



ARSLAN ALÜMİNYUM



# SUSTAINABILITY REPORT

2023

**ARSLAN ALÜMİNYUM**

## **ABOUT THE REPORT**

This report, prepared by Enexion Group (Enexion Energy and Risk Consulting A.Ş.), includes the sustainability efforts and goals achieved by Arslan Alüminyum in 2023. All information and opinions presented in the report have been provided by Arslan Alüminyum and do not claim to be exhaustive. The data and information presented in the report have not been subject to independent verification and are prepared solely for informational purposes, not as recommendations for investment decisions.

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**Enexion Group A.Ş.**

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The background of the slide is a faded, grayscale image of an industrial facility, possibly a power plant or manufacturing plant, with various structures, pipes, and equipment visible. Two large, solid teal-colored shapes are overlaid on the image: a large curved shape in the top right corner and a large curved shape in the bottom left corner. The text is centered in the middle of the slide.

**01**

**COMPANY  
BACKGROUND**



## COMPANY BACKGROUND

Arslan Alüminyum was founded in 1970 by Mehmet Arslan and has maintained its leading position in the industry through continuous growth and new investments.

Recognized for its product quality, technological innovations, and environmentally friendly approach, our company boasts an annual capacity of 90,000 tons in extrusion profile production.

Additionally, we operate in various areas such as surface treatment, mold making, anodizing, painting, tenefer, watering, and mechanical processing to successfully meet international quality standards.

### Our Factories and Operations

We have a total of four factories located in the 1st and 2nd Organized Industrial Zones in Bilecik. We conduct our production and processing activities in these factories.

#### 1st Organized Industrial Zone:

Factory 1: Extrusion profile production and anodizing facility.

Factory 2: Extrusion profile production, painting lines, wood coating unit, mold shop, and mechanical processing sections.

#### 2nd Organized Industrial Zone:

3. Factory 3: Recycling facility and foundries.

4. Factory 4: Extrusion profile production.

Our headquarters are located in the Kağıthane district of İstanbul, where our customs operations and financial activities are managed.

# 2023 RECAP

## PIONEERING ACTIONS AND MILESTONES IN THE SECTOR



2023 was a year marked by milestones for our company. It began with us winning first place in the "Metallic Stars of Export" award for the aluminum casting products category, a recognition of our company's superior performance in quality and innovation on a national scale. Our participation in career days and science festivals with Bilecik Şeyh Edebali University in October 2023 strengthened our academic collaborations and enabled interactions with future engineers.

We also made significant strides in sustainability and environmentally friendly production practices. Our participation in the TALSAD - EU Green Deal Compliance Sustainability and Certification Project in September 2023 once again highlighted our commitment to environmental sustainability. On the international stage, our company played an active role by participating in prestigious fairs such as Aluexpo Istanbul and Intersolar Germany, reinforcing our presence in the global market and leadership in the industry.

Throughout the year, we placed great emphasis on investments and infrastructure developments. The commissioning of a 45 Mn press capacity extrusion press, a fully automatic heat treatment line, a Nitrex brand nitration furnace with a capacity of 700 mm in diameter, and two fully automatic solar frame profile processing lines with a daily capacity of 7,000 sets significantly increased our production capacity and product quality. Investments in the foundry area, such as the Alppur 3-rotor Degaser unit and continuous homogenization line, played a critical role in improving our casting quality and process efficiency.

2023 was a year in which our company increased its recognition both nationally and internationally, took significant steps in sustainability, and expanded our production capacity. These achievements not only solidified our leading position in the industry but also laid a solid foundation for future years.

# MILESTONE MOMENTS

**1970**

Founded by Mehmet Arslan as "Arslan Ekoksal," starting as a 250-square-meter workshop.

**1973**

Moved to a new facility in Alibeyköy, spanning 5250 square meters.

**1974**

The first extrusion press with a capacity of 400 tons was commissioned.

**1975**

The second extrusion press with a capacity of 1200 tons began operations.

**1980**

Reorganized as "Arslan Alüminyum Sanayi ve Ticaret Limited Şirketi."

**1986**

Laid the foundation for new facilities in Bilecik's 1st Organized Industrial Zone.

**1988**

The first factory started production.

**2007**

Obtained the ISO 9001 quality management system certification and laid the foundation for the first foundry.

**2006**

Completed the facility in the 2nd Organized Industrial Zone, commissioned two new presses, and received the QUALINOD certification.

**2005**

The film coating facility became operational.

**2004**

The third extrusion press was commissioned, and the foundation for new facilities in Bilecik's 2nd Organized Industrial Zone was laid.

**2000**

Established the powder coating facility and obtained the TS 4922 certification.

**1999**

The second extrusion press was commissioned, and the TS 755-1 certification was obtained.

**2008**

Three new presses became operational, bringing the total number of presses to eight.

**2009**

Increased foundry capacity to 40,000 tons and began construction of a new foundry and recycling facility.

**2011**

Completed the assembly of the recycling facility, ranked 410th on the ISO (Istanbul Chamber of Industry) 500 list, and obtained the QUALICOAT certificate.

**2012**

Reached an aluminum billet capacity of 120,000 tons.

**2014**

Received the CE Factory Production Control Compliance Certificate.

**2023**

Established the 8th factory, commissioned the 9th press, ranked 147th on the ISO (Istanbul Chamber of Industry) 500 list, obtained ISO 45001 and ISO 50001 certifications, and completed the LCA/SPD study for all product groups.

**2022**

Commissioned two new foundries, increasing production capacity to 240,000 tons.

**2021**

Achieved an annual casting capacity of 180,000 tons.

**2018**

Received the Authorized Economic Operator Certificate (AEO).

**2017**

Obtained ISO 14001 and 27001 certifications and commissioned two vertical painting lines.

**2015**

Started operating as "Arslan Alüminyum A.Ş."

# MESSAGE FROM THE GENERAL MANAGER

Dear Stakeholders,

First and foremost, we share the sorrow and pain caused by the earthquake in Türkiye in February 2023. We express our deep respect for the communities and individuals affected by this disaster and want to reaffirm our support for everyone in need. We recognize that such natural calamities highlight the importance of our sustainability efforts. Therefore, we will continue to develop resilient and sustainable solutions by working with our partners to build a society that is resistant to disasters.

As a company, we continue to uphold sustainability as a cornerstone of our business strategy. Our leadership in aluminum extrusion, recycling, casting processes, and electricity production with solar panels reflects our commitment to minimizing our impact on the environment and society.

In our efforts to reduce our environmental footprint, we continuously strive to enhance energy efficiency and reduce our carbon emissions. We are decreasing our dependency on non-renewable energy sources by producing our own energy with solar panels. Additionally, we are continually optimizing our waste management and recycling processes, contributing to the more efficient use of natural resources.

To strengthen our understanding of social responsibility, we invest in various projects to enhance the well-being of our employees and communities. Our social responsibility projects in education, health, and employment contribute to building a sustainable future for our communities.

Working with our business partners, we develop projects to strengthen the sustainable material supply chain and promote the use of recycled aluminum. This enables us to focus on further reducing our environmental and social impact at every stage of our supply chain.



We commit to maintaining transparent relationships with our business partners and communities by sharing these sustainability efforts in detail in our GRI reports. From electricity production with solar panels to our environmental impact reduction strategies, we continue to work tirelessly with you to build a greener and more ethical world. Additionally, we are preparing for ASI certification, which is one of the most important certifications for the aluminum value chain, and this way we will make our name known to the world.

Your support and collaboration are crucial for building a sustainable future.

We thank our valued employees and business partners and wish for us to come together to support and stand in solidarity with the communities going through these painful times.

Sincerely,  
K. Cenk ARSLAN

Deputy General Manager of Arslan  
Alüminyum Inc.

- Flat Bar Profile
- T-Profile
- U-Profile
- Solid Round Profile
- Tube Profile
- Box Profile

- Casting
- Extrusion
- Alloys Made with Recycled Raw Material

- Thermo-75 System
- Normal-60 System

- Grooved System
- Plain System
- Accessories for Grooved and Plain Systems
- Hinges for the Plain Window Series
- Hinges for the Grooved Window Series
- Strikers for Grooved Series Casement Doors
- Strikers for Plain Series Casement Doors

**2019 - 2022:** Ranked as the number one exporter of aluminum cast products for four consecutive years in the "Metallurgical Export Stars" awards organized by the Istanbul Ferrous and Non-Ferrous Metals Exporters' Association (İDDMB).

**2022:** Ranked 147th on the list of T's Top 500 Industrial Enterprises by ISO. (Istanbul Chamber of Industry)



## Production Facilities and Units



### Cast House

Our factory, which commenced production in 2008, has a foundry with an annual capacity of 240,000 tons. Various diameters of billets ranging from 90 mm to 305 mm are produced in our facility, providing the opportunity to meet different customer needs and ensure diversity in the industry.



### Recycling Plant

With an annual capacity of 240,000 tons, our facility conducts a sustainable recycling process. By processing used aluminum parts, we produce high-quality billets ranging from 90 mm to 305 mm in diameter. This diversity strengthens our position in the market by enabling us to meet our customers' specific requirements.



### Die Workshop

Our die design and production processes are equipped with the most advanced technology in the industry. These advanced equipment ensure high precision and efficiency in die production. Our monthly production capacity is limited to 300 molds, allowing us to approach each project with attention to detail and precision.



### Extrusion Line

Extrusion line consists of a total of 9 presses: three 1100-ton, one 1200-ton, two 1600-ton, and one each of 2750, 4000, and 4500-ton presses. Our monthly production capacity can reach up to 5700 tons. With the ability to produce at different capacities, our line provides the flexibility to meet various needs of our customers.



### Surface Treatment Unit

In our surface treatment unit, polishing, satin finishing, sandblasting, and sanding techniques are applied to enhance the quality and aesthetics of our products. These processes improve the durability and appearance of aluminum surfaces, ensuring they meet the highest standards.



### Anodizing Unit

Our anodizing unit has a capacity of 590,000 square meters per month and performs high-quality anodizing processes. This ensures that our products become long-lasting and protected.

## Production Facilities and Units



### Powder Coating

Our vertical and horizontal static powder coating facilities paint various materials with a capacity of 1,550,000 square meters per month. Our high-tech equipment meets our customers' needs, guaranteeing the durability and aesthetic appearance of the products. Powder coating processes are carried out in line with the latest techniques.



### Decorative Film Coating

Our company provides services in wood, marble, and granite pattern applications with a capacity of 150,000 square meters per month. These applications add uniqueness and a sophisticated touch to spaces by delivering high-quality results.



### Mechanical Treatment

Our aluminum profile processing center specializes in angle and precision cutting, as well as deburring operations. This center ensures that aluminum profiles are cut at the desired angles and have smooth surfaces.



### Shrink

Shrink and nylon packaging applications are carried out for product protection and safe transportation. These packages protect products against environmental factors, ensuring safe transportation and storage.



### Quality Control

At our company, a detailed inspection process by our quality control department is applied at every stage of profile production and after the completion of the final product. This process is designed to detect and correct any potential errors or deficiencies that may occur during production. Our quality control team uses the latest technological equipment and methodologies to ensure the profiles meet industry standards and customer expectations, guaranteeing high quality. These comprehensive control and inspection activities continuously monitor and protect the quality of our products from start to finish, thereby enhancing customer satisfaction and contributing to our company's reputation in the industry.

# Arslan Alüminyum Production Capacity

## Cast House & Recycling Plant

240,000

tons/year



## Die Workshop

3,600

molds/year



## Extrusion

90,000

tons/year



## Anodizing

7,080,000

m<sup>2</sup>/year



## Paint Shop

18,600,000

m<sup>2</sup>/year



## Decorative Film Coating

1,800,000

m<sup>2</sup>/year



## Mechanical Treatment

24,000,000

units/year



# Memberships and Strategic Partnerships



As Arslan Alüminyum the membership and partnership relationships we establish play a vital role in strengthening our company's position in the industry and achieving our sustainability goals. These strategic collaborations promote the adoption of innovative technologies and sustainable production methods, facilitate knowledge and experience sharing with industry leaders and think tanks. As a result, we not only achieve economic growth and competitive advantage but also take a leading role in reducing our environmental footprint and fulfilling our social responsibility commitments. These partnerships reinforce our company's commitment to sustainable development principles and support our vision of contributing to a greener and fairer future for all stakeholders.

- **TALSAD** (Turkish Aluminum Industrialists Association)
- **AYID** (Aluminum Surface Processors Association)
- **ISO** (Istanbul Chamber of Industry)
- **ITO** (Istanbul Chamber of Commerce)
- **BTO** (Bilecik Chamber of Commerce)
- **IMMIB** (Istanbul Mineral and Metals Exporters' Association)
- **IDDMIB** (Istanbul Ferrous and Non-Ferrous Metals Exporters' Association)
- **TUBITAK** (The Scientific and Technological Research Council of Türkiye)
- **BŞEU** (Bilecik Şeyh Edebali University)
- **ESOGU** (Eskişehir Osmangazi University)
- **YTU** (Yıldız Technical University)
- **BTU** (Bursa Technical University)
- **ITU** (Istanbul Technical University)
- **SAKARYA UNIVERSITY**
- **ASI** (Aluminium Stewardship Initiative)





**02**

**CORPORATE  
GOVERNANCE**

# ARSLAN ALÜMİNYUM – CORPORATE GOVERNANCE

## Our Vision, Mission, Values



### Vision

By leveraging our experience and technological investments, we aim to create sustainable and innovative solutions to add value to our stakeholders.

Becoming a leading name in Aluminum Extrusion and recycling is our goal.



### Mission

To carry aluminum into every aspect of life for a sustainable future, leading the industry with innovative solutions focused on recycling and environmentally conscious approaches.



### Values

Respect to our employees

Being in continuous development and innovation

Being reliable

Using environmentally friendly technologies and supporting their development and dissemination

Valuing people

Not making gender discrimination

Being customer and solution focused

To consider environmental sustainability in all areas of activity

Operating with the highest safety standards

Being ethical

## Corporate Governance Model

Our corporate governance approach at Arslan Alüminyum is based on principles of transparency, accountability, fairness, and responsibility. In line with these principles, we have a management philosophy that prioritizes environmental consciousness and ethical behavior.

By incorporating stakeholders into our strategies and risk management processes, we embrace a diverse and inclusive corporate sustainability perspective. Transparency, fair governance, and effectiveness are the three fundamental characteristics underlying the Arslan Alüminyum board of directors. Accordingly, we pursue a sustainable management approach, basing our processes on these principles.

Arslan Alüminyum has not undergone any mergers and acquisitions processes, neither any closure and decommissioning activities.



Transparency



Fair Governance



Effectiveness

Our board of directors develops various policies with the aim of establishing business processes and relationships centered around the United Nations Sustainable Development Goals and ethical values, making commitments through these policies.

At Arslan Alüminyum, we cultivate a strong corporate governance culture with our board of directors, senior management, and committees providing regular reporting, implementing the most suitable governance practices for our company, our country, and our world.

Our corporate governance strategy focuses on reducing environmental impacts, addressing social responsibilities, and enhancing efficiency in our business processes. This strategy aims to ensure long-term sustainability across our value chain from environmental, social, and economic perspectives.

As Arslan Alüminyum Board of Directors, we undertake not to engage in any political activities. Our company was not subject to any penalties or sanctions during the reporting year.





## Governance Framework and Board of Directors

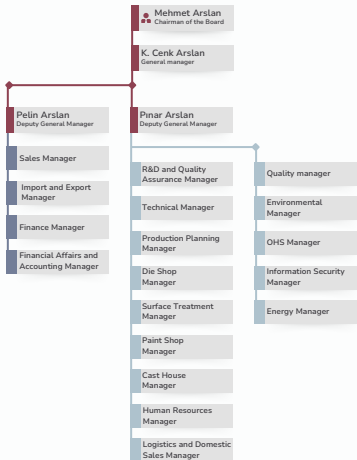
At the core of an effective corporate governance structure lies a transparent, fair, and efficient board of directors. Our board of directors, along with senior management and board committees, plays a significant role in fostering a strong corporate culture throughout the company and embracing best governance practices.



Arslan Alüminyum governance structure is designed to facilitate effective information flow and establish efficient communication with all stakeholders contributing to the achievement of our corporate and sustainability goals. Through the established communication within the governance structure, consultative processes emerge concerning economic, environmental, governance, and social issues.



## Governance Structure and Board of Directors



Our company's board of directors is a body composed of experienced and industry-savvy members, whose primary goal is to increase the company's value. The board of directors determines the company's strategies while keeping the interests of our stakeholders in mind. They also take on the responsibility of corporate risk management and ensure that the company's activities are carried out in compliance with the laws.

Our board of directors is a single-tier board consisting of 2 female and 2 male members. At Arslan Alüminyum, we actively support female employment and female executives at every opportunity.



## Board of Directors Members

| Board Members  | Executive/<br>Non-Executive | Industry Experience<br>/Education        | Duration of<br>Experience | Mission                   |
|----------------|-----------------------------|------------------------------------------|---------------------------|---------------------------|
| Mehmet ARSLAN  |                             | High school                              | 62 Year                   | Chairman of the Board     |
| K. Cenk ARSLAN | Executive                   | Bachelor's in Business<br>Administration | 36 Year                   | General Manager           |
| Pinar ARSLAN   | Executive                   | Bachelor's in Industrial<br>Engineering  | 26 Year                   | Deputy General<br>Manager |
| Pelin ARSLAN   | Executive                   | Bachelor's in Economics                  | 23 Year                   | Deputy General<br>Manager |

# BOARD OF DIRECTORS COMMITTEES

As the Arslan Alüminyum Board of Directors, we have established various committees to manage and oversee company operations more effectively. The creation of these committees aims to ensure that processes are monitored in a more systematic and organized manner.

We have established a Sustainability and Information Security Committee. At Arslan Alüminyum, our goal is to increase the number of committees to further optimize our management system.



## Information Security Committee

The Information Security Committee ensures the continuity of ISMS by implementing new/revised rules and procedures as deemed necessary. The ISMS (Information Security Management System) Committee is primarily responsible for implementing ISO 27001 Information Security Quality Management System processes. It meets periodically to assess the current risk analysis and provides priority feedback on actions to be taken.

At Arslan Alüminyum location, the Information Security Committee consists of the following employees.



**At ARSLAN ALÜMİNYUM location, the Information Security Committee consists of the following employees.**

Information Security Committee  
Members

Deputy General Manager / Chairman  
of the Information Security Committee

R&D and Quality Assurance Manager

Information Technology Officer /  
Information Security Management  
Representative

Quality Officer / Quality Management  
Representative

## Information Security Committee

The objectives and priorities of the information security management system implemented at Arslan Alüminyum can be summarized as follows:

Coordinating the establishment and development processes of the ISO 27001 Information Security Management System,

Reviewing and updating the Information Security Policy every 1 year and announcing it to all personnel,

Coordinating risk analysis studies, Evaluating the risks that information assets may face and the measures to be taken against these risks,



Making information security awareness a part of the corporate culture.

Investigating potential or actual incidents related to information security by information security management officials, solving them promptly and planning and carrying out the necessary development activities to prevent the incidents from recurring.

Ensuring the confidentiality of critical information belonging to Arslan Alüminyum and its corporate customers.

Storing and processing information in a way that ensures confidentiality, integrity and accuracy.

Ensuring business continuity of Arslan Alüminyum operations and processes.

Protection of information against unauthorized access.

Ensuring that authorized persons have access to the information necessary to carry out their business activities.



## Sustainability Governance

At Arslan Alüminyum, we conduct our business activities in an environmentally and socially responsible manner by embracing sustainability principles. We carry out our sustainability efforts focusing on three main areas: environmental sustainability, economic sustainability, and social sustainability.

Under environmental sustainability, we continuously strive to improve our production processes and minimize environmental impacts. Measures such as increasing energy efficiency, optimizing waste management, and transitioning to renewable energy sources are undertaken. Additionally, various water conservation and recycling projects are implemented to reduce water consumption and support the conservation of natural resources.



Economic sustainability holds critical importance for long-term success and growth at Arslan Alüminyum. The company endeavors to promote ethical business practices, enhance supply chain management, and make financial decisions aligned with sustainability principles. Moreover, Arslan Alüminyum supports social and economic development by contributing to local economies and collaborating with local suppliers.

Social sustainability aims to strengthen the company's relationships with its employees, communities, and stakeholders. Investments are made in various social responsibility projects to promote fair business practices, enhance employee welfare, and create a positive impact in society. Furthermore, spreading sustainability culture through internal training and awareness programs is a significant goal.



Arslan Alüminyum has an effective sustainability governance structure to manage and oversee sustainability activities. This governance framework includes various committees and processes to establish, monitor, and report on sustainability goals set by the board of directors. Additionally, a transparent communication strategy is adopted to interact with stakeholders and regularly assess sustainability performance. This approach ensures Arslan Alüminyum's continuous success in sustainability.



Our company collaborates with all stakeholders towards a sustainable future. This mindset guides us to prioritize sustainability as a central focus in all our processes and relationships.

Our sustainability efforts are led through the Arslan Alüminyum Sustainability Committee. The committee is responsible for defining our company's sustainability vision and ensuring its implementation across business processes.

The cornerstone of our sustainability vision and the fundamental factor shaping our company's sustainability vision is the United Nations Sustainable Development Goals (SDGs). The SDGs form the basis of our sustainability vision, and our business model and strategies progress in integration with the SDGs, leading our value chain operations with a sustainable approach.



# SUSTAINABILITY COMMITTEE

At Arslan Alüminyum, our Sustainability Committee aims to create and implement sustainability strategies, policies, and scientific-based goals to enhance value generation in environmental, social, and corporate governance areas. The committee also aims to execute, monitor, and oversee sustainability practices.

The committee operates on a meeting basis. It convenes as needed, at least twice a year. Meeting dates and agenda items are electronically communicated to committee members by the Committee Coordinator at least 7 (seven) business days in advance. Committee meetings are conducted with the participation of at least half of the total number of members.



The committee is established and authorized with the approval of the General Manager. It consists of a minimum of five and a maximum of ten members. It is essential for at least one board member to be present on the committee. The committee members are as follows:

|                                |                                  |
|--------------------------------|----------------------------------|
| Deputy General Manager         | Minister                         |
| R&D and Quality Manager        | Deputy President                 |
| Technical Manager              | Working Group Coordinator        |
| Foundry Manager                | Environmental Manager Rapporteur |
| OHS President                  | Member                           |
| HR Manager                     | Member                           |
| Administrative affairs manager | Member                           |



To authorize and coordinate the Working Group established within the Company within the scope of the studies,

Regularly reviewing and rearranging, executing, monitoring and auditing the sustainability policy, objectives, practices, working principles and management systems, and submitting it to the Board of Directors for approval when necessary. The entire Company in line with the Company's sustainability policy and targets.

To ensure that employees are informed and to work to ensure that employees internalize these policies,

Ensuring stakeholder participation for all stakeholders regarding the company's sustainability strategy, policy and practices, It is among the duties and responsibilities of the Committee to ensure that the work outputs coincide with the Company's sustainability policies and Company expectations.

The Committee informs the Board of Directors about its activities and outputs at least once a year. The company ensures that all stakeholders are informed in line with the sustainability policy and targets determined by the committee. It works to ensure that employees internalize these policies.

## Sustainability Committee

The aims and priorities of the Sustainability management system implemented at Arslan Alüminyum can be summarized as follows:

Conducting studies and developing projects to integrate sustainability into the Company structure,

To follow national and international developments on sustainability, Creating sustainability strategy, targets, road maps and policies,

Directing the Company's sustainability strategy and policy by proactively managing risks in social, environmental and corporate governance issues,

To support the development and implementation of projects aimed at reducing carbon emissions in business processes within the scope of combating climate change,

To follow the company's road map regarding sustainability and the developments in its practices, to set targets, to determine performance criteria accordingly, to monitor performance in line with the targets and to ensure the active participation of all relevant units of the Company in the process,





## MATERIALITY ANALYSIS

At Arslan Alüminyum, we strive to create value in our industry by prioritizing sustainability. We develop our efforts to create this value by conducting materiality analysis and involving all stakeholders in the process.

Our materiality analysis is a key component of our corporate sustainability strategy, aiming to meet the sustainability expectations of our stakeholders.

To identify our material topics, we conduct comprehensive assessments regarding the UN Sustainable Development Goals, the European Green Deal, and industry trends. By considering these factors, we ensure that our sustainability initiatives align with the needs and demands of our stakeholders.

At Arslan Alüminyum, we determine our material topics by considering both sectoral and global trends as well as the materiality ratings of sustainability indices. As we shape our company strategy according to these trends and materialities, we also take into account the dynamic nature of our company. By focusing on aligning stakeholders' perspectives and being responsive to their expectations in our business processes, we aim to make a positive impact on the world and the industries we serve while creating long-term value.



# MATERIALITY MATRIX

Based on stakeholder assessments and engagement, we have developed the Arslan Alüminyum materiality matrix, which includes very high material and high material topics. The X-axis of the Arslan Alüminyum Materiality Matrix represents the impact of these material issues on stakeholders, while the Y-axis represents their impact on our company. The results of the materiality analysis have been instrumental in determining our sustainability goals and enhancing our sustainability strategy



## MATERIALITY MATRIX



# MATERIAL TOPICS

In the materiality matrix, we evaluated the "Very High" and "High" material topics as important factors in the development of Arslan Alüminyum's corporate sustainability strategy. Thanks to the materiality analysis, we identified a total of 14 material topics, including 8 very high material and 6 high material topics.



| TOPICS                                                         |                                                 |
|----------------------------------------------------------------|-------------------------------------------------|
| Very High Material Topics                                      | High Material Topics                            |
| Sustainable Finance, Financial Stability & Systematic Risk     | Labor Practice Indicators and Practices         |
| Corporate Governance                                           | Product Design & Lifecycle Management           |
| Product Quality & Recall Management                            | Climate Change Adaptation Strategy              |
| Energy Management (Energy Consumption, Electricity Generation) | Operational Eco-Efficiency                      |
| Diversity and Equal Opportunity (Women Empowerment)            | Waste & Hazardous Materials Management          |
| Recycling Strategy                                             |                                                 |
| Occupational Health & Safety                                   | Human Rights, Social Integration & Regeneration |
| Low Carbon Strategy (Emission Reduction)                       |                                                 |





# SUSTAINABILITY GOALS AND TARGETS

As Arslan Alüminyum, one of the most important elements of our sustainability governance is our short, medium and long-term goals. We created our goals within the framework of the United Nations Sustainable Development goals; We determined it under 4 headings: Environmental, Social, Governance and Sustainable Product Management.

ARSLAN ALÜMİNYUM - TARGET SETTING TABLE (ENVIRONMENTAL)

| Material Topic                        | Metric                              | Unit           | Base Year | Target Year | Target                      | Related SDG |
|---------------------------------------|-------------------------------------|----------------|-----------|-------------|-----------------------------|-------------|
| Energy Management                     | Total Energy Intensity              | GJ/ton product | 2023      | 2030        | 10% reduction               |             |
|                                       | Electricity Production Intensity    | GJ/ton product | 2023      | 2030        | 10% reduction               |             |
|                                       | Natural Gas Production Intensity    | GJ/ton product | 2023      | 2030        | 10% reduction               |             |
| Environmental Management System       | ISO 14001                           | Certificate    | 2023      | 2024        | Obtaining the certification |             |
| Adaptation to Climate Change          | Renewable energy rate               | GJ/ton product | 2023      | 2030        | 50%                         |             |
| Environmental Impacts of Supply Chain | Evaluated supplier rate             | %              | 2023      | 2030        | 50%                         |             |
|                                       | Emissions regarding to supply chain | t-CO2e         | 2023      | 2030        | 30% reduction               |             |
| Biodiversity and Ecology              | Biodiversity Report                 | Report         | 2023      | 2024        | Preparation of report       |             |
|                                       | Forestation                         | Pcs            | 2023      | 2030        | 3000 amount                 |             |

ARSLAN ALÜMİNYUM - TARGET SETTING TABLE (ENVIRONMENTAL)

| Material Topic                       | Metric                        | Unit            | Base Year | Target Year | Target                   | Related SDG                                                                                                                                                         |
|--------------------------------------|-------------------------------|-----------------|-----------|-------------|--------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Water and Wastewater Management      | Water Consumption             | m3/ton product  | 2023      | 2030        | 10% reduction            |                                                                                    |
|                                      | Water Recovery                | m3/ton product  | 2023      | 2030        | 15% increase             |                                                                                    |
| Carbon Management                    | Embedded Emission             | tCO2e/t         | 2023      | 2030        | Max 4 tCO2e/t for billet |                                                                                    |
|                                      | Carbon Footprint Verification |                 | 2023      | 2030        | Verification process     |                                                                                    |
| Waste and Hazardous Waste Management | Waste Production              | ton/ton product | 2023      | 2030        | 10% reduction            |   |
|                                      | Waste Recycling               | ton/ton product | 2023      | 2030        | 10% increase             |   |

ARSLAN ALÜMİNYUM - TARGET SETTING TABLE (SOCIAL)

| Material Topic             | Metric                                          | Unit         | Base Year | Target Year | Target                                                  | Related SDG                                                                                                                                                                                                                                                 |
|----------------------------|-------------------------------------------------|--------------|-----------|-------------|---------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Occupational Health&Safety | Reducing the number of lost-time accidents      | %            | 2023      | 2025        | 50% reduction                                           |          |
|                            | Routine medical check for blue collar employees | %            | 2023      | 2025        | 100%                                                    |    |
| Stakeholder Engagement     | Stakeholder Expectations                        | Satisfaction | 2024      | 2025        | Conducting and reporting stakeholder surveys every year |                                                                                                                                                                          |

## ARSLAN ALÜMİNYUM - TARGET SETTING TABLE (SOCIAL)

| Material Topic                                 | Metric                         | Unit                                 | Base Year | Target Year | Target                           | Related SDG                                                                       |
|------------------------------------------------|--------------------------------|--------------------------------------|-----------|-------------|----------------------------------|-----------------------------------------------------------------------------------|
| HR                                             | Employee Satisfaction          | Inclusion to decision making process | 2024      | 2030        | open door and one-on-one meeting |  |
| Working Conditions and Employee Engagement     | Increase of employee trainings | hours                                | 2023      | 2025        | 30%                              |  |
| Environmental & Social Impacts of Supply Chain | Evaluated supplier rate        | %                                    | 2023      | 2025        | 80%                              |  |

## ARSLAN ALÜMİNYUM - TARGET SETTING TABLE (GOVERNANCE)

| Material Topic | Metric                | Unit                  | Base Year | Target Year | Target                                                | Related SDG                                                                                                                                                                                                                                           |
|----------------|-----------------------|-----------------------|-----------|-------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Equality       | Women employees       | Number                | 2023      | 2025        | 15% increase                                          |    |
| HR             | Employee satisfaction | Employee turnover     | 2024      | 2030        | 10% reduction per year                                |                                                                                                                                                                      |
| Reporting      | GRI                   | Sustainability Report | 2024      | 2024        | Reporting every year with accordance to GRI standards |                                                                                     |

## ARSLAN ALÜMİNYUM - TARGET SETTING TABLE (SUSTAINABLE PRODUCT MANAGEMENT)

| Material Topic                                       | Metric                        | Unit                 | Base Year | Target Year | Target                               | Related SDG                                                                       |
|------------------------------------------------------|-------------------------------|----------------------|-----------|-------------|--------------------------------------|-----------------------------------------------------------------------------------|
| Product Quality and Customer Welfare                 | Customer feedback / complaint | %                    | 2024      | 2030        | 90% reduction                        |  |
| Environmental and Social Impacts of Supply Chain     |                               |                      | 2023      | 2030        | Partnership with certified suppliers |  |
| Packaging Management                                 | Recycled packaging amount     | % recycled packaging | 2023      | 2030        | 100%                                 |  |
| Product Labelling and Marketing                      | Recycled packaging label      | ton/ton product      | 2023      | 2030        | 100%                                 |  |
| Sustainable Product design and life cycle assessment | Sustainable Product turnover  | USD                  | 2023      | 2030        | 75% of total turnover                |  |
|                                                      | Product base LCA              | Product Group        | 2023      | 2030        | 100%                                 |  |



## CORPORATE RISK MITIGATION

Corporate risk management makes significant contributions to our company's sustainability perspective. As Arslan Alüminyum, we identify and analyze various risks we may encounter while conducting our business operations and intervene in these risks effectively. With this approach, by integrating the risk assessment process into our environmental, social and governance processes, it detects risks that have the potential to hinder sustainability goals in advance and enables rapid risk management processes.



In addition, thanks to our corporate risk management approach, our company attaches importance to minimizing the environmental impacts of its activities and acting in accordance with social expectations. Adhering to ethical standards is one of the fundamental principles of our company, and by focusing on this principle, we ensure long-term sustainable growth and success. In this context, corporate risk management plays a key role in determining and implementing Arslan Alüminyum sustainability strategy.

Identifying the risks and opportunities that may occur in our projects and production processes, understanding their nature and source, and deciding the magnitude of the risk are important points of our risk management perspective. We approach these processes in the light of our ISO 9001 Quality Management System within our company and factories.

A man in a suit is walking a tightrope that stretches across the sky. The tightrope ends in a large, stylized question mark, symbolizing uncertainty or a choice. The background is a blue sky with white clouds.

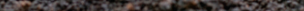
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## BUSINESS RESILIENCE

Business continuity is a management process developed to maintain an enterprise's business operations in situations such as unexpected events or emergencies. This process aims to ensure that the business continues its operations without disruption and customer service continues.



Unexpected situations or emergencies may have consequences that may negatively affect the normal functioning of the business. There is a detailed Business Continuity and Emergency Plan to prevent these situations and ensure business continuity during and after such situations. This plan aims to ensure that critical processes continue without interruption, thus ensuring business continuity even in the event of a lack of resources.

Regarding emergencies, our priority is to ensure staff and customer safety. Our Business Continuity planning includes assessing the risks of business operations and processes, as well as measures to be taken against these risks.

Information systems recovery planning also plays an important role in our efforts to ensure business continuity. All records and information about our company are classified and regularly reviewed by the relevant process operators. Information determined as valuable data is backed up in accordance with current legislation.

Return attempts are made through scenarios to test our preparations against disaster situations. These tests are performed weekly for critical servers.

ISO 27001 Information Systems Management System and ISO 45001 Occupational Health and Safety Management System are implemented in our company. For this reason, Business Continuity and Emergency Plan and Contingency Plan audits are carried out regularly annually by an independent audit firm. In addition, the Information Systems Department is regularly audited by an independent audit firm.



## ETHICAL BUSINESS PRACTICES

As Arslan Alüminyum, the most important issue we attach importance to in our processes and production processes is business ethics and the application of ethical rules. We strictly comply with ethical rules in the processes we carry out in our factories and headquarters, and we support our employees with the necessary training in this regard.

Our company is committed to adhering to the highest level of ethical values and setting the highest standards in the field of business ethics. For this reason, business ethics forms the basis of our way of doing business. Our document called "Arslan Alüminyum Ethical Rules" is a comprehensive document explaining the ethical values and business ethics practices of our company.

### Basic principles of the Code of Ethics

- Integrity and honesty are our basic principles.
- We comply with the privacy policy.
- We act respectfully and harmoniously towards our customers and suppliers.
- We aim to stay away from any conflict of interest.
- We have a customer satisfaction-oriented working model.
- We avoid unfair competition.
- None of our employees accept bribe offers.
- We aim to minimize anti-corruption in line with our anti-corruption policy.



## STAKEHOLDERS ENGAGEMENT

Persons or groups who are affected by our activities or have the authority to influence our activities are our stakeholders. In line with our sustainability strategy and commitment to creating value, we prioritize stakeholder engagement and constantly interact with them. In all our activities, we attach importance to the interests, demands and needs of our stakeholders and actively seek their contributions when shaping our business model and strategies. In this way, we strengthen our value chain with the valuable contributions of our stakeholders.



As we strive to improve sustainability, we attach importance to the contributions of our stakeholders in our value chain. In addition, we actively support our stakeholders' sustainability journeys by organizing various trainings, workshops and seminars. Our stakeholder engagement table, which identifies our primary stakeholder groups, summarizes our relationships with stakeholders and our relevant responsibilities.

We have created a stakeholder engagement plan and we are delighted to announce to our stakeholders.

### Stakeholder Engagement Table

| Stakeholder Groups | Selection Process of Stakeholder Groups                                                                                                                         | Relationship with Stakeholder                                                                                                                                                                              | Important Issues and Our Responsibilities                                                                                                                                                                                                                                                |
|--------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees          | We attach importance to the proactive feedback provided by all our colleagues in order to make our working system and the processes we create more sustainable. | Periodic and face-to-face meetings at the request of our employees, HR open door days, periodic surveys, employee performance and satisfaction evaluations, Online (a website that provides feedback 24/7) | Monitoring and improving employee rights, ensuring occupational health and safety, retaining employees, increasing employee participation, paying employee wages on time and in full, improving the complaint mechanism and tracking feedback, career development and talent management, |

| Stakeholder Groups | Selection Process of Stakeholder Groups                                                                                                                                                                                                                                                                                                                 | Relationship with Stakeholder                                                                                                                                                       | Important Issues and Our Responsibilities                                                                                                                                                                        |
|--------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees          |                                                                                                                                                                                                                                                                                                                                                         | and on-site request/complaint/suggestion boxes, social media channels and periodic trainings.                                                                                       | providing social benefits, protecting ethical values, diversity, giving importance to employees, creating a sense of belonging to employees, and carrying out sustainability studies.                            |
| Customers          | We work with Europe's largest aluminum users, suppliers and extrusion companies.<br>Customers producing in Europe are preferred due to the logistics advantage. Customer selection is made according to production quantities, the width of the current supplier portfolio, the features and standards of the product requested and the price strategy. | Sharing new RFQs, discussing open issues in new and ongoing projects, and holding periodic and spontaneous meetings and visits to discuss business expansion and new opportunities. | To provide goods and services at the right time and in the right quantity, without causing any supply problems, while maintaining the desired quality and price level (competitiveness).                         |
| Suppliers          | Our suppliers vary according to the types of products and services we offer. Our supplier selection process is carried out using our Supplier Approval Form, which includes supplier procedures, social and environmental considerations, our supplier selection criteria, and our Approved Supplier List.                                              | Supplier surveys, periodic environmental, social, product negotiations on quality & safety issues, notifications, periodic supplier reporting,                                      | Monitoring and auditing the safety and quality of supplied products, encouraging suppliers to enhance their CSR targets, strengthening supplier relationships based on feedback, and valuing supplier diversity. |



| Stakeholder Groups         | Selection Process of Stakeholder Groups                                                                                                                                                                                                                                                             | Relationship with Stakeholder                                                                                                                                                               | Important Issues and Our Responsibilities                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Media                      | We present our activities to all our stakeholders through local and national communication channels (newspapers, magazines, social media, television, etc.). The power of media and social media is essential for announcing our sustainability activities and new investments to all stakeholders. | Press releases, interviews, statements to the press, website and social media posts.                                                                                                        | Transparently communicating accurate and reliable information regarding new investments and other significant developments to all stakeholders.                                                                                                                                                                                                                                                        |
| Private Sector             | Arslan Alüminyum develops its strategies and contributes to sustainable growth through collaboration, information sharing, and partnerships with private institutions and organizations involved in its area of activity and impact.                                                                | Process and industrial space sharing, natural resources joint use, establishing sector and regional partnerships, special sector meetings, providing disaster and emergency collaborations. | Contributing to sustainability through respectful and conscious production and consumption for all aluminum manufacturers and other producers, transferring knowledge and experience on CSR topics through sectoral and regional partnerships, providing contributions through collaborations for disaster and emergency situations, and supporting sectoral development through project partnerships. |
| Certification Institutions | We consider the references of certification bodies, the scope of their accreditation, and the CSR requirements of our company.                                                                                                                                                                      | Management Systems Audits, product certifications, special process audits, trainings, audit reports, in-process meetings, result evaluation meetings.                                       | In audit processes, sharing relevant information in an accountable and transparent manner in line with the fundamental principles of corporate governance, evaluating process outcomes that can contribute to the company's sustainability, and setting sustainability goals based on audit results.                                                                                                   |

| Stakeholder Groups                 | Selection Process of Stakeholder Groups                                                                                                                                                                                                                                        | Relationship with Stakeholder                                                                                                         | Important Issues and Our Responsibilities                                                                                                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Government and Public Institutions | We establish relationships with government and public institutions through our local market and export capabilities. By monitoring the activities and regulations of countries and national associations, we define our sustainability strategies and goals at a global level. | Face-to-face and online meetings, public institutions platforms, local and international audits, sustainability and activity reports. | All of our productions comply with national and international laws, regulations and standards. Complete implementation of Arslan Alüminyum Human Rights Policy and UN Global Compact, European Convention on Human Rights, Universal Declaration of Human Rights, OECD General Principles of Multinational Enterprises and the International Labor Organization (ILO) Accept and commit to all articles of the Declaration of Social Justice for Globalization . |
| Industry and Association Groups    | We share our experiences on industry agendas, sustainable product management, corporate governance, and climate change with the industrial groups we collaborate with, while also benefiting from their knowledge and expertise.                                               | Face-to-face and online periodic industry and association meetings, seminars, webinars, joint projects, trainings.                    | Contributing to risk management by joining industry-related associations and groups and participating in their meetings to exchange sectoral experiences and insights, as well as enhancing our sustainability perspective and staying updated on trends by attending seminars and training provided by relevant industry associations and groups on CSR topics.                                                                                                 |



| Stakeholder Groups         | Selection Process of Stakeholder Groups                                                                                                                                                                                                                                                                                                                                                                          | Relationship with Stakeholder                                                                                                                                                                                                                                                             | Important Issues and Our Responsibilities                                                                                                                                                                                                                                                                                               |
|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Local Communities          | For Arslan Aluminum, the local community consists of the neighborhoods, villages, and districts surrounding our production sites. By leveraging the contributions of the local population in our activities and employment needs, we significantly contribute to both the development of the local community and our business continuity.                                                                        | Labor force supply website (wish, complaint, suggestion) box), wish and suggestion notification posters, neighborhood meetings with headmen, EIA and ESIA reports, sustainability reports.                                                                                                | Local employment in the local community where we operate providing, improving local suppliers, ensuring business continuity, carrying out local social responsibility projects, contributing to the local ecosystem sensitivity, respect for local life, protection of the rights of minorities, emergency and disaster collaborations. |
| Academies and Universities | As Arslan Alüminyum, we attach importance to the knowledge of universities and academia and have close relations with Türkiye's leading scientific institutions. For example, we work with Bilecik Şeyh Edebali University in our region on issues such as R&D and the development and use of laboratory facilities. The fact that the university is close to our factory is effective in our selection process. | Within the scope of university-industry cooperation, support is provided for projects, student and graduate student support, industrial consultancy and process and material support for Tübitak projects. We are in constant communication with faculty members of relevant departments. | Completion of projects - employment of interns and graduate students. Active use of laboratories and participation in science festivals and career days.                                                                                                                                                                                |

A background image showing a pair of hands gently cupping a small green seedling with several leaves. The image is overlaid with a semi-transparent orange circle in the top right and another in the bottom left. The text is centered over the hands.

**03**

**ENVIRONMENTAL  
SUSTAINABILITY**

# ARSLAN ALÜMİNYUM ENVIRONMENTAL SUSTAINABILITY

## Approach to Environmental Management

Arslan Alüminyum acts with the awareness of its environmental responsibilities for a sustainable future. Accordingly, our environmental management approach aims to reduce our environmental impacts, increase resource efficiency and minimize negative impacts on the environment.

Our basic principle is to reduce energy and water consumption in our production processes, maximize recycling activities by minimizing the amount of waste and reduce our carbon footprint. In this context, we adopt internationally recognized environmental management standards, particularly ISO 14001 Environmental Management System, and continuously improve our operations in accordance with these standards. We also encourage sustainable production practices by increasing the use of renewable energy resources and integrating environmentally friendly technologies. We aim to realize our sustainability vision in every aspect by raising awareness of our employees on environmental protection and supporting environmentally friendly practices in our supply chain. As Arslan Alüminyum, we prioritize our commitment to environmental sustainability in all our business processes and work for continuous improvement in this direction.

In projects and new facility installations, we carry out application processes in accordance with legal regulations, environmental impact assessments, build facilities with environmentally friendly practices, and consult regularly to our stakeholders and affected areas.



## Environmental Policy Approach

Arslan Alüminyum's environmental policy is based on protecting the environment, using natural resources efficiently and sustainable development. Arslan Alüminyum has adopted ISO 14001 Environmental Management System in order to comply with national and global environmental standards and to make continuous improvement.

Within the scope of this policy, minimizing environmental impacts, being ready for emergencies and applying the principles of "reduce, reuse, recycle" in waste management are among the main objectives. With this approach, Arslan Alüminyum aims to play an environmental leadership role in its sector.



As Arslan Alüminyum, in line with our vision of Environmental Sustainability, we are committed to achieving our vision by 2030;

- Reducing total energy intensity, electricity and natural gas use by 10%
- Increasing the proportion of renewable energy used by 50%
- Increasing the ratio of suppliers evaluated within the scope of environmental impacts by 30%
- Reducing supply chain emissions by 30%
- Reducing water consumption by 10% and increasing water recovery by 15%
- Reducing the amount of waste generation by 10% and increasing waste recycling by 10%
- targets have been set as long-term objectives.

## CLIMATE AND ENERGY APPROACH

Arslan Alüminyum prioritizes energy efficiency, sustainable use of resources and environmental impact reduction targets by focusing on continuous improvement of energy management strategies. Our energy management approach is supported by advanced technology applications and innovative solutions. As a company, we aim to reduce energy consumption, use waste heat effectively and make maximum use of renewable energy sources. To this end, we implement technological improvements and process optimizations to reduce energy consumption. The use of waste heat for heating our administrative and operational buildings, energy recovery systems and environmentally friendly lighting solutions are key components of this strategy. In addition, the ISO 50001 Energy Management System certification we received in 2023 at all our locations proves that we have an energy management system that meets international standards.



## Energy Efficiency Improvements

Arslan Alüminyum has made various improvements to increase energy efficiency:



### Heat Recovery

Thanks to the electromagnetic stirrers (EMP) integrated into the foundry furnaces, homogeneity was ensured and heat loss was reduced by opening the furnace doors less.



### Emission Reduction and Waste Heat Utilization

High-capacity filtration systems have been installed for our melting furnaces, and these systems recover waste heat and are used for heating administrative buildings.



### Utilization of Waste Heat

The newly added 4500 extrusion press system utilizes waste heat efficiently with the pre-billet heating systems installed.



### Use of Renewable Energy

Electricity consumption has been significantly reduced with solar panels installed on factory roofs.



### Lighting Efficiency

The gradual replacement of fluorescent lamps with LED lamps has been initiated and it is planned to convert the entire lighting system to LED by the end of 2024.



## WATER AND WASTEWATER SOLUTIONS

We are aware of the impending water shortage in the context of the climate crisis and therefore do our best to use water resources efficiently and sustainably. Our company policy and sustainability goals are aligned with our water and wastewater management practices.

The water used in our facility is supplied from the mains, and the mains water for drinking water needs is provided by passing through the drinking water package treatment system. In addition, thanks to our rainwater harvesting practice, the collected rainwater is used for various needs throughout the year, thus enabling more efficient use of our water resources.



In order to manage our water use effectively, we have set water consumption targets on a facility basis. These targets are determined by regularly calculating and monitoring water consumption rates in production processes. The water consumption reduction targets we have set as Arslan Alüminyum have been developed in line with the company's overall sustainability strategy and the details of these targets are presented in the relevant tables.

As Arslan Alüminyum, we measure our water risks, define risks regionally through our work on this subject, and report them in accordance with the WRI Water Risks Atlas.

## Water Efficiency Studies



### Acid Recovery

Acid recovery systems installed in our anodizing units work on the principle of aluminum reduction and reduce the use of wastewater and hazardous chemicals.



### Deionized Water Systems

Deionized systems used in paint shop units reduce pure water consumption. By keeping the pollution level low in the final rinse pools, water quality is improved and water savings are achieved.



### Centrifugal Washing and Drying System

The system installed for oily chips before melting removes the cutting fluids (2-3% by volume of boron oil, etc. diluted emulsified oil) from the aluminum, followed by drying with waste heat. In this way, dross output is reduced and oily water is recovered.



### Water Recovery

In the foundry systems, the water used in cooling processes after melting is recovered through filtration and chemical conditioning, making water use efficient.



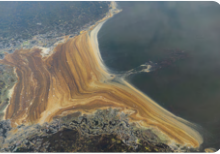
### Surface Treatment Water Recovery

In the finishing units, oil and burrs on the profile surface are cleaned with the help of water and the water used is treated with the help of hydrocyclone and disk filter and recovered in a closed cycle. In this way, 50 m3 of water is recovered daily in the system.



### Improvement in Cooling Systems

In our existing press systems, we are switching from water cooling systems to air cooling systems aiming to reduce water consumption.



## Wastewater Management

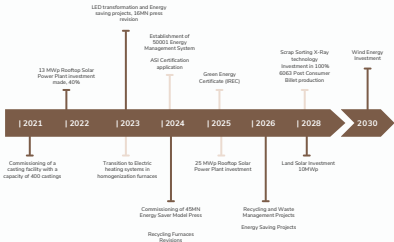
The wastewater generated as a result of Arslan Alüminyum's operations is processed at the wastewater treatment plants within the company and safely discharged to the Organized Industrial Zone (OIZ) sewer line. The company has all necessary connection permits for these operations.

Arslan Alüminyum has three wastewater treatment plants. All three branches have biological treatment processes in their wastewater treatment plants, while biological treatment processes are not operated in the second and third branch plants when discharge standards are met. Arslan Alüminyum fully complies with environmental regulations regarding wastewater management and continuously improves its systems to achieve sustainable water use targets.



## STRATEGIC CARBON ROADMAP

Arslan Alüminyum A.Ş., which has a Strategic Carbon Roadmap, aims to reduce carbon intensity by 30% in 2030 compared to the base year of 2021. Our carbon footprint procedure guides us to achieve our carbon related goals, and the following implementations are planned to achieve this goal:





## Emission Reduction Efforts



### Dust Containment Filtration

Fugitive emissions are reduced with three dust collection filtration systems in our foundry.



### Regenerative Ball System

Thanks to the regenerative alumina ball system in our furnace combustor systems, the combustion air is heated by using waste heat, thus increasing combustion efficiency and reducing emission values.



### VOC Reduction in Cutting Systems

In our existing chimney systems, a gradual transition from oil cutting systems to hydraulic compression and dry cutting systems is planned for VOC reduction.

## EMISSION MANAGEMENT

As Arslan Alüminyum, Emission Management is one of the main factors in our facilities. With the implementation of ISO 14064-1 Greenhouse Gas Management System in our facilities, Scope 1, Scope 2 and Scope 3 greenhouse gas and air polluting emissions are monitored within the legal requirements. Air polluting emissions are measured in every 2 years.

Arslan Alüminyum implements the Carbon Footprint Management Procedure in order to effectively manage greenhouse gas emissions. This procedure has been developed to identify, evaluate and record greenhouse gas emissions that may arise from all activities and services of Arslan Alüminyum. Within the scope of the procedure, at the beginning of each reporting year, task distribution and definitions are made by the Environmental Manager/Sustainability Specialist, and tasks and responsibilities are checked and approved.



The Arslan Alüminyum Greenhouse Gas Inventory Report is prepared every year covering the period from September 1st to August 31st and the reporting process is carried out in accordance with the ISO 14064-1 standard. This report includes Scope 1, Scope 2 and Scope 3 emission values for all operations and services performed within Arslan Alüminyum. It is also verified by an independent accredited organization at "reasonable assurance" level according to ISO 14064-1 Standard.

## WASTE STRATEGY

As Arslan Alüminyum, we are aware that waste management is of great importance in terms of environmental health, resource efficiency and sustainability. Failure to effectively manage the waste generated as a result of increasing industrial activities may lead to environmental problems and waste of natural resources. Therefore, waste management at Arslan Alüminyum plants includes strategies to reduce waste, promote recycling and safely dispose of hazardous waste. Thus, it is aimed to protect the environment, the health of ecosystems and leave a clean living space for future generations.

Waste management in our facilities is carried out in line with our Industrial Waste Management Plan. In this context, our facilities ensure the effective collection of hazardous and non-hazardous wastes by separating them at the source.



Hazardous waste generated at our facility includes

|                   |                    |
|-------------------|--------------------|
| scrap             | waste batteries    |
| flue gas dust     | medical waste      |
| waste oils        | contaminated waste |
| fluorescent lamps | packaging          |
| electronic waste  | dross              |

Non-hazardous waste includes boron oils, non-ferrous metals, ceramic filters and other metals.

All of these wastes are generated during smelting, crushing, separation, filtration and packaging processes. In addition, risk analysis is carried out for the waste sites in the plants within the Environmental Dimension Determination and Evaluation studies.

Arslan Alüminyum carries out its recycling and disposal activities within the framework of applicable environmental permits and licenses, continuously improves its waste management processes and provides the necessary training to effectively manage the wastes generated in this process. Our employees are made aware of what to pay attention to before waste is generated and what can be done to reduce waste. These trainings ensure that our waste management procedures are implemented correctly and effectively by all personnel. In addition, we create significant awareness on this issue with our recycling facility where we recycle aluminum scraps. Our scrap policy guides us to properly recycle and manage the scraps, which are focal for our operations.



Arslan Alüminyum fulfills its environmental responsibilities while reinforcing its commitment to sustainable production and circular economy principles. Our waste management approach aims to reduce the amount of waste and increase recycling rates, thus minimizing our environmental impact. These efforts, supported by the Zero Waste Certificate issued by the Ministry of Environment, Urbanization and Climate Change, clearly demonstrate our company's respect for the environment and commitment to sustainability.

## BIODIVERSITY AND ECOSYSTEM SERVICES

Arslan Alüminyum considers biodiversity conservation as a fundamental component of its sustainability strategy. Biodiversity supports the efficient use of natural resources and the maintenance of ecological balance by encompassing genetic diversity, species diversity and the integrity of ecosystems. In this context, Arslan Alüminyum aims to publish a comprehensive Biodiversity Report by 2024 and plant 3000 trees by 2030. These targets will both support ecosystem health and contribute to the fight against climate change. In addition, biodiversity conservation and management assessments are carried out and activities are planned as part of all ASI activities.



In addition to its industrial activities, Arslan Alüminyum aims to create positive impacts on biodiversity. The company attaches importance to the protection of natural resources by adopting sustainable methods in its production processes. While contributing to the reduction of carbon emissions through direct actions such as tree planting, it aims to increase biodiversity by expanding green areas and improving habitats.





Arslan Alüminyum's biodiversity-related activities are of strategic importance in reducing its environmental footprint, improving ecosystem services and enhancing the well-being of local communities. Furthermore, biodiversity conservation efforts are integrated with the company's environmental policy and corporate social responsibility projects.

In these processes, Arslan Alüminyum works in cooperation with all its stakeholders, encourages information sharing and develops joint solutions to achieve sustainable development goals. In order to leave a more livable environment for future generations, Arslan Alüminyum is committed to the protection and sustainable use of biodiversity.

As Arslan Alüminyum, we respect to our nature, and our primary goal is to preserve the natural resources. We do not operate in world heritage properties.

Tree of heaven (*Ailanthus altissima*), which is considered an invasive species in Türkiye, was produced by Arslan Alüminyum A.Ş. seen in the project area. In order to prevent the spread of this species, eradication will be carried out by removing it with its roots during the first detection periods and monitoring will be carried out at least 3 times a year. These measures aim to control the effects of the tree of heaven and protect the native ecosystem.



**04**

# **SUSTAINABLE PRODUCT MANAGEMENT**

# ARSLAN ALÜMİNYUM

## SUSTAINABLE PRODUCT MANAGEMENT



### SUSTAINABLE PRODUCT FRAMEWORK

With its sustainable product approach, Arslan Alüminyum stands out as a leader in the aluminum industry that cares about its environmental and social responsibilities. The company adopts a strategic approach that aims to maximize environmental sustainability throughout the life cycle of its products. This approach is based on sustainability principles starting from product design, production, distribution, use and end of product life. In this process, the use of environmentally friendly materials, increasing energy and resource efficiency, reducing waste and promoting recycling are at the forefront.

#### ISO 9001 Quality Management System

In order to maintain and increase customer and employee satisfaction, Arslan Alüminyum prioritizes the policy of continuous improvement and renewal by adopting ISO 9001:2015 Quality Management System Standard as a guide, while considering each department as a separate factory. This requires a process-oriented approach to meet customer expectations and achieve a quality level appreciated worldwide.

The company also holds "QUALANOD" and "QUALICOAT" certifications. QUALANOD represents the quality standards set for sulfuric acid-based anodizing of aluminum, while QUALICOAT standardizes the paint and coating quality of aluminum surfaces. These certificates show that Arslan Alüminyum has consistently achieved high quality standards in coating and anodizing processes.

#### ISO 14001 and 50001 Management Systems

Sustainable Product Approach also supports customer satisfaction and offers sustainable product options that are compatible with environmental values and meet the needs. Arslan Alüminyum holds various certificates such as ISO 14001 Environmental Management and ISO 50001 Energy Management to reinforce its sustainable production approach. These certificates allow the company to continuously monitor and improve its environmental performance and raise the sustainability standards in the sector.

In this context, Arslan Alüminyum's sustainable product management approach reflects its commitment to leave a more sustainable world for future generations, taking into account both product quality and environmental and social impacts. The company's business strategy aims to be a socially and environmentally responsible organization based on sustainability principles.

## INNOVATION STRATEGY

As Arslan Alüminyum, we have made it our mission to keep up with the trends of the global world. In this context, our innovation efforts are increasing day by day. Innovation activities are of indispensable importance for a company. In a rapidly changing and competitive business world, continuously developing new ideas, making improvements in products and services and meeting customer expectations offer a great competitive advantage. Innovation supports a company's growth, enables it to stand out in the market and acts as a fundamental driving force for sustainable success.



Investments in our operations aim to ensure energy efficiency, minimize quality and production losses, ensure efficiency in labor costs and reduce the amount of waste in production processes. In the aluminum industry, achieving these goals ensures that our production processes are more environmentally friendly and sustainable. Our innovation efforts are supported by advanced technology applications such as instant monitoring of profile maintenance conditions and remote monitoring of heat treatment processes. These innovative approaches contribute to our company's achievement of both operational excellence and environmental sustainability goals.

## Arslan Alüminyum's Innovation Efforts

Arslan Alüminyum has succeeded in achieving a leading position in the sector by concentrating its innovation efforts in various fields. The company's main innovative projects in this field are as follows:

### Instant Monitoring of Profile Maintenance Conditions

Arslan Alüminyum has developed a system that instantly monitors profile maintenance conditions in large press machines. Thanks to this system, any mishaps or parameter deviations can be monitored in graphs and values, thus enabling rapid intervention. This innovative application minimizes possible errors in production processes, increases operational efficiency and guarantees the production of quality products.



### Heat Treatment

A system that can monitor whether the prescriptions written in the heat treatment furnaces are followed online and live with remote monitoring systems has been established. In this way, by ensuring that heat treatment processes are managed correctly, the strength and durability of the products are increased and production quality is carried to the highest level. This innovation supports Arslan Alüminyum's commitment to provide its customers with products of the highest standards.

With these innovation efforts, Arslan Alüminyum reinforces its leadership in the sector and takes important steps towards achieving its sustainable production targets. With its innovative approaches and advanced technology applications, Arslan Alüminyum both increases its competitive power and supports environmentally friendly production processes.



## Newly Commissioned 45MN Press

Our newly commissioned 45MN press aims to produce 3 tons of profiles per hour with its power and dynamics. This energy-efficient model consumes 20% less energy and reduces our emission rates. This automation investment increases energy efficiency and contributes to achieving our environmental sustainability goals. In addition, its high production capacity allows us to meet market demands faster and more effectively.

Arslan Alüminyum aims to achieve excellence in production processes and reinforce its leadership in the sector through automation efforts. These innovative approaches not only increase our company's operational efficiency but also contribute significantly to achieving its environmental sustainability targets.

## PROCESS AUTOMATION

As the cornerstone of modern production processes, automation has become an indispensable element to increase efficiency, reduce costs and improve quality. The aluminum industry has benefited significantly from this technological transformation and integrated automation technologies into its production processes. Automation increases the speed and accuracy of production lines, reduces labor costs and contributes to sustainability goals. With this awareness, Arslan Alüminyum continuously increases its automation investments and adopts innovative solutions to maintain its competitive edge in the sector. Automation contributes greatly to our company's growth, reinforcing its market leadership and fulfilling its environmental responsibilities.

### Arslan Alüminyum's Automation Works

Arslan Alüminyum has achieved a leading position in the sector by using automation at the highest level in its production processes. The main automation activities of our company are as follows:

### Robotic Solar Frame Processing Line

The two newly installed Robotic Solar Frame Processing Lines can do the work that currently takes 30 people 24 hours with 10 people. This innovative system not only increases labor productivity but also saves time and cost in production processes. Robotic solutions minimize error rates, improve product quality and maximize operational efficiency.

## R&D

Research and Development (R&D) is a vital process for innovation and sustainable growth. R&D is a fundamental tool for companies to develop new products, improve

existing products and processes, and gain competitive advantage. Rapidly changing market conditions and technological developments require companies to continuously invest in R&D activities. R&D activities enable companies to respond faster to market needs, reduce costs and improve product quality.

The aluminum sector is a constantly evolving industry with innovative solutions and advanced technology applications. R&D activities in the sector are carried out in a wide range of areas from material science to production technologies and focus on developing lighter, more durable and environmentally friendly products. Acting with this awareness, Arslan Alüminyum reinforces its leadership in the sector with its investments in R&D and aims for sustainable growth.



## R&D Projects

### 100% Post Consumer Extrudable Billet Production Using Recycling

#### Project Topic

To produce extrudable billets by alloy modification with recycled aluminum.

#### Project Summary

Reducing foreign dependency in extrusion raw materials with aluminum billets obtained from recycling.

#### Activities carried out within the scope of the Project

- Alloy modification studies were carried out using different recycling rates (50%, 80%, 95%).
- Extruded billets were compared with primary and billets using 50% primary.
- The mechanical properties of the produced profiles were examined.
- Surface treatments and paint applications were made and visual inspection of the profiles was carried out.

#### Innovative Aspect and R&D Nature of the Project

- With the use of 95% recycled aluminum, foreign dependency and energy costs have been reduced.
- Environmentally friendly and low-cost production is ensured

## 100% Post Consumer Extrudable Billet Production Using Recycling

### Expected Outputs and Benefits

- With 95% recycling and 5% primary aluminum use, foreign dependency has been reduced to 5%.
- Energy savings were achieved, contributing to the environment and the national economy.

## Enhancement of Strength and Surface Properties by Alloy Modification of EN AW 6060

### Project Topic

To develop an anodized and machinable alloy by changing Mg and Si values in aluminum 6000 series alloy by alloy modification.

### Project Brief

To produce machinable and anodized profiles by making the optimum balance alloy.

### Activities carried out within the scope of the Project

- By adjusting the ratios of Mg, Si, Mn, Zn, an alloy was designed and an automotive part was produced.
- The mechanical properties and anodized coating quality of two different alloys were compared.

### Innovative Aspect and R&D Nature of the Project

- Alloy development for applications requiring high strength and visual appeal.
- Easy machining and obtaining profiles that comply with standards in anodized coating.

### Expected Outputs and Benefits

Development of a superior alloy in terms of strength and visual appearance that can be used in the automotive and transportation sectors.

## Aluminum Alloy Pallet Production

### Project Topic

Production of hygienic, long-lasting, heat and cold resistant, lightweight and 100% recyclable aluminum pallets.

### Project Brief

To increase the use of aluminum pallets in the pharmaceutical, food, chemical, marble and ceramic sectors.

### Activities carried out within the scope of the Project

- Determination of the machine park and investigation of the procurement process.
- Determination of quality control devices and test productions.
- Welding robot installation and trainings.
- Initiation of mass production and delivery to target sectors.

### Expected Outputs and Benefits

- Use of at least 50 aluminum pallets per month in the food sector and at least 100 aluminum pallets per month in the marble and ceramic sector.
- Providing economic benefit by recycling unused pallets.

## Reducing Mold Processing Times by Making a Special Tool and Processing and Removing the Part with Few Errors on a Single Machine

### Project Topic

Insert design to reduce process steps in extrusion mold manufacturing.

### Project Brief

Making mold making more efficient by reducing labor, time and costs.

### Innovative Aspect and R&D Nature of the Project

Accelerating delivery by completing the mold process in a short time.

### Expected Outputs and Benefits

Reducing the production frequency of the chip bucket, eliminating the danger of falling and recovering boron oil.

### Vertical Paint Shop Hanger Hook Cleaning System

**Project Topic** Reuse of hanger hooks in vertical dye house by chemical cleaning.

**Project Summary** To provide cost advantage and fast processing by cleaning the hanger hooks in the chemical pool.

**Innovative Aspect and R&D Nature of the Project** Cleaning hooks without harming the environment.

**Expected Outputs and Benefits** Ensuring cost savings and fast production processes.



### TUBITAK Project: Development and Characterization of Hexagonal Boron Nitride Coatings with Antimicrobial Properties on Aluminum Surfaces

This project aims to develop and characterize hexagonal boron nitride coatings for antimicrobial properties of aluminum surfaces.

## LIFE CYCLE ASSESMENT (LCA)

The Life Cycle Assessment (LCA) study conducted for Arslan Alüminyum aimed to evaluate the environmental impacts of four key product groups: aluminum billet, aluminum profile, anodized aluminum profile, and coated aluminum profile. This study was designed to understand the sustainability performance of these products and guide business strategies and operational improvements by identifying environmental hotspots across the product life cycles.

### Goal and Scope of the LCA Study

The primary goal was to assess the environmental impacts from the production stages (cradle-to-gate) of the selected product groups. The study intended to highlight the stages in the lifecycle where environmental impact was most significant, helping Arslan Alüminyum to focus improvement efforts for greater sustainability.

### Products Covered in the LCA

**Aluminum Billet:** A basic form of aluminum, used as a feedstock for further processing.

**Aluminum Profile:** Extruded profiles that serve various structural and design purposes.

**Anodized Aluminum Profile:** Profiles treated through anodization to enhance corrosion resistance and surface finish.

**Coated Aluminum Profile:** Profiles that undergo surface coating for aesthetic and protective properties.

These products were selected for the LCA due to their significant role in the company's production output and their varied applications, which might have different environmental impacts. The selection helps in understanding how each product contributes to the overall environmental footprint of the company.

## Environmental Product Declaration



### LCA Results

The LCA results showed that the production of raw materials, particularly aluminum, dominated the environmental impacts across all product groups. This was mainly due to the energy-intensive process of aluminum production, which includes the extraction and processing of bauxite into aluminum. Significant impacts were also noted during the transportation stages to the manufacturing facilities.

By conducting this LCA, Arslan Alüminyum can now use these insights to improve their production processes, make more informed decisions regarding raw material sourcing, and possibly innovate in areas that reduce the overall environmental impacts of their products. This study not only helps in enhancing operational efficiencies but also supports the company in fulfilling its sustainability commitments by providing a clearer picture of potential environmental hotspots.

## SUSTAINABLE SUPPLY CHAIN

Sustainable supply chain management is vital for a company in today's business world. This approach involves managing the processes from production to consumption of goods and services while balancing environmental, social and economic impacts. By adopting sustainable supply chain management, companies can reduce waste generation, improve energy efficiency and ensure that employees have fair working conditions by using natural resources effectively.



This sustainable approach enables companies to achieve long-term growth and competitive advantage, while minimizing risks by strengthening brand reputation and adapting to changing legal regulations around the world. As a result, sustainable supply chain management is indispensable for companies as an essential element of creating a business model that is both environmentally and socially responsible. As Arslan Alüminyum, we adopt this model, and with this sustainable supply chain we have created, we strive to provide a better quality service to our suppliers.

With Arslan Alüminyum's Responsible Sourcing policy, we observe sustainability conditions in our supply chain, and we expect our suppliers to be sensitive to this issue. This policy is a guarantee of our green supply chain.

At Arslan Alüminyum, we uphold strong environmental, social, and ethical standards throughout our supply chain. We do not source from Conflict-Affected and High-Risk Areas (CAHRA) and strictly avoid financing conflict minerals. We ensure compliance with all legal requirements and expect our suppliers and partners to align with these principles. By fostering these values across our supply chain, we aim to build a sustainable future together.



In this context, supplier selection is also very important for us. As Arslan Alüminyum, we focus on certain issues when selecting our suppliers. Within the framework of our Supplier Evaluation Procedure, we select our Suppliers within the following frameworks.



For the person, organization or business partner with whom the work will be initiated, a new company/person list is created by the Procurement Manager and his/her staff in cases of unavailability from existing companies, high prices or the desire to work with a different company.



A preliminary evaluation is made for the companies found as a result of the research and the companies to be asked for an offer are determined. The commercial history of the company is evaluated by methods such as interviewing the companies that its partners have worked with before, and examining written or visual press releases.



Bids are requested from the companies and the incoming bids are evaluated by the Procurement Specialist. Evaluation results are submitted to the approval of the Purchasing Manager. "Supply Contract", "Service Contract" and "Supplier Confidentiality Agreement" are signed with the companies that are approved. The companies are registered in the "Approved Company List" with the approval of the Purchasing Manager.



Approved company lists are reviewed and updated every year. The validity of the certificates of suppliers who have YYS is checked once a year.



Approved suppliers are periodically evaluated at least once a year. This evaluation is based on quality, delivery performance, environmental compliance and social responsibility criteria.



Supplier performance is scored using the Supplier Evaluation Form. As a result of the scoring, suppliers are given "Very Good", "Good", "Fair" and "Poor" grades. Improvement plans are prepared for suppliers with "Medium" and "Weak" scores. When necessary, audits are conducted with suppliers and their performance is improved.



Contracts include a pre-shipment inspection clause and suppliers are required to carry out these inspections.



Arslan Alüminyum works based on sustainability, quality, safety and environmental compliance criteria during the supplier selection and evaluation process, thus ensuring strong and sustainable supply chain management. This approach reinforces the company's long-term success and leadership in the sector.

## CUSTOMER RELATIONS MANAGEMENT

As Arslan Alüminyum, customer focus and satisfaction constitute one of the cornerstones of our business strategy. We implement various processes and procedures to meet the needs and expectations of our customers at the highest level and to ensure their continuous satisfaction. Our company supports its commitments in this area with a strong leadership and an effective management system.

### Our Leadership Commitment and Customer Satisfaction Policy

Arslan Alüminyum's senior management demonstrates strong leadership and commitment to customer orientation. Our company policies and management systems set out our strategic direction aiming to increase customer satisfaction and ensure compliance. In this context,

### Identifying and Updating Customer Needs

Customer needs, other applicable regulatory and legislative requirements are determined and kept up to date as defined in the Planning Procedure.

The understanding of these conditions by employees and the transfer of the necessary corporate information to employees is ensured by all directorates under the coordination of senior management.

### Assessment of Eligibility

A Conformity Assessment Procedure is in place to ensure that customer requirements are met on a regular basis.

Risks and opportunities that may affect the suitability of our products and services are evaluated as defined in the Planning Procedure and necessary actions are determined to increase customer satisfaction.

### Customer Complaints and Feedback Management

In 2023, 0.1% of the shipments received complaints, and the rate of resolution of all complaints received was recorded as 100%. This is an indication of the importance we attach to customer satisfaction and our effective customer relations management.



## Continuity of Customer Satisfaction

Increasing customer satisfaction is among our goals and targets as an issue that we need to focus on continuously and is maintained through the actions taken.

We aim to increase customer satisfaction by continuously improving product and service quality. In this context, customer feedback is regularly analyzed and necessary improvements are made.

## Integration of our Management Systems and Support Activities



### System Integration

We integrate energy, information security, quality, environment, occupational health and safety rules into our core production and service processes. In this way, we create a sustainable and efficient production system that will respond to customer expectations in the best possible way.



### Resource Provision

We provide the necessary resources to fulfill all requirements and ensure that our employees fully comply with these systems. We take the opinions of our employees in decision-making processes and ensure full participation.



### Continuous Improvement

We encourage our employees to continuously improve systems and emphasize the importance of process approach and risk-based thinking.

## Customer Orientation and Satisfaction

Feedback, complaints and requests from our customers are handled and resolved quickly and effectively. Efforts to increase customer satisfaction are regularly reviewed and necessary improvements are made.

We attach great importance to the principle of transparency in communication with our customers. Our communication procedures ensure that our customers can express their opinions on all kinds of issues and that our company takes the necessary actions by taking these feedbacks into consideration.

As Arslan Alüminyum, we know that customer focus and satisfaction are at the heart of our business and we are constantly improving ourselves in this direction. We will continue to meet our customers' expectations and increase their satisfaction by offering products and services at the highest quality standards.



### Training and Development

We recruit, orient, train, manage and support critical personnel who will impact the performance of management systems. We provide the necessary support for management personnel to be able to lead.



**05**

**SOCIAL  
SUSTAINABILITY**

# OUR SOCIAL SUSTAINABILITY APPROACH



As Arslan Alüminyum, we continue our efforts focused on contributing to the sustainability of society and our stakeholders. We particularly focus on and attach great importance to the 10th Principle of the Sustainable Development Goals, which is the Reduction of Inequalities. In addition, taking into account the impacts of the supply chain, we handle the improvement of fair labor working standards, female employment, and diversity with special care.

"In this section, we have detailed our 2023 activities, focusing on occupational health and safety, human rights approach, human resources management, employee engagement, community relations, and social investments."



## Health and Safety Practices

In every area where we operate as Arslan Alüminyum, Occupational Health and Safety (OHS) is our top priority, and we express this understanding with the principal health first and job later. Each of our employees is obliged to do what is necessary within their own authority to ensure a safe and healthy working environment. One of our most important goals is to protect all our employees and the environment we are in from the potential risks of our business sector.

We fully comply with the current Occupational Health and Safety Law No. 6331 of the Republic of Türkiye and all national and international requirements. Additionally, we regularly review and make improvements to our Occupational Health and Safety management system, which is compliant with the ISO 45001 standard.

Our vision regarding occupational health and safety is to prioritize the health and safety of all our employees, and to prevent work accidents and occupational diseases, thereby creating a sustainable work culture. With our "people first" focused occupational health and safety policy, we reflect our commitment to protecting the health and safety of our employees, subcontractors, suppliers, and all other stakeholders at the highest level.

# Occupational Health and Safety

## Commitments Regarding Occupational Health and Safety

To take all necessary measures and to have the tools and personal protective equipment available and ensure their use, in accordance with the current OHS regulations and other OHS requirements, to ensure the health and safety of employees, contractors, visitors, and company personnel working outside the workplace,

To identify and eliminate unsafe conditions and behaviors and potential accident risks that may cause work accidents and occupational diseases in the workplace and its annexes, through effective risk assessment,

To identify risks that may cause work accidents and occupational diseases, and to ensure the health, safety, and social welfare of employees, visitors, and contractors at all levels, and to minimize any potential future material and moral losses to them and their families,

To train our employees in the field of occupational health and safety and ensure that they reach a good level of occupational health and safety awareness,

Spills and leakages are critical for our OHS management, and in this reporting year, we do not occur any spill and leakage in our facilities. This subject is evaluated regularly in our risk management procedures, and we train our employees to prevent any spill or leakage.



To ensure that the awareness and responsibility of occupational health and safety are understood and shared at every level with the participation of all employees,

To always be prepared to prevent damage to life and materials in emergencies,

To monitor the performance of the occupational health and safety management system and continuously improve it,

To ensure that contractors and visitors providing services in the workplace comply with the occupational health and safety rules set by Arslan Alüminyum, as our OHS policy commitment.



## Occupational Health and Safety

### Emergency Planning

We have created emergency action plans for each of our factories to be implemented in emergencies. Our plans cover all employees, contractors, suppliers, visitors, and assets within the enterprise. Each plan is updated every four years under normal conditions.

Our emergency action plans primarily specify the general precautions to be taken before any emergency and include informative information. In our action plans, actions to be taken before and after the following emergencies are explained step by step in detail:

-  Fires and emergencies that may develop depending on the workplace
-  Chemical leaks or accidents
-  Electrical accidents
-  Natural disasters
-  Floods and inundations
-  Lightning strikes
-  Sabotage-Terrorism incidents
-  Emergencies that may arise from work accidents (single or chain)
-  Events that may require first aid.





In our company, a total of 164 people are assigned in the Emergency Response Teams, with 42 in firefighting, 40 in rescue, 35 in protection, and 47 in first aid. Regular training is provided for each ERT member.

Training included in the action plans covers the following topics:

- First Aid Training;
- Respiratory protection;
- Toxicology;
- Incident Response Systems;
- Methods for cleaning up chemical spills;
- Classification of hazards;
- Identification and assessment of hazards;
- Monitoring equipment;
- Fire control.

Annual drills are conducted for each emergency, and the results of these drills are reported and improvement efforts are made.

Emergency Response Teams (ERTs) have been established for each factory, and the duties and responsibilities of each ERT are clearly and in detail explained in the emergency action plans. Our Emergency Response Teams have been established in the following areas:

- Firefighting;
- Rescue;
- Protection;
- First Aid.



## HUMAN RIGHTS APPROACH

While maintaining our responsibility to protect and support the rights of all our stakeholders at the highest level, we base our principles on diversity, respect, and fair treatment. Respect for human rights, one of our fundamental principles, is an integral part of our way of doing business.

In our Social Compliance Policy, we commit to carrying out occupational health, safety, and environmental management activities in compliance with existing laws of United Nations, regulations, and ethical principles, with a respectful approach to human rights and legal rules.

Human Rights are among our material issues within our company. In this context, we state our stakeholder approach and communication on Human Rights issues within our organization, together with our Human Rights Impact Assessment.

Our approach to human rights consists of 10 fundamental steps:



### Prevention of Child Labor

We commit that workers under the age of 18 or the mandatory education age will not be employed by us or any of our business partners.

### Prevention of Forced and Compulsory Labor

We reject bonded, debt-based, illegal, involuntary, or forced labor. Overtime work is on a voluntary basis.

### Ensuring Occupational Health and Safety

We place OHS at the center of our working life, acting in compliance with laws and regulations. We take necessary measures to prevent accidents and dangers and include our employees in this culture through continuous training.

### Prevention of Discrimination

We do not discriminate on the basis of race, color, language, religion, ethnic origin, political opinion, marital status, age, or gender in hiring and working life, and we evaluate employees based on their competencies.

### Prevention of Ill-treatment/Discipline and Harassment

We approach all employees with respect and love and oppose any abusive words, behavior, or physical or psychological intervention.

### Working Hours

We determine humane working hours, limit overtime by law, and do it on a voluntary basis.

### Wages and Payments

In line with our Wage Policy, we do not employ any worker below the minimum wage and provide humane living wages to our employees.

### Environmental Protection

We work in compliance with legal regulations, take steps to prevent pollution at the source, and use energy resources efficiently.

### Relations with Suppliers

We respect the confidentiality of information about people and organizations we do business with, act in accordance with our human rights rules, and ensure that they act in line with us.

### Ethical Business Conduct

We do not tolerate corruption, bribery, or fraud in our company.

## GENDER EQUALITY

As Arslan Alüminyum, we create value with our processes. One of our principal values is to ensure equality in our facilities. With our Women Rights Policy, prepared with the principals of United Nations Global Compact and Women Empowerment Principals, we upheld the gender equality, and we create value for women.

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In our policy, our main principals are stated as :

- Equal Opportunities
- Work and family balance
- Secured workplace
- Trainings and awareness
- Health and safety

For that, we organise regular trainings for our employees, and we regularly check our processes to ensure the equality conditions. Our board of directors and governance body is responsible for the application of this policy.

In our operations, we strive great importance to modern slavery and child labor. Our Modern Slavery Policy states that it is strictly mentioned that slavery and child labor is prohibited in Arslan Alüminyum. This policy is also aligned with our Code of Conduct, and we continue to take precautionary measures in this topic.



## HUMAN RESOURCES MANAGEMENT

Our process-oriented approach in Human Resources aims to maximize the value for all our employees. We work with an approach that highlights talent, experience, and opportunity. With our Human Resources Procedures, where happiness and satisfaction are at the center of working life, we support diversity and value different perspectives. When hiring, we prioritize talent and potential over gender, age, or ethnic origin.



The professional development and career development of our employees are the foundation of our journey to be the best as a company. We provide training opportunities that allow everyone to realize their potential and support creative ideas with our innovative approach. We create an environment that values open communication and sharing, fostering collaboration. The opinions of our employees are important, and we include them in decision-making processes. With our values and perspective in HR, we strive towards a sustainable future. We believe that every employee plays a vital role in the growth and success of the company, and we progress together on this path.

Human Resources Basic Principles:

### 01 Qualified Human Resources

We establish and implement processes to determine, select, and recruit human resources with suitable qualifications for the effective and efficient execution of our activities.

### 02 Job Analysis and Descriptions

We conduct job analyses to evaluate the scope of work, human resource needs and working conditions and prepare appropriate job descriptions.

### 03 Training and Development

We organize training programs to ensure that our employees are aware of developments related to their work, improve their skills and increase business success.

### 04 Career Development

We establish an effective career management system to support the continuous development of employees at all levels and prepare them to take on responsibilities.

### 05 Performance Management

We establish performance management systems to manage and improve the individual performances of our employees.

### 06 Employee Opinions

We gather feedback from our employees through surveys and similar methods to guide our practices. We regularly conduct employee satisfaction surveys to assess the status of our employees and implement action changes accordingly.

### 07 Corporate Culture

We support the formation of corporate culture and awareness by meeting the social and cultural needs of our employees.



## Human Resources Management Trainings

We have a training plan that defines the methods to be followed annually in determining training needs, preparing training plans, recording training, evaluating training performance, reporting training activities, grouping training, and recording training. Training is carried out according to the determined training plan. We try to equip our employees with skills through in-house or external training.

We provide orientation training to each new employee. In addition to the annual training plan, new employees are also provided with on-the-job training by department heads. In this training, employees are informed about their duties and the quality management system.

### Trainings provided in our company:

- Basic OHS
- Work Accident
- Machine
- ISO 14001 Environmental Management System
- ISO 50001 Energy Management System
- CAD Programs
- Environmental
- Excavator
- ISO 45001
- First Aid
- Energy Management Systems Risk Assessment
- Customs Foreign Trade and Trade Policy Measures
- Risks and Security in Goods Movements
- Flammable and Explosive Substances
- ISO 27001 Information Security Management System and Internal Auditor Update
- Disaster Awareness and Fire

# CULTIVATING POTENTIAL: HR MANAGEMENT

## Our Code of Business Ethics



### 01

#### Honesty

As Arslan Alüminyum, we fulfill our promises and contracts related to our products. We prevent unauthorized use of patents, copyrights, trade secrets, trademarks, computer programs, or other intellectual property and industrial rights.

### 02

#### Respect for Law

We act in compliance with laws in all our activities and expect the same from our stakeholders. We strive to set an example to society by fulfilling our tax and other legal obligations completely and on time.

### 03

#### Human Resources

We respect the personal information of our employees and never interfere with their private lives. By creating healthy and safe working conditions in accordance with laws and regulations, we keep employee motivation at the highest level.

### 04

#### Obtaining, Using, and Protecting Information

We always provide the public and relevant social stakeholders with accurate and complete information about the company and its activities. We do not share the confidential and private information of our stakeholders with third parties without their consent.

### 05

#### Occupational Health and Safety

Occupational health and safety is very important in our company. Each of our employees is responsible for their own and their colleagues' safety. Therefore, they know all our rules and act accordingly.

### 06

#### Environment

We support a proactive approach to environmental issues before harm occurs. We take initiatives to promote more effective environmental responsibility and strive for the development and dissemination of environmentally friendly technologies.



## Fostering Loyalty: Employee Engagement

We are proud to be a company with a low employee turnover rate and high engagement. We place great importance on keeping the motivation of our employees consistently high. We believe that motivated and happy employees are more productive and creative.

Every year, we conduct an anonymous "Employee Satisfaction Survey" to learn what our employees think about our company and make improvements based on the survey results to carry out motivation-enhancing activities. In our survey, various topics such as employee solidarity, strong communication between management and employees, support on special days, freedom to use initiative, personal development opportunities, satisfaction with position and working hours, adequacy of used equipment, and occupational health and safety measures are evaluated.

### Activities With Our Employees:

**Art and Composition Competitions:** To raise awareness among the dear children of our valuable employees on different topics, we have been organizing art and composition competitions every year between February and May from 2020.

We inform our employees through our internal email network and face-to-face during payroll distribution by placing it on our factory boards.

With this competition, our employees have the chance to engage in activities with their children and learn together.


**arslan alüminyum a.ş.**

Arslan Alüminyum çalışanlarının değerli çocukları için,

**GELECEKTE HANGİ MESLEKTE OLACAĞIM?  
RESİM ve KOMPOZİSYON YARIŞMASI**

- SİZİ GÖRE İLERDE HANGİ MESLEKLER POPÜLER OLACAK?
- GELECEKTE KENDİNİ HANGİ MESLEKTE GÖRMEK İSTİYORSUN VE NEDEN BU MESLEĞİ TERCİH EDİYORSUN?




**RESİM**  
  
**5-11 YAŞ ARALIĞI**

**KATILIM**  
**01.02.2023 - 19.05.2023**  
 TAYİNLER ARASINDA


**KOMPOZİSYON**  
 20 ve 25 KARTON KUTUSU İÇERİSİNDE  
  
**12-18 YAŞ ARALIĞI**

(Şirketimizde çalışan 15.800 kişi ile katılım arslan@arslanaluminum.com.tr adresine gönderilebilir.)

## Our Residences

We provide accommodation for 4 employers, 23 white-collar, and 97 blue-collar employees and their families in our 124 apartments during their working period in our company.

Our employees can benefit from our residences as long as they continue to work for our company by only paying for electricity, water, and natural gas.

Additionally, we have rooms in our factory where 15 employees can temporarily reside. Currently, 6 of our residences are in operation.



## Iftar Dinner

We organize iftar dinners during Ramadan to increase our interaction with our employees and to foster their socialization within themselves.



## April 23 Celebrations

We gather the children of Arslan Alüminyum in front of our residences, decorate our residences, and distribute cotton candy and flags to our children.



## Birthday Celebrations for Our Employees

We celebrate the birthdays of our white-collar employees with corporate gifts. An up-to-date list is taken at the beginning of the year and an annual plan is made.



## International Women's Day Events:

On March 8, we meet with our female employees at all our locations and celebrate International Women's Day with carnations.



## Empowering Connections: Community Relations



As Arslan Alüminyum, ethical rules are our primary guide in our business relationships and our presence in society, and we pledge to act in accordance with the principles of the ethical rules we have determined and to strive to instill these principles in all our stakeholders for a sustainable future.

### Our Responsibilities to Our Partners

With our goal of being a sustainable company, we aim for sustainable profitability by creating regular and continuous value. We manage all our assets with financial discipline and focus on making the right investments. We provide our partners and stakeholders with transparent and accurate financial statements.

### Our Responsibilities to Our Employees

Ensuring that our employees fully utilize their rights is one of our primary priorities. We value their individual development and offer a fair, safe, and peaceful working environment. We continue to balance work and private life.

### Our Responsibilities to Society

As a company, we act consciously and responsibly towards society. We strive to be leaders in public benefit services and aim to set an example for everyone. In our activity areas, we comply with and aim to exceed regulations related to environmental protection, consumer rights, and public health.

### Our Responsibilities to Our Competitors

We compete in accordance with laws and ethical rules. We always adhere to market rules by avoiding misleading advertising and monopolistic activities.

### Our Responsibilities to Our Suppliers/Business Partners

We are meticulous about fulfilling our obligations to our suppliers/business partners on time and protecting their confidential information.



## Social Investments

As an organization that grows, develops, and works with the principle and mission of sustainability, we commit to contributing to our environment and society. We do not only focus on business but also aim to contribute to our society and the people around us through our social investments.

As Arslan Alüminyum,

- We aim to instill a sense of social responsibility in our community and employees;
- Strengthen the understanding of social solidarity with concrete example investments;
- Set an example in social investments with our company initiatives.

Our Bus Stops:

- We supported the construction of 6 smart bus stops in the city of Bilecik, where we were established and are working. In this way, we support the protection of our people from the heat in summer and the cold in winter.





**06**

**KEY PERFORMANCE  
INDICATORS**

## EMISSIONS

| Scope 1 greenhouse gas emissions (tCO <sub>2</sub> e) |           |
|-------------------------------------------------------|-----------|
| 2022                                                  | 2023      |
| 47,860.59                                             | 37,179.31 |

| Scope 2 greenhouse gas emissions (tCO <sub>2</sub> e) |          |
|-------------------------------------------------------|----------|
| 2022                                                  | 2023     |
| 25,743.5                                              | 16,284.8 |

| Scope 3 greenhouse gas emissions (tCO <sub>2</sub> e) |           |
|-------------------------------------------------------|-----------|
| 2022                                                  | 2023      |
| 1,155,093.8                                           | 419,305.6 |

GRI 305-1

## ENERGY

| Energy Consumption within the Organisation (GJ) |             |           |           |           |           |
|-------------------------------------------------|-------------|-----------|-----------|-----------|-----------|
|                                                 |             | 2020      | 2021      | 2022      | 2023      |
| From Non-Renewable Sources                      | Natural Gas | 629,577.1 | 771,526.6 | 823,298.2 | 720,345.7 |
|                                                 | Diesel      | 12,694.5  | 14,891.7  | 16,935.4  | 15,951.4  |
|                                                 | Total       | 642,271.6 | 786,418.3 | 840,233.6 | 736,297.1 |
| From Renewable Sources                          | Solar       | -         | 11,160.7  | 50,824.1  | 42,980.8  |

GRI 302-1

|                              | 2020      | 2021      | 2022      | 2023      |
|------------------------------|-----------|-----------|-----------|-----------|
| Electricity Consumption (GJ) | 129,897.9 | 160,894.1 | 156,141.3 | 132,445.8 |

GRI 302-3

## WATER AND WASTEWATER

## Water Withdrawal by Source (m3)

|                                            | 2020    | 2021    | 2022    | 2023    |
|--------------------------------------------|---------|---------|---------|---------|
| Total Water Withdrawal (City Water Supply) | 299,085 | 368,035 | 326,618 | 329,008 |
| Total Discharge                            | -       | -       | 175,310 | 133,471 |
| Total Consumption                          | -       | -       | 151,308 | 195,537 |

GRI 303-3

## WASTE AND HAZARDOUS WASTE

## Hazardous Waste Amounts (kg)

|                                   |                                    | 2020      | 2021      | 2022      | 2023      |
|-----------------------------------|------------------------------------|-----------|-----------|-----------|-----------|
| Not recovered for energy purposes | Incineration (for energy recovery) | 13,940    | 34,120    | 32,780    | 52,550    |
|                                   | Incineration (for disposal)        | 28        | 31        | 29        | 39        |
|                                   | Dross                              | 4,407,000 | 5,687,470 | 5,238,190 | 5,757,920 |
|                                   | Other (storage)                    | 19,320    | 39,290    | 14,640    | -         |
|                                   | Other (recycling)                  | 419,960   | 656,700   | 614,690   | 2,608,772 |
|                                   | Total                              | 4,860,248 | 6,414,611 | 5,900,329 | 8,419,281 |

## Non-Hazardous Waste Amounts (kg)

|                                   |                                                 | 2020      | 2021      | 2022      | 2023      |
|-----------------------------------|-------------------------------------------------|-----------|-----------|-----------|-----------|
| Not recovered for energy purposes | Regular storage / going to solid waste landfill | 177,000   | 206,000   | 196,000   | 222,000   |
|                                   | Incineration (for energy recovery)              | 2,808,160 | 3,284,100 | 3,341,380 | 3,315,010 |
|                                   | Other (Recycled)                                | 511,470   | 701,300   | 831,800   | 848,160   |
|                                   | Total                                           | 3,496,630 | 4,191,400 | 4,369,180 | 4,385,170 |

GRI 306-3

| Year | Amount of Recycled Scrap (Tons) |
|------|---------------------------------|
| 2020 | 32,900.2                        |
| 2021 | 31,772.6                        |
| 2022 | 38,170.8                        |
| 2023 | 28,567.4                        |

## NUMBER OF EMPLOYEES BY EMPLOYMENT CATEGORY

| Percentage of Board Members and Senior Management by Gender (%) |        |        |        |        |
|-----------------------------------------------------------------|--------|--------|--------|--------|
|                                                                 | 2020   | 2021   | 2022   | 2023   |
| Female                                                          | 17.65% | 17.65% | 17.65% | 17.65% |
| Male                                                            | 82.35% | 82.35% | 82.35% | 82.35% |

| Percentage of Board Members and Senior Management by Age Group (%) |        |        |        |        |
|--------------------------------------------------------------------|--------|--------|--------|--------|
|                                                                    | 2020   | 2021   | 2022   | 2023   |
| < 30 years                                                         | 0      | 0      | 0      | 0      |
| 30 - 50 years                                                      | 70.59% | 64.71% | 64.71% | 64.71% |
| > 50 years                                                         | 29.41% | 35.29% | 35.29% | 35.29% |

| Percentage of Board Members and Senior Management by Gender (%) |       |        |        |        |
|-----------------------------------------------------------------|-------|--------|--------|--------|
|                                                                 | 2020  | 2021   | 2022   | 2023   |
| Female                                                          | 18.3% | 19.93% | 20.11% | 25.12% |
| Male                                                            | 81.7% | 80.07% | 81.54% | 74.88% |

## Percentage of Board Members and Senior Management by Age Group (%)

|               | 2020   | 2021   | 2022   | 2023   |
|---------------|--------|--------|--------|--------|
| < 30 years    | 44.49% | 46.3%  | 45.87% | 43.94% |
| 30 - 50 years | 48.38% | 49.76% | 47.87% | 47.81% |
| > 50 years    | 7%     | 6.91%  | 6.17%  | 7.91%  |

GRI 405-1

## NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE

## Percentage of Employees by Employment Type in Each Category (%)

|                   |           | 2020 | 2021 | 2022 | 2023 |
|-------------------|-----------|------|------|------|------|
| Total             | Full-time | 100% | 100% | 100% | 100% |
|                   | Part-time | 0%   | 0%   | 0%   | 0%   |
| Expert and above  | Full-time | 100% | 100% | 100% | 100% |
|                   | Part-time | 0%   | 0%   | 0%   | 0%   |
| Operational level | Full-time | 100% | 100% | 100% | 100% |
|                   | Part-time | 0%   | 0%   | 0%   | 0%   |

GRI 402-1

## NEW EMPLOYEES HIRED DURING THE YEAR BY GENDER AND AGE

Number of Personnel and Contractors Covered by Occupational Health and Safety

|               |        | 2020   |            | 2021   |            | 2022   |            | 2023   |            |
|---------------|--------|--------|------------|--------|------------|--------|------------|--------|------------|
|               |        | Number | Percentage | Number | Percentage | Number | Percentage | Number | Percentage |
| < 30 years    | Female | 32     | 17%        | 49     | 18%        | 78     | 14%        | 108    | 21%        |
|               | Male   | 155    | 83%        | 223    | 82%        | 472    | 86%        | 401    | 79%        |
| 30 - 50 years | Female | 13     | 15%        | 45     | 29%        | 91     | 17%        | 168    | 31%        |
|               | Male   | 71     | 85%        | 109    | 71%        | 459    | 83%        | 368    | 69%        |
| > 50 years    | Female | 0      | 0%         | 1      | 8%         | 2      | 2%         | 22     | 20%        |
|               | Male   | 7      | 100%       | 12     | 92%        | 96     | 98%        | 89     | 80%        |
| Total         | Female | 45     | 16%        | 95     | 22%        | 171    | 14%        | 298    | 26%        |
|               | Male   | 233    | 84%        | 344    | 78%        | 1027   | 86%        | 858    | 74%        |



## NUMBER OF EMPLOYEES LEAVING DURING THE YEAR BY GENDER AND AGE

| Number of Personnel and Contractors Covered by Occupational Health and Safety |        |        |            |        |            |        |            |        |            |
|-------------------------------------------------------------------------------|--------|--------|------------|--------|------------|--------|------------|--------|------------|
|                                                                               |        | 2020   |            | 2021   |            | 2022   |            | 2023   |            |
|                                                                               |        | Number | Percentage | Number | Percentage | Number | Percentage | Number | Percentage |
| < 30 years                                                                    | Female | 17     | 14%        | 24     | 15%        | 31     | 13%        | 48     | 18%        |
|                                                                               | Male   | 108    | 86%        | 131    | 85%        | 211    | 87%        | 212    | 82%        |
| 30 - 50 years                                                                 | Female | 7      | 12%        | 14     | 17%        | 23     | 18%        | 62     | 35%        |
|                                                                               | Male   | 51     | 88%        | 67     | 83%        | 107    | 82%        | 116    | 65%        |
| > 50 years                                                                    | Female | 1      | 7%         | 0      | 0%         | 0      | 0%         | 6      | 25%        |
|                                                                               | Male   | 13     | 93%        | 9      | 100%       | 12     | 100%       | 18     | 75%        |
| Total                                                                         | Female | 25     | 13%        | 38     | 16%        | 54     | 14%        | 116    | 25%        |
|                                                                               | Male   | 172    | 87%        | 207    | 84%        | 330    | 86%        | 346    | 75%        |

GRI 401-1

## NUMBER OF EMPLOYEES BY YEARS OF SERVICE

| Number of Employees by Years of Service |        |      |      |      |      |
|-----------------------------------------|--------|------|------|------|------|
|                                         |        | 2020 | 2021 | 2022 | 2023 |
| 0-5 years                               | Female | 109  | 97   | 168  | 263  |
|                                         | Male   | 481  | 727  | 783  | 731  |
| 5-10 years                              | Female | 19   | 2    | 1    | 22   |
|                                         | Male   | 68   | 84   | 130  | 57   |
| 10 years and above                      | Female | 4    | 0    | 2    | 13   |
|                                         | Male   | 91   | 103  | 113  | 75   |

GRI 402-1

## MATERNITY LEAVE

| Maternity Leave                                                       |        |      |      |      |      |
|-----------------------------------------------------------------------|--------|------|------|------|------|
|                                                                       |        | 2020 | 2021 | 2022 | 2023 |
| Number of Employees Taking Maternity/Parental Leave                   | Female | 1    | 0    | 0    | 0    |
|                                                                       | Male   | 17   | 14   | 12   | 15   |
| Number of employees returning to work after the end of parental leave | Female | 0    | 0    | 0    | 0    |
|                                                                       | Male   | 17   | 14   | 12   | 15   |

GRI 403-1

## EMPLOYEE TRAINING (HOURS)

| Training Hours Given to Personnel |       |       |        |        |
|-----------------------------------|-------|-------|--------|--------|
|                                   | 2020  | 2021  | 2022   | 2023   |
| Average (person/hour)             | 3.6   | 12.39 | 10.12  | 9.85   |
| Total (hours)                     | 3,706 | 5,507 | 12,131 | 11,364 |

|                                                       | 2020  | 2021  | 2022  | 2023  |
|-------------------------------------------------------|-------|-------|-------|-------|
| Total Training Hours (excluding OHS training)         | 1,140 | 2,235 | 5,721 | 1,988 |
| Average Annual Training Duration per Employee (hours) | 3.59  | 4.89  | 15.01 | 90.7  |
| OHS training                                          | 371   | 716   | 735   | 584   |

## Training Hours Given to Female Personnel

|                       | 2020  | 2021   | 2022   | 2023    |
|-----------------------|-------|--------|--------|---------|
| Average (person/hour) | 3.6   | 24.44  | 18.71  | 9.07    |
| Total (hours)         | 205.2 | 1100.4 | 2694.4 | 2840.87 |

## Training Hours Given to Male Personnel

|                       | 2020  | 2021   | 2022     | 2023    |
|-----------------------|-------|--------|----------|---------|
| Average (person/hour) | 3.59  | 10.6   | 18.64    | 90.4    |
| Total (hours)         | 934.8 | 4401.6 | 10,777.6 | 8,523.5 |

## Training Hours Given by Work Category

|                | 2020  | 2021  | 2022  | 2023  |
|----------------|-------|-------|-------|-------|
| Technical      | 1,112 | 1,650 | 1,347 | 3,408 |
| Administrative | 3,701 | 550   | 4,041 | 1,136 |
| Production     | 2,224 | 3,301 | 8,083 | 6,817 |

GRI 404-1, 412-2, 403-8

## NUMBER OF MANAGERS BY GENDER AND YEAR

## Percentage of Board and Senior Management Members by Gender (%)

|        | 2020 | 2021 | 2022 | 2023 |
|--------|------|------|------|------|
| Female | 18%  | 18%  | 18%  | 18%  |
| Male   | 82%  | 82%  | 82%  | 82%  |

Percentage of Board and Senior Management Members by Age Distribution (%)

|               | 2020 | 2021 | 2022 | 2023 |
|---------------|------|------|------|------|
| < 30 years    | 0%   | 0%   | 0%   | 0%   |
| 30 - 50 years | 71%  | 65%  | 65%  | 65%  |
| > 50 years    | 29%  | 35%  | 35%  | 35%  |

Percentage of Personnel in Employee Categories by Gender (%)

|        | 2020 | 2021 | 2022 | 2023 |
|--------|------|------|------|------|
| Female | 18%  | 20%  | 20%  | 25%  |
| Male   | 82%  | 80%  | 82%  | 75%  |

Percentage of Board and Senior Management Members by Age Distribution (%)

|               | 2020 | 2021 | 2022 | 2023 |
|---------------|------|------|------|------|
| < 30 years    | 44%  | 46%  | 46%  | 44%  |
| 30 - 50 years | 48%  | 50%  | 48%  | 48%  |
| > 50 years    | 7%   | 7%   | 6%   | 8%   |

GRI 405-1

## OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

| Occupational Accidents                                      |      |       |       |       |
|-------------------------------------------------------------|------|-------|-------|-------|
|                                                             | 2020 | 2021  | 2022  | 2023  |
| Number of Accidents                                         | 224  | 334   | 296   | 341   |
| Number of Fatal Cases                                       | 0    | 0     | 0     | 0     |
| Number of Lost Time Injury Days (LTI) Due to Work Accidents | 864  | 1,245 | 2,463 | 2,448 |

| Main Types of Work-Related Injuries            |
|------------------------------------------------|
| Striking against a stationary object or person |
| Caught between two objects                     |
| Cutting by an object                           |

| Number of Recordable Work-Related Disease Cases |      |      |      |      |
|-------------------------------------------------|------|------|------|------|
|                                                 | 2020 | 2021 | 2022 | 2023 |
| Personnel                                       | 0    | 0    | 0    | 0    |
| Contractor personnel                            | 0    | 0    | 0    | 0    |

GRI 403-B, 403-G



**07**

# **GRI CONTENT INDEX**

Arslan Alüminyum has reported in accordance with the GRI Standards for the period January-December 2023.

"For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders."

| GRI STANDARD                    | DISCLOSURE                                                           | Page number Reference and/or Direct Answers                                                                                                                                     |
|---------------------------------|----------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 1: Foundation 2021          |                                                                      |                                                                                                                                                                                 |
| GRI 2: General Disclosures 2021 |                                                                      |                                                                                                                                                                                 |
| GRI 2: General Disclosures 2021 | 2-1 Organizational details                                           | <ul style="list-style-type: none"> <li>About the report p.1</li> <li>Milestone Moments p.4</li> <li>Company Background p.2</li> <li>Our Vision, Mission, Values p.12</li> </ul> |
|                                 | 2-2 Entities included in the organization's sustainability reporting | <ul style="list-style-type: none"> <li>About the report p.1</li> </ul>                                                                                                          |
|                                 | 2-3 Reporting period, frequency and contact point                    | <ul style="list-style-type: none"> <li>About the report p.1</li> </ul>                                                                                                          |
|                                 | 2-4 Restatements of information                                      | <ul style="list-style-type: none"> <li>Materiality Analysis p.23-25</li> </ul>                                                                                                  |
|                                 | 2-5 External assurance                                               | <ul style="list-style-type: none"> <li>For the reporting period, external assurance has not been conducted.</li> </ul>                                                          |

| GRI STANDARD                       | DISCLOSURE                                                                       | Page number Reference and/or Direct Answers                                                                                                                                                                                                                                                       |
|------------------------------------|----------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures<br>2021 | 2-6 Activities, value chain and other business relationships                     | <ul style="list-style-type: none"> <li>Company Background p.2</li> <li>2023 Recap p.3</li> <li>Our Product range p.6</li> <li>Production facilities and units p.7-8</li> <li>Life Cycle Assessment p.61</li> <li>Sustainable Supply Chain p.62-63</li> </ul>                                      |
|                                    | 2-7 Employees                                                                    | <ul style="list-style-type: none"> <li>Human Resources Management p.73-74</li> </ul>                                                                                                                                                                                                              |
|                                    | 2-8 Workers who are not employees                                                | <ul style="list-style-type: none"> <li>Human Resources Management p.73-74</li> </ul>                                                                                                                                                                                                              |
|                                    | 2-9 Governance structure and composition                                         | <ul style="list-style-type: none"> <li>Corporate Governance Model p.13</li> <li>Governance framework and board of directors p.14</li> <li>Governance structure and board of directors p.15-16</li> <li>Board of directors committees p.17-18</li> <li>Sustainability Committee p.21-22</li> </ul> |
|                                    | 2-10 Nomination and selection of the highest governance body                     | <ul style="list-style-type: none"> <li>Corporate Governance Model p.13</li> <li>Governance framework and board of directors p.14</li> <li>Governance structure and board of directors p.15-16</li> </ul>                                                                                          |
|                                    | 2-11 Chair of the highest governance body                                        | <ul style="list-style-type: none"> <li>Corporate Governance Model p.13</li> <li>Governance framework and board of directors p.14</li> <li>Governance structure and board of directors p.15-16</li> <li>Board of directors committees p.17-18</li> </ul>                                           |
|                                    | 2-12 Role of the highest governance body in overseeing the management of impacts | <ul style="list-style-type: none"> <li>Corporate Governance Model p.13</li> <li>Governance framework and board of directors p.14</li> <li>Governance structure and board of directors p.15-16</li> <li>Board of directors committees p.17-18</li> </ul>                                           |

| GRI STANDARD                       | DISCLOSURE                                                           | Page number Reference and/or Direct Answers                                                                                                                                                                                                                                                                                                                                        |
|------------------------------------|----------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures<br>2021 | 2-13 Delegation of responsibility for managing impacts               | <ul style="list-style-type: none"> <li>Corporate Governance Model p.13</li> </ul>                                                                                                                                                                                                                                                                                                  |
|                                    | 2-14 Role of the highest governance body in sustainability reporting | <ul style="list-style-type: none"> <li>Sustainability Committee p.21-22</li> </ul>                                                                                                                                                                                                                                                                                                 |
|                                    | 2-15 Conflicts of interest                                           | <ul style="list-style-type: none"> <li>Our Vision, Mission, Values p.12</li> <li>Ethical Business Practices p.33</li> <li>Cultivating Potential : HR Management p.75</li> </ul>                                                                                                                                                                                                    |
|                                    | 2-16 Communication of critical concerns                              | <ul style="list-style-type: none"> <li>Corporate Governance Model p.13</li> <li>Governance framework and board of directors p.14</li> <li>Governance structure and board of directors p.15-16</li> <li>Corporate Risk Mitigation p.30-31</li> <li>Business Resilience p.32</li> <li>Ethical Business Practices p.33</li> <li>Cultivating Potential : HR Management p.75</li> </ul> |
|                                    | 2-17 Collective knowledge of the highest governance body             | <ul style="list-style-type: none"> <li>Governance structure and board of directors p.15-16</li> </ul>                                                                                                                                                                                                                                                                              |
|                                    | 2-18 Evaluation of the performance of the highest governance body    | <ul style="list-style-type: none"> <li>Governance structure and board of directors p.15-16</li> </ul>                                                                                                                                                                                                                                                                              |
|                                    | 2-19 Remuneration policies                                           | <ul style="list-style-type: none"> <li>Human Resources Management p.73-74</li> <li>Fostering Loyalty : Employee Engagement p.76-77</li> </ul>                                                                                                                                                                                                                                      |

| GRI STANDARD                       | DISCLOSURE                                              | Page number Reference and/or Direct Answers                                                                                                                                                                                                                                  |
|------------------------------------|---------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures<br>2021 | 2-20 Process to determine remuneration                  | <ul style="list-style-type: none"> <li>Fostering Loyalty : Employee Engagement p.76-77</li> </ul>                                                                                                                                                                            |
|                                    | 2-21 Annual total compensation ratio                    | <ul style="list-style-type: none"> <li>Confidentiality Constraints : Not Public Information</li> </ul>                                                                                                                                                                       |
|                                    | 2-22 Statement on sustainable development strategy      | <ul style="list-style-type: none"> <li>Message from General Manager p.5</li> <li>Sustainability Governance p.19-20</li> <li>Sustainability Goals and Targets p.26-29</li> <li>Ethical Business Practices p.33</li> <li>Cultivating Potential : HR Management p.75</li> </ul> |
|                                    | 2-23 Policy commitments                                 | <ul style="list-style-type: none"> <li>Sustainability Governance p.19-20</li> <li>Sustainability Goals and Targets p.26-29</li> <li>Ethical Business Practices p.33</li> <li>Cultivating Potential : HR Management p.75</li> </ul>                                           |
|                                    | 2-24 Embedding policy commitments                       | <ul style="list-style-type: none"> <li>Ethical Business Practices p.33</li> </ul>                                                                                                                                                                                            |
|                                    | 2-25 Processes to remediate negative impacts            | <ul style="list-style-type: none"> <li>Ethical Business Practices p.33</li> <li>Sustainability Goals and Targets p.26-29</li> </ul>                                                                                                                                          |
|                                    | 2-26 Mechanisms for seeking advice and raising concerns | <ul style="list-style-type: none"> <li>Ethical Business Practices p.33</li> </ul>                                                                                                                                                                                            |

| GRI STANDARD                    | DISCLOSURE                                | Page number Reference and/or Direct Answers                                                             |
|---------------------------------|-------------------------------------------|---------------------------------------------------------------------------------------------------------|
| GRI 2: General Disclosures 2021 | 2-27 Compliance with laws and regulations | <ul style="list-style-type: none"> <li>Ethical Business Practices p.33</li> </ul>                       |
|                                 | 2-28 Membership associations              | <ul style="list-style-type: none"> <li>Memberships and Strategic Partnerships p.10</li> </ul>           |
|                                 | 2-29 Approach to stakeholder engagement   | <ul style="list-style-type: none"> <li>Stakeholder Engagement p.34-38</li> </ul>                        |
|                                 | 2-30 Collective bargaining agreements     | <ul style="list-style-type: none"> <li>Human Resources Management p.73-74</li> </ul>                    |
| MATERIAL TOPICS                 |                                           |                                                                                                         |
| GRI 3: Material Topics 2021     | 3-1 Process to determine material topics  | <ul style="list-style-type: none"> <li>Materiality Analysis p.23</li> </ul>                             |
|                                 | 3-2 List of material topics               | <ul style="list-style-type: none"> <li>Materiality Matrix p.24</li> <li>Material Topics p.25</li> </ul> |

| GRI STANDARD                | DISCLOSURE                                                   | Page number Reference and/or Direct Answers                                                                                                                                                                                                                                                     |
|-----------------------------|--------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CORPORATE GOVERNANCE        |                                                              |                                                                                                                                                                                                                                                                                                 |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics                            | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Corporate Governance Model p.13</li> <li>• Governance framework and board of directors p.14</li> <li>• Governance structure and board of directors p.15-16</li> <li>• Board of directors committees p.17</li> </ul> |
| OPERATIONAL ECO EFFICIENCY  |                                                              |                                                                                                                                                                                                                                                                                                 |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics                            | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Waste Strategy p.48-49</li> </ul>                                                                                                                                                                                   |
| GRI 301: Materials 2016     | 301-3 Reclaimed products and their packaging materials       | <ul style="list-style-type: none"> <li>• Waste Strategy p.48-49</li> </ul>                                                                                                                                                                                                                      |
| RECYCLING STRATEGY          |                                                              |                                                                                                                                                                                                                                                                                                 |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics                            | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Waste Strategy p.48-49</li> </ul>                                                                                                                                                                                   |
| GRI 306: Waste 2020         | 306-1 Waste generation and significant waste-related impacts | <ul style="list-style-type: none"> <li>• Sustainability Governance p.19-20</li> <li>• Waste Strategy p.48-49</li> </ul>                                                                                                                                                                         |

| GRI STANDARD                                                   | DISCLOSURE                                            | Page number Reference and/or Direct Answers                                                                                   |
|----------------------------------------------------------------|-------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|
| GRI 306: Waste 2020                                            | 306-2 Management of significant waste-related impacts | <ul style="list-style-type: none"> <li>Waste Strategy p.48-49</li> </ul>                                                      |
|                                                                | 306-3 Waste generated                                 | <ul style="list-style-type: none"> <li>Performance Indicators p.81-90</li> </ul>                                              |
| ENERGY MANAGEMENT (ENERGY CONSUMPTION, ELECTRICITY PRODUCTION) |                                                       |                                                                                                                               |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics                     | <ul style="list-style-type: none"> <li>Materiality Matrix p.24</li> <li>Climate and Energy Approach p.41-42</li> </ul>        |
| GRI 302: Energy 2016                                           | 302-1 Energy consumption within the organization      | <ul style="list-style-type: none"> <li>Climate and Energy Approach p.41-42</li> <li>Performance Indicators p.81-90</li> </ul> |
|                                                                | 302-2 Energy consumption outside of the organization  | <ul style="list-style-type: none"> <li>Climate and Energy Approach p.41-42</li> </ul>                                         |
|                                                                | 302-3 Energy intensity                                | <ul style="list-style-type: none"> <li>Performance Indicators p.81-90</li> </ul>                                              |

| GRI STANDARD                                                   | DISCLOSURE                                                                                                           | Page number Reference and/or Direct Answers                                                                                                                |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| CLIMATE CHANGE ADAPTATION STRATEGY                             |                                                                                                                      |                                                                                                                                                            |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics                                                                                    | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Climate and Energy Approach p.41-42</li> </ul>                                 |
| HUMAN RIGHTS, SOCIAL INTEGRATION, REGENERATION                 |                                                                                                                      |                                                                                                                                                            |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics                                                                                    | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Human Rights Approach p.71</li> <li>• Gender Equality p.72</li> </ul>          |
| GRI 406 : Non-discrimination 2016                              | 406-1 Incidents of discrimination and corrective actions taken                                                       | <ul style="list-style-type: none"> <li>• Human Rights Approach p.71</li> <li>• Gender Equality p.72</li> </ul>                                             |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <ul style="list-style-type: none"> <li>• Human Rights Approach p.71</li> <li>• Gender Equality p.72</li> <li>• Sustainable Supply Chain p.62-63</li> </ul> |
| GRI 408: Child Labor 2016                                      | 408-1 Operations and suppliers at significant risk for incidents of child labor                                      | <ul style="list-style-type: none"> <li>• Human Rights Approach p.71</li> <li>• Gender Equality p.72</li> <li>• Sustainable Supply Chain p.62-63</li> </ul> |
| GRI 409: Forced or Compulsory Labor 2016                       | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor                       | <ul style="list-style-type: none"> <li>• Human Rights Approach p.71</li> <li>• Gender Equality p.72</li> </ul>                                             |

| GRI STANDARD                             | DISCLOSURE                                                   | Page number Reference and/or Direct Answers                                                                                                                      |
|------------------------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| LOW CARBON STRATEGY (EMISSION REDUCTION) |                                                              |                                                                                                                                                                  |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics                            | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Emissions Management p.47</li> <li>• Strategic Carbon Roadmap p.46</li> </ul>        |
| GRI 305: Emissions 2016                  | 305-1 Direct (Scope 1) GHG emissions                         | <ul style="list-style-type: none"> <li>• Emissions Management p.47</li> <li>• Strategic Carbon Roadmap p.46</li> <li>• Performance Indicators p.81-90</li> </ul> |
|                                          | 305-2 Energy indirect (Scope 2) GHG emissions                | <ul style="list-style-type: none"> <li>• Emissions Management p.47</li> <li>• Strategic Carbon Roadmap p.46</li> </ul>                                           |
|                                          | 305-5 Reduction of GHG emissions                             | <ul style="list-style-type: none"> <li>• Emissions Management p.47</li> <li>• Strategic Carbon Roadmap p.46</li> </ul>                                           |
| WASTE AND HAZARDOUS MATERIALS MANAGEMENT |                                                              |                                                                                                                                                                  |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics                            | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Waste Strategy p.48-49</li> <li>• Performance Indicators p.81-90</li> </ul>          |
| GRI 306: Waste 2020                      | 306-1 Waste generation and significant waste-related impacts | <ul style="list-style-type: none"> <li>• Waste Strategy p.48-49</li> </ul>                                                                                       |

| GRI STANDARD                                              | DISCLOSURE                                                                 | Page number Reference and/or Direct Answers                                                                                                            |
|-----------------------------------------------------------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 306: Waste 2020                                       | 306-2 Management of significant waste-related impacts                      | <ul style="list-style-type: none"> <li>Waste Strategy p.48-49</li> </ul>                                                                               |
|                                                           | 306-3 Waste generated                                                      | <ul style="list-style-type: none"> <li>Performance Indicators p.81-90</li> </ul>                                                                       |
|                                                           | 306-5 Waste directed to disposal                                           | <ul style="list-style-type: none"> <li>Performance Indicators p.81-90</li> </ul>                                                                       |
| SUSTAINABLE FINANCE, FINANCIAL STABILITY, SYSTEMATIC RISK |                                                                            |                                                                                                                                                        |
| GRI 3: Material Topics 2021                               | 3-3 Management of material topics                                          | <ul style="list-style-type: none"> <li>Materiality Matrix p.24</li> <li>Company Background p.2-10</li> <li>Sustainable Supply Chain p.62-63</li> </ul> |
| GRI 201 : Economic Performance 2016                       | 201-1 Direct economic value produced and distributed                       | <ul style="list-style-type: none"> <li>Company Background p.2-10</li> </ul>                                                                            |
| GRI 308: Supplier Environmental Assessment 2016           | 308-1 New suppliers that were screened using environmental criteria        | <ul style="list-style-type: none"> <li>Sustainable Supply Chain p.62-63</li> </ul>                                                                     |
|                                                           | 308-2 Negative environmental impacts in the supply chain and actions taken | <ul style="list-style-type: none"> <li>Sustainable Supply Chain p.62-63</li> </ul>                                                                     |

| GRI STANDARD                                 | DISCLOSURE                                                                          | Page number Reference and/or Direct Answers                                                                                      |
|----------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| GRI 414: Supplier Social Assessment 2016     | 414-1 New suppliers that were screened using social criteria                        | <ul style="list-style-type: none"> <li>Sustainable Supply Chain p.62-63</li> </ul>                                               |
|                                              | 414-2 Negative social impacts in the supply chain and actions taken                 | <ul style="list-style-type: none"> <li>Sustainable Supply Chain p.62-63</li> </ul>                                               |
| GRI 416: Customer Health and Safety 2016     | 416-1 Assessment of the health and safety impacts of product and service categories | <ul style="list-style-type: none"> <li>Customer Relations Management p.64-65</li> </ul>                                          |
| PRODUCT DESIGN & LIFE CYCLE MANAGEMENT       |                                                                                     |                                                                                                                                  |
| GRI 3: Material Topics 2021                  | 3-3 Management of material topics                                                   | <ul style="list-style-type: none"> <li>Materiality Matrix p.24</li> <li>Life Cycle Assessment p.61</li> </ul>                    |
| OCCUPATIONAL HEALTH AND SAFETY               |                                                                                     |                                                                                                                                  |
| GRI 3: Material Topics 2021                  | 3-3 Management of material topics                                                   | <ul style="list-style-type: none"> <li>Materiality Matrix p.24</li> <li>Occupational Health &amp; Safety p.69-70</li> </ul>      |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system                              | <ul style="list-style-type: none"> <li>Occupational Health and Safety p.69-70</li> <li>Performance Indicators p.81-90</li> </ul> |

| GRI STANDARD                                 | DISCLOSURE                                                                                                          | Page number Reference and/or Direct Answers                                                                                                                |
|----------------------------------------------|---------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|
| GRI 403: Occupational Health and Safety 2018 | 403-2 Hazard identification, risk assessment, and incident investigation                                            | <ul style="list-style-type: none"> <li>Corporate Risk Mitigation p.30-31</li> </ul>                                                                        |
|                                              | 403-3 Occupational health services                                                                                  | <ul style="list-style-type: none"> <li>Occupational Health and Safety p.69-70</li> <li>Occupational Health and Safety : Emergency Planning p.69</li> </ul> |
|                                              | 403-4 Worker participation, consultation, and communication on occupational health and safety                       | <ul style="list-style-type: none"> <li>Occupational Health and Safety p.69-70</li> </ul>                                                                   |
|                                              | 403-5 Worker training on occupational health and safety                                                             | <ul style="list-style-type: none"> <li>Occupational Health and Safety p.69-70</li> <li>Occupational Health and Safety : Emergency Planning p.69</li> </ul> |
|                                              | 403-6 Promotion of worker health                                                                                    | <ul style="list-style-type: none"> <li>Occupational Health and Safety p.69-70</li> </ul>                                                                   |
|                                              | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <ul style="list-style-type: none"> <li>Occupational Health and Safety p.69-70</li> <li>Performance Indicators p.81-90</li> </ul>                           |
|                                              | 403-9 Work-related injuries                                                                                         | <ul style="list-style-type: none"> <li>Occupational Health and Safety p.69-70</li> <li>Performance Indicators p.81-90</li> </ul>                           |
|                                              | 403-10 Work-related ill health                                                                                      | <ul style="list-style-type: none"> <li>Occupational Health and Safety p.69-70</li> <li>Performance Indicators p.81-90</li> </ul>                           |

| GRI STANDARD                                                   | DISCLOSURE                                                                                                           | Page number Reference and/or Direct Answers                                                                                                                                                                                                                |
|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| DIVERSITY AND EQUAL OPPORTUNITY (WOMEN'S EMPOWERMENT)          |                                                                                                                      |                                                                                                                                                                                                                                                            |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics                                                                                    | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Human Rights Approach p.70</li> <li>• Gender Equality p.72</li> <li>• Human Resources Management p.72-73</li> </ul>                                                            |
| GRI 405: Diversity and Equal Opportunity 2016                  | 405-1 Diversity of governance bodies and employees                                                                   | <ul style="list-style-type: none"> <li>• Human Resources Management p.73-74</li> <li>• Performance Indicators p.81-90</li> </ul>                                                                                                                           |
| GRI 406: Non Discrimination 2016                               | 406-1 Incidents of discrimination and corrective actions taken                                                       | <ul style="list-style-type: none"> <li>• Human Rights Approach p.70</li> <li>• Gender Equality p.71</li> </ul>                                                                                                                                             |
| LABOR PRACTICE INDICATORS/PRACTICES                            |                                                                                                                      |                                                                                                                                                                                                                                                            |
| GRI 3: Material Topics 2021                                    | 3-3 Management of material topics                                                                                    | <ul style="list-style-type: none"> <li>• Materiality Matrix p.24</li> <li>• Human Rights Approach p.71</li> <li>• Gender Equality p.72</li> <li>• Sustainable Supply Chain p. 62-63</li> <li>• Empowering Connections: Community Relations p.78</li> </ul> |
| GRI 407: Freedom of Association and Collective Bargaining 2016 | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | <ul style="list-style-type: none"> <li>• Human Rights Approach p.71</li> <li>• Gender Equality p.72</li> <li>• Sustainable Supply Chain p. 62-63</li> </ul>                                                                                                |
| GRI 408: Child Labor 2016                                      | 408-1 Operations and suppliers at significant risk for incidents of child labor                                      | <ul style="list-style-type: none"> <li>• Human Rights Approach p.71</li> <li>• Sustainable Supply Chain p.62-63</li> </ul>                                                                                                                                 |

| GRI STANDARD                             | DISCLOSURE                                                                                     | Page number Reference and/or Direct Answers                                                                          |
|------------------------------------------|------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------|
| GRI 409: Forced or Compulsory Labor 2016 | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | <ul style="list-style-type: none"> <li>Human Rights Approach p.71</li> </ul>                                         |
| GRI 413: Local Communities 2016          | 413-1 Operations with local community engagement, impact assessments, and development programs | <ul style="list-style-type: none"> <li>Empowering Connections: Community Relations p. 78</li> </ul>                  |
| PRODUCT QUALITY & RECALL MANAGEMENT      |                                                                                                |                                                                                                                      |
| GRI 3: Material Topics 2021              | 3-3 Management of material topics                                                              | <ul style="list-style-type: none"> <li>Materiality Matrix p.24</li> <li>Sustainable Supply Chain p. 62-63</li> </ul> |
| GRI 417: Marketing and Labeling 2016     | 417-1 Requirements for product and service information and labeling                            | <ul style="list-style-type: none"> <li>Sustainable Supply Chain p.62-63</li> </ul>                                   |

**FOR MORE INFORMATION ABOUT THE REPORT, YOUR  
OPINIONS AND SUGGESTIONS;**



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