	51.209.351	11.522.175
2020	54.299.327	12.511.873
2021	64.880.108	15.347.600

Composite Panel Facility	Electricity Consumption (kwh)	D.g Natural Gas Consumption (sm ³)
2017	9.949.295	12.757
2018	8.421.385	10.563
2019	7.347.490	9.434
2020	8.441.438	6.143
2021	8.626.797	7.664

Environmental Performance Indicators / Energy

Energy Density

Aluminium Flat Rolled Products Facility	Electricity Energy Density (kwh/tonne)	Natural Gas Energy Density (sm ³ /tonne)
2017	1.088	154
2018	975	126
2019	839	170
2020	1.095	169
2021	861	157

Aluminium Extrusion Facility	Electricity Energy Density (kwh/tonne)	Natural Gas Energy Density (sm ³ /tonne)
2017	986	247
2018	1.018	247
2019	958	216
2020	1.089	251
2021	942	223

ASAŞ PVC Profile Production Facility	Electricity Energy Density (kwh/tonne)	Natural Gas Energy Density (sm ³ /tonne)
2017	794	3
2018	680	4
2019	769	4
2020	731	5
2021	809	19

Composite Panel Facility	Electricity Energy Density (kwh/tonne)	Natural Gas Energy Density (sm ³ /tonne)
2017	374	0
2018	378	0
2019	513	1
2020	428	0
2021	362	0

Environmental Performance Indicators / Energy

Waste Water Production

Waste Heat Production	Warm Water (kg)	Vapor (m ³)
2017	540.835	5.423.377
2018	744.059	7.036.881
2019	596.541	6.025.912
2020	684.382	12.702.911
2021	769.812	43.358.755

Environmental Performance Indicators / Energy

Improvement Projects

2021 Improvement Projects	Saving Quantity (kwh)	Facility Consumption (kwh)	Process Based Improvement Rate (%)	Facility Based Improvement Rate (%)
Flat Rolled Products Facility Foil Roll Productive Chiller Project	695.716	102.421.517	70	0,68
PVC Profile Facility Pressured Air Dryer Equipment Productivity, Air Guns	672.000	188.666.821	30	0,36

Environmental Performance Indicators / Emissions Management

	2018	2019	2020	2021
Flat Rolled Products Facility Emitted to the Atmosphere per product CO ₂ 'e	0,24	0,32	0,31	0,31
Aluminium Extrusion Facility Emitted to the Atmosphere per product CO ₂ 'e	0,50	0,58	0,59	0,50

Scope-1 and Scope-2 Greenhouse Gas Emission	2020
Direct Greenhouse Gas Emissions	70,454.30 tonne CO ₂ 'e
Energy Indirect Greenhouse Gas Emissions	7,150.7 tonne CO ₂ 'e

Environmental Performance Indicators / Water Management

	2018	2019	2020	2021
Water consumed per Product (m ³ /tonne)	5,50	5,57	5,65	2,39
Waste Water Quantity (m ³)	220.080	268.700	270.305	292,270

Water Usage	2018	2019	2020	2021
Underground water (Well water)	698.646 m ³	768.022 m ³	773.927 m ³	843,556 m ³

Environmental Performance Indicators / Waste

	2018	2019	2020	2021
Quantity of Wastes per Product (tonne/tonne)	0,14	0,13	0,12	0,13
Dangerous Wastes (tonne)	17.164	17.457	16.713	23.822
Non-dangerous Wastes (tonne)	5.327	6.162	5.588	6.899

Disposed Waste Quantity (tonne)	2018	2019	2020	2021
Burning (with Energy Recovery)	885	653	746	984
Regular Reporting	382	358	351	347

Environmental Performance Indicators / R&D Activities

R&D Activities	2018	2019	2020	2021
R&D Center Spending (TL)	15.818.839 TL	16.637.640,63 TL	16.766.349,11 TL	22.406.830,70 TL
Rate of R&D Spending into the Circulation	0,59%	0,9%	0,47%	0,49%
Number of Completed	63	40	31	19
R&D Personnel Number	93	86	74	68
Number of Projects per R&D Focused Person	1	1,14	0,92	1,56
Number of Patens Applied	9	3	1	4
Number of Useful Models Registered	1	1	1	0
Number of Designs/Brands Registered	8	21	6	9
Company Ranking producing highest number of R&D	72	57	57	61
Company Ranking producing highest number of R&D Projects	16	10	10	20
Number of Fairs and Conferences Participated	19	21	11	14

Supplier Distribution Indicator

Distribution of our Suppliers	2018	2019	2020	2021
Local Supply	%29,7	%28,3	%34,71	%25,97
Abroad Supply	%70,3	%71,7	%65,29	%74,03

GRI Content Index



GRI Standard	Explanation/Chapter Title	Page
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
Corporate Profile		
102-1	ASAŞ Alüminyum Sanayi ve Ticaret A.Ş.	-
102-2	About Us	7
102-3	About Us	7
102-4	About Us	7
102-5	About Us	7
102-6	About Us	7
102-7	ASAŞ At A Glance	9
102-8	About Us, Appendixes	7, 75
102-9	Supplier Relations and Supplier Management	34
102-10	No specific change occurred in the reporting period.	-
102-11	Corporate Risk Management, Business Ethics and Rules	14, 27
102-12	Collaborations and Memberships	29
102-13	Collaborations and Memberships	29

GRI Standard	Explanation/Chapter Title	Page
Strategy		
102-14	Message of our General Manager	6
Ethics and Honesty		
102-16	Corporate Management, Business Ethics and Rules	12, 27
Governance		
102-18	Corporate Management	12, 15, 19
Stakeholder Participation		
102-40	Stakeholder Relations	26
102-41	No collective agreement is implemented in our company.	-
102-42	Stakeholder Relations	26
102-43	Sustainability Priorities	23, 26
102-44	Sustainability Priorities	23

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

GRI Content Index

GRI Standard	Explanation/Chapter Title	Page
Reporting		
102-45	About Our Report	4
102-46	Sustainability Perspective, Sustainability Priorities	22, 23
102-47	Sustainability Perspective, Sustainability Priorities	22, 23
102-48	The data are arranged according to the new coverage because the German plant is also included in the report.	-
102-49	The data are arranged according to the new coverage because the German plant is also included in the report.	-
102-50	About Our Report	4
102-51	About Our Report	4
102-52	About Our Report	4
102-53	About Our Report	4
102-54	About Our Report	4
102-55	GRI Standards Content Index	82
102-56	There is no external security.	-

Prioritized Subjects

GRI 200 Economic Standard Series

GRI 201 Economic Performance 2016

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20, 22
	103-3	Evaluation of the management approach	Economic Performance	11
	201-1	Economic value produced and distributed	Economic Performance, Economic Performance Indicators	11, 74

GRI 204: Procurement Practices 2016

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20, 22
	103-3	Evaluation of the management approach	Supplier Relations and Supply Management	34
	204-1	Rate of the expenses which are made to the domestic suppliers	Supplier Distribution Indicator	80

GRI Content Index

GRI 300 Environmental Standards Series

GRI 302 Energy 2016

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20, 22
	103-3	Evaluation of the management approach	Environment-friendly Business Approach	57, 61
	302-1	In-Corporation energy consumption	Energy Management, Environmental Performance Indicators	58-60, 76
	302-3	Energy density	Environmental Performance Indicators	77
	302-4	Decreasing the energy consumption	Energy Management, Improvement Projects	58-60, 78
	302-5	Reducing the required energy in the works and services	Energy Management, Improvement Projects	58-60, 78

GRI 303: Water and Effluents 2018

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20-22
	103-3	Evaluation of the management approach	Environment-friendly Business Approach	57, 63
	303-1	Water Policy and Management Approach of the Organization (Water Management)	Water Management	63
	303-3	Water usage on the resource basis	Environmental Performance Indicators / Water Management	79

GRI 304 Biodiversity 2016

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20-22
	103-3	Evaluation of the management approach	Sustainability Perspective	20-22
	304-2	Important impacts of the activities, products and services on the biodiversity	Biodiversity Management	65

GRI Content Index

GRI 305 Emissions 2016

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20-22
	103-3	Evaluation of the management approach	Environment-friendly Business Approach	57, 62, 63
	305-1	Direct (Scope 1) GHG emissions	Environmental Performance Indicators / Emissions	79
	305-2	Indirect energy (Scope 2) GHG emissions	Environmental Performance Indicators / Emissions	79
	305-4	GHG emission density	Environmental Performance Indicators / Emissions	79

GRI 306: Waste 2020

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20-22
	103-3	Evaluation of the management approach	Environment-friendly Business Approach, Waste Management	57, 63, 64
	306-1	Waste formation and waste-related significant impacts	Waste Management	64
	306-2	Management of the waste-related significant impacts	Waste Management	64
	306-3	Wastes according to their types and disposal method	Environmental Performance Indicators	78,79
	306-5	Waste which is directed towards the disposal	Environmental Performance Indicators	78,79

GRI Content Index

GRI 400 Social Standards Series

GRI 403 Occupational Health and Safety 2018

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20-22
	103-3	Evaluation of the management approach	Health Safety Environment (HSE)	51-55
	403-2	Injury types and injury rates, vocational diseases, lost days	Health Safety Environment (HSE)	51

GRI 404 Training and Education 2016

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20-22
	103-3	Evaluation of the management approach	Continuous Development Voyage for our Employees	46-48
	404-1	Average number of trainings provided per person	Continuous Development Voyage for our Employees	47
	404-2	Career, talent management and lifelong learning programs	Continuous Development Voyage for our Employees	46
	404-3	Our employees who go through the performance and career development	Continuous Development Voyage for our Employees	48

GRI 405: Diversity and Equal Opportunity 2016

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20-22
	103-3	Evaluation of the management approach	Reliable Business Approach	44-45
	405-1	Diversity of the governance organs and employees	Reliable Business Approach, Social Performance Indicators and Workforce	43, 75

GRI 413 Local Communities 2016

GRI 103 Management Approach 2016	103-1	Explanation and limitations of the prioritized subjects	Sustainability Priorities	23
	103-2	Management approach and components	Sustainability Perspective	20-22
	103-3	Evaluation of the management approach	Corporate Social Responsibility Activities	38
	413-2	Activities which have present or potential negative impacts on the local communities	Corporate Social Responsibility Activities	38



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