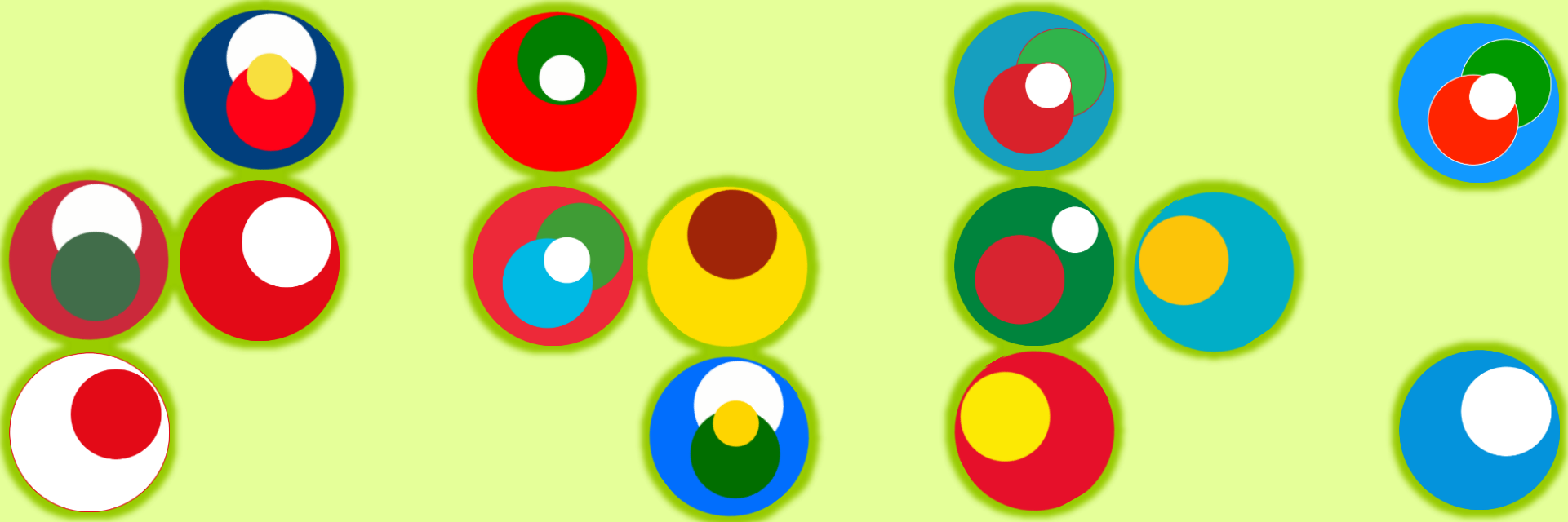




# Almesan Alüminyum Sanayi ve Ticaret A.Ş.

## SUSTAINABILITY REPORT 2023



This report has been prepared by Almesan Alüminyum Sanayi ve Ticaret A.Ş. accordance with GRI Sustainability Reporting Standards on the basis of the United Nations Sustainable Development Goals and the European Union Green Deal, and all information and data in the report include the results of work performed by Almesan Alüminyum. Information and data can be used in another study by citing the source. In case of use as a reference in comparative reports, approval of Almesan Alüminyum is subjected.



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Click onto The Chapter which you would like to screen. Click onto " The Logo of Almesan Alüminyum " for returning to " Contents Page "



## 01 About The Report

[GRI 102-3/-45/-46/-50/-51/-52/-53/-54/-56]

In the third sustainability report of us, we “Almesan Alüminyum Sanayi ve Ticaret A.Ş.” continue to share objectively “our economic, social and environmental performance” maturing by the years, based on our management approach, with our all stakeholders.

Our report has been prepared by adhering to the “Basic [Core]” option within the scope of the standards published by the Global Reporting Initiative [GRI].

The United Nations Sustainable Development Goals [UN-SDG] was another priority factor in our report while it was being prepared in accordance with the GRI Standards. The targets set and the references taken are in compliance with the UN-SDGs and include its relevant articles. During preparation this report, the European Union Green Deal [EU-GD] was also included as our guide for the future.

This sustainability report includes information about Almesan Alüminyum's headquarter and facilities in Türkiye between the date of 1<sup>st</sup> of January and 31<sup>st</sup> of December 2023. Sustainability reports are planned to be prepared and published annually.

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

The information about the headquarter and production facilities within the scope of sustainability is as follows:

**Headquarter:** Veysel Karani Mahallesi Çolakoğlu Sokak No: 10, Rings Blok No: 10/128 34885 Sancaktepe – İstanbul / Türkiye

**Facilities:** Arslanbey Organize Sanayi Bölgesi, 1. Cadde, No:10 41285 Kartepe – Kocaeli / Türkiye

You can forward all your questions, opinions and suggestions on the report and sustainability to the e-mail address of [info@almesan.com.tr](mailto:info@almesan.com.tr)

You can also follow Almesan Alüminyum's sustainability studies and reports on the website [www.almesan.com.tr](http://www.almesan.com.tr)







## 02 Message from Top Management

[GRI 102-14]

Dear Almesan Alüminyum Stakeholders,

We are deeply getting proud to celebrate the 100<sup>th</sup> anniversary of our Republic. At the same time, we are deeply aware of the responsibility of passing it on to future generations. We once again commemorate with respect the founder of our Republic, Mustafa Kemal Atatürk and his friends.

The great earthquake disaster that occurred on February 6, 2023 and the pain of our losses are still in our hearts. Although it is not possible to bring back what was lost, it is in our hands to learn the right lessons from our experiences and build a livable world for future generations.

We spent 2023 very productively in order to produce products with a lower carbon footprint regarding climate change and sustainability, which have become the main agenda items with the European Green Deal. We shared the knowledge we have acquired by taking part voluntarily in the work of government institutions and sectoral associations in 2023, as in 2022.

Almesan Alüminyum continues the work by putting forward priority of green transformation in the products where it produces for every sector. The year 2023 has been recorded as a year in which these studies accelerated and positive feedback was received. In addition to the green transformation, we continue to strengthen our data infrastructure with the digitalization projects we started in 2023.

I would like to express my gratitude to all our stakeholders, wishing for a world where humanity is prioritized and spreads.

**Mehmet Öncel**

Chairman of The Board of Directors





## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.01 Selçuklu Holding

[GRI 102-1/-4/-5]

SR23



  
SELÇUKLU HOLDİNG



İLKOGEN

MEHTAP

SELİN YAPI



Selçuklu Holding, which has several companies in different fields with its corporated structure, aims to comply with international standards, continuous development and innovation in all its activities.

Selçuklu Holding makes investments with the awareness of its corporate social responsibilities and takes global steps by establishing multinational partnerships.

Today, by the priority in production and R&D, it operates in the fields of pharmaceuticals, genetic technologies, aluminium, construction, retail, kitchenware.

For more detailed information, the website [www.selcukluholding.com.tr](http://www.selcukluholding.com.tr) can be visited.



## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.02 Almesan Alüminyum

[GRI 102-1/-4/-5]



Almesan Alüminyum started its commercial activities in 1994, decided to make its first industrial investment in 2008 and to continue as industrial entity. It has completely purchased a Canadian facility producing for the important automotive manufacturers of North America, and moved the facility to the current location in Arslanbey Organized Industrial Zone, and started its production activities since 2009 with a successful commissioning process.

Almesan Alüminyum as an only twin belt casting technology user of Türkiye, is besides the leader in the production of slugs and discs in the aluminum flat product sector, in 2018, it has completed its investment upto 1600 mm width continuous casting line including cut-to-length, press, cold rolling, annealing, washing-tensioning and slitting lines for new emerging markets.

Almesan Alüminyum's Production Facilities located in Kocaeli Arslanbey Organized Industrial Zone have 100.000 m<sup>2</sup> open and 50.000 m<sup>2</sup> closed area. Incorporating two different production technologies, Almesan Alüminyum has an annual production capacity of 50 thousand tons of casting and hot rolled coils.

Almesan Alüminyum; cold and hot rolled flat products together with disc production presses, slug production presses, cold-hot forging presses and machining benches, specific mold inventory that can produce different parts with wide ranges, slug annealing furnaces, quenching and aging furnaces, surface sandblasting, with process equipment that can perform vibration and roughening operations; It has an annual production capability and capacity of 30,000 tons of aluminum discs, slugs, strips, automotive rod parts. Almesan Alüminyum is able to manufacture its own production molds for parts orders of different sizes and geometries from its customers. 4xxx, 5xxx, 6xxx series alloys are produced only by Almesan Alüminyum in Türkiye with twin belt casting technology.

Almesan Alüminyum supplying aluminum semi-products to the world's leading kitchenware manufacturers, also serves as the main supplier to the manufacturers of well-known large retail chains. stores. In addition to the kitchenware industry, Almesan Alüminyum supplies materials, semi-products and cold hot formed parts to spare parts manufacturers of the world's leading automotive brands.

The energy sector is a promising market for Almesan Alüminyum with transformer and cable manufacturers.

More than 50 percent of the sales are exported, and European countries are the main sales geography. In addition, North ve South America, Africa and Middle East are also among the emerging markets.





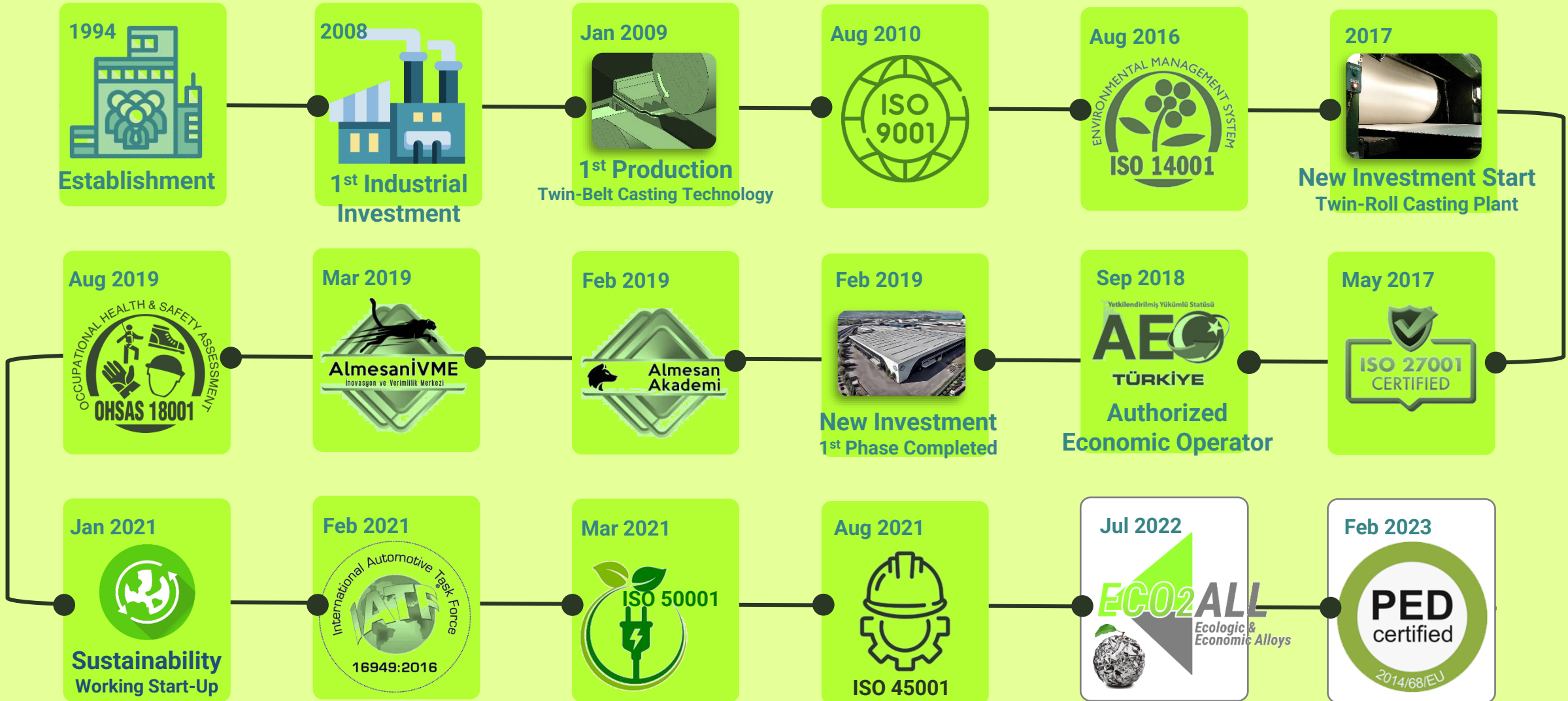
# 03 About Us

[GRI 102-1/-2/-4/-6/-45]

# 03.03 infoAlmesan

[GRI 102-7]

# SR23







## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.03 infoAlmesan

[GRI 102-7]

SR23



**Leading** Disc Manufacturer  
of Europe and Türkiye

**The Only** Twin Belt Casting Investment  
at European Aluminium Sector

**Annual 30.000 Ton**  
End Product Capacity

**4** Continents – **50** Countries  
**200** Active Customers

At Recycled and Lower Carbon Footprinted  
Product Design and Management  
**First** Registered Sectoral Brand

**Industrial Enterprises**  
**Top 1000**



## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.04 Production | Product Management

[GRI 103-1/-2/-3]



# SR23



## Production Capabilities

### Commercial Alloys



### Casting

#### Twin Belt Casting Technology

Melting Capacity	40 ton
Hold-on Capacity	30 ton
Casting Thickness	16 – 50 mm
Casting Speed	9 ton/hour

#### Twin Roll Casting Technology

Melting Capacity	30 ton
Hold-on Capacity	15 ton
Casting Thickness	5 – 12 mm
Casting Speed	2,5 ton/hour



### Hot Rolling

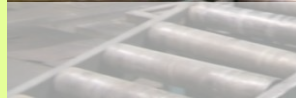


#### Hot Rolling I

Compaction Ratio	55 %
Plate Width	650 mm
Plate Thickness	16 – 45 mm

#### Hot Rolling II

Compaction Ratio	45 %
Plate Width	650 mm
Plate Thickness	7 – 12 mm



#### Cold Rolling I

Compaction Ratio	45 %
Plate Width	700 mm
Plate Thickness	0,30 – 12 mm

#### Cold Rolling II

Compaction Ratio	45 %
Plate Width	1600 mm
Plate Thickness	0,30 – 10 mm

### Cold Rolling







# 03 About Us

[GRI 102-1/-2/-4/-6/-45]

# 03.04 Production | Product Management

[GRI 103-1/-2/-3]



# SR23



## Production Capabilities



### Annealing Furnaces

<b>Annealing Furnaces I and II</b>	
Capacity	20 ton
Annealing Temp.	560 °C
<b>Annealing Furnace V</b>	
Capacity	60 ton
Annealing Temp.	560 °C
Heat Treat. F. III	Aging
Heat Treat. F. IV	Quenching



### Cut-to-Length Lines

Thickness	0,5 – 5,0 mm
Width	200 – 1524 mm
Plate Length	200 – 6000 mm
Roll Inner Dia.	508 mm



### Slicing Lines

Thickness	0,5 – 5 mm
Width	30 – 1524 mm
Max. Roll Dia.	1800 mm
Roll Inner Dia.	400 and 508 mm



### Washing Tensioning Lines

Thickness	0,2 – 5,0 mm
Width	300 – 1600 mm
Max. Roll Dia.	1800 mm
Roll Inner Dia.	508 mm





# 03 About Us

[GRI 102-1/-2/-4/-6/-45]

# 03.04 Production | Product Management

[GRI 103-1/-2/-3]



# SR23



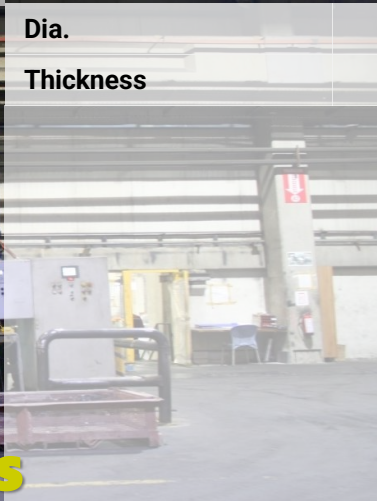
## Production Capabilities

<b>Dia.</b>	80 – 750 mm
<b>Thickness</b>	0,30 – 10,00 mm



### Disc Press Lines

<b>Dia.</b>	12,7 – 178,00 mm
<b>Thickness</b>	1,00 – 50,00 mm

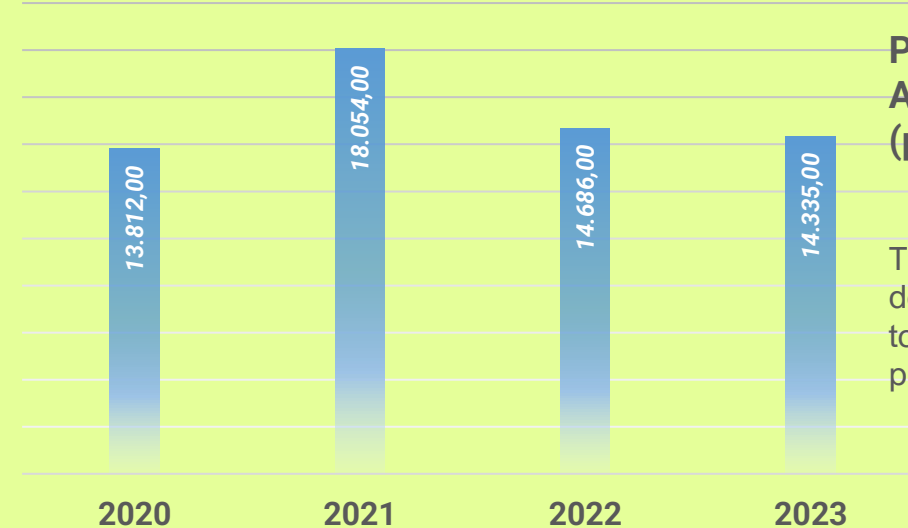


### Slug Press Lines



### Forge Press Lines

<b>Hot and Cold Forging Capability</b>	3500 ton 5000 ton
<b>Max. Thickness</b>	50 mm



**Product Annual Based (packaged-ton/year)**

There has been a relative decrease in tonnage due to diversification in product groups.





## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.04 Production | Product Management

[GRI 103-1/-2/-3]



# SR23



### Product Details



#### Disc

Thickness: 0,4 – 10,0 mm  
Dia: 80 – 750 mm



#### Coated Disc

Thickness: 0,4 – 10,0 mm  
Dia: 80 – 750 mm



#### Plate – Hot Rolled

Thickness: 5,0 – 50,0 mm  
Width: 300 – 650 mm



#### Sheet

Thickness: 0,2 – 2,5 mm  
Length : 200 – 700 mm  
Thickness: 0,5 – 5,0 mm  
Length : 600 – 6000 mm  
(Thickness for over 2,50 mm)  
Width: 300 – 1524 mm



#### Roll

Thickness: 0,15 – 10,0 mm  
Width: 300 – 1600 mm



#### Slug

Thickness: 1,0 – 50,0 mm  
Width: 12,7 – 178,0 mm



#### Tie Rod Semi-Product

[Automotive Transmission]  
Thickness: max. 50,0 mm



#### Forging Parts

Thickness: max. 50,0 mm



#### Flow-Forming Products

Max. Dia: 995 mm  
Thickness: 6,0 mm



#### Strip

Thickness: 0,2 – 4,0 mm  
Width: 30,0 – 600,0 mm  
[20 mm at special conditions]



## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.04 Production | Product Management

[GRI 103-1/-2/-3]



# SR23



### Product Safety & Audits

For the provision a sustainable system at Almesan Alüminyum, development potential is revealed by several external and internal audits. Audits are considered as an opportunity to analyze the failures and risks, transparency principle is not compromised at both external and internal audits.

#### Management System Certification Audits

- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System
- ISO 45001 OH&S Management System
- ISO 27001 Information Security Management System
- ISO 50001 Energy Management System
- IATF 16949 Automotive Quality Management System
- ECO2ALL Product Management System
- CE [2014/68/EU - PED] System Compliance Audit

#### AEO (Authorized Economic Operator) related audits

#### Independent Financial Audit

#### Internal Audits

- Internal Audits in the scope of several management systems
- Process internal audits
- Product internal audits
- Second party audits organized by the customers







## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.05 R & D | Innovation

[GRI 103-1/-2/-3]



# SR23



Since its establishment, Almesan Alüminyum Sanayi ve Ticaret A.Ş. executes intensive works about production of new products, release to the markets and application of alternative production techniques instead of the the existing ones.

**material**

Because of Almesan Alüminyum has two different continuous casting technologies, it has the advantage of responding to different demands of its customers by creating an alternative. Customer-specific alloy design and design of mechanical properties are carried out.

**process**

R&D studies are carried out on the production techniques and processes of the Almesan Alüminyum product range, which convert into products reaching the end consumer at the customers' facilities. Processes that will produce more efficient, environmental-friendly and low carbon footprints are among the priorities of Almesan Alüminyum.

**product**

Special alloys take priority in terms of mechanical strength in the use of aluminum in the automotive, defense and aerospace sectors, which are gaining more importance today. R&D studies are carried out to design these alloys, to create production processes and to convert them into products requested by customers.





03 About Us [GRI 102-1/-2/-4/-6/-45]

03.06 Market Status [GRI 103-1/-2/-3]

Almesan Alüminyum at World 2023

Spain | Portugal



Germany



Azerbaijan | Finland | Greece | Switzerland



United Kingdom



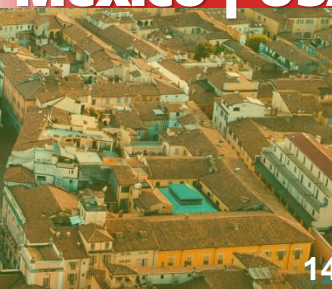
Italy



Mexico | USA



Algeria | Egypt | Jordan | Ghana | India | Saudi Arabia | Tunisia







# 03 About Us

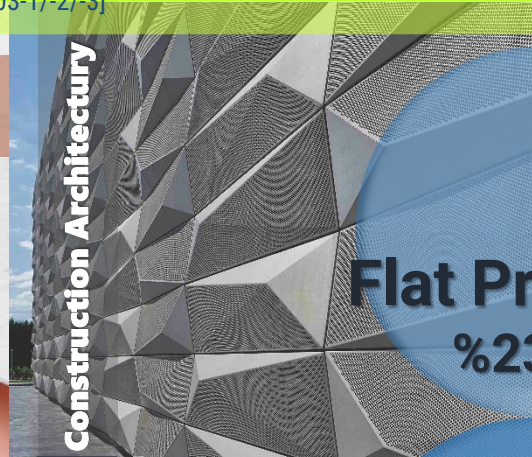
[GRI 102-1/-2/-4/-6/-45]

# 03.06 Market Status

[GRI 103-1/-2/-3]

# Sectors & Sales Distribution % 2023

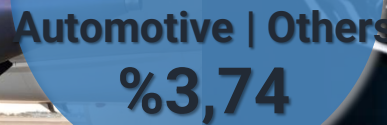
## Kitchenware



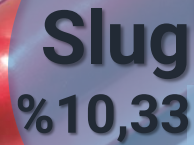
### Construction Architecture



### Defense - Aviation



### Cosmetics - Personal Care



## Energy



## Automotive





### Brands



Almesan Alüminyum operates in all markets with the registered "Almesan" brand. "ECO2ALL Ecologic and Economic Alloys" "Verta" and "SMS" are other registered trademarks.

The packaging of the products is carried out according to the packaging and shipping conditions agreed with the customers. In order to ensure product safety, an internal control process is also applied in packaging processes.

### Customer Health and Safety

Almesan Alüminyum does not include any production processes that threaten customer health, especially in the sales it has made to the kitchenware sector. The compliance of the products with the hygiene conditions is periodically verified by the independent laboratories through migration tests. Content tests that show that the products do not contain heavy metals are also shared with customers.

Almesan Alüminyum is also assessed with special audits as it is an indirect supplier of global retail chains. Inspections are carried out within the scope of good manufacturing practices (GMP). Particularly, product quality and safety, environment, occupational health and safety and social accountability specifications are subjected to periodic inspections by the retail chains' own auditors or by independent auditors.

### Customer Privacy

Within the scope of ISO 27001 Information Security Management System, AEO specification and The Law of PPD\*, Almesan Alüminyum has taken the necessary precautions to secure customer information within the framework of legal conditions and not to share it with third parties

\*PPD: Protection of Personal Data

### Customer Feedbacks

At Almesan Aluminum, customer satisfaction is measured for the automotive industry with the supplier evaluation scorecard sent by the customers. However, claim rates as ppm are another criterion for the automotive industry.

In other customer groups, customer feedback is collected through customer satisfaction surveys.







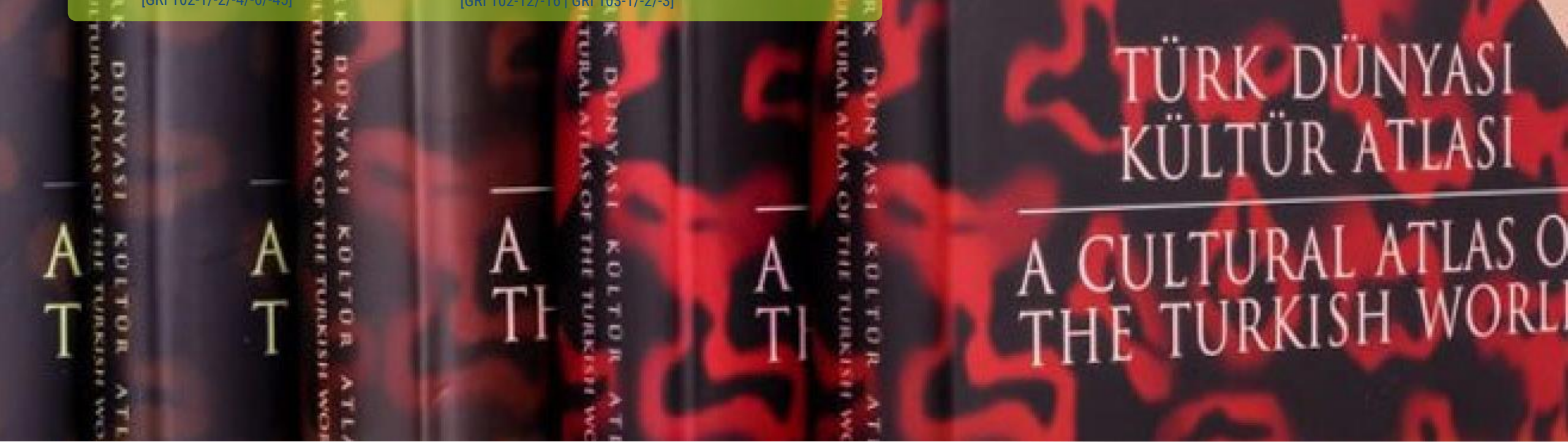
## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.08 Social Accountability Activities

[GRI 102-12/-16 | GRI 103-1/-2/-3]

SR23



Mustafa Öncel  
Vakfı

### Mustafa Öncel Eğitim Kültür Araştırma ve Yardımlaşma Vakfı

Social accountability projects are vitalized through Mustafa Öncel Education, Culture, Research and Solidarity Foundation (Mustafa Öncel Eğitim, Kültür, Araştırma ve Yardımlaşma Vakfı) established on the name of Mustafa Öncel who is the founder of the Selçuklu Holding where Almesan Alüminyum is a part of that. It is possible to be informed via web link given below about the projects and activities carried out.

<https://www.mustafaoncelvakfi.org>



## 03 About Us

[GRI 102-1/-2/-4/-6/-45]

## 03.09 Cooperations and Memberships

[GRI 102-12/-13]

## 04 Economic Performance

[GRI 103-1/-2/-3]

# SR23



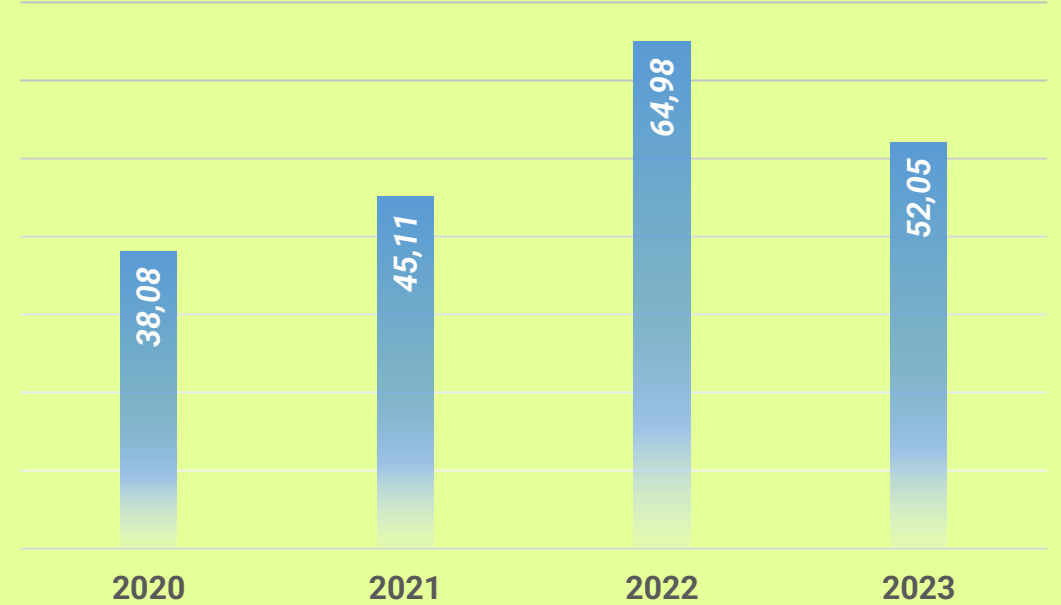
### Memberships at Unions and Chambers



### Memberships at Associations



### Turnovers (Million USD/year)







## 05 Corporate Governance

[GRI 102-15/-16/-17 | GRI 103-1-2/-3]

## 05.01 Our Corporate Values

[GRI 102-1/-2/-4/-6/-45]

## 05.02 Our Management Policy

[GRI 102-1/-2/-4/-6/-45]

# SR23



The Board of Directors is the top level decision making body of Almesan Alüminyum. The information of top management of Almesan Alüminyum can be accessed from the link below.

<https://mths.ttr.com.tr/firmabelgeyuklenen.aspx?mersis=0055044133200018>

## Our Corporate Values

### Vision

To become a company that is on the track of continuous growth with the ability to combine traditional and global culture, by meeting the expectations of customers, employees and shareholders at the highest level and by making the highest contribution to all sectors, where aluminium is used.

### Mission

To produce aluminum semi-finished and finished products in the optimum combination of quality, innovation and economy; to make production sustainable in terms of human, environment and energy resources by making productivity unseparable in all areas; to create a safer and more comfortable working environment for our employees; to contribute to a more livable and hopegiving world for future generations with a management approach that ensures the engagement of all stakeholders; to make the aluminium sector, as a member of it, more valuable by increasing its brand power with the performing activities.

## Our Management Policy

Management model which has been created in order to achieve the goals in sustainability journey, of Almesan Alüminyum is based on proper planning and controlling.

The first and main goal is to be a reliable and respected company that strengthens its position in the market by ensuring the satisfaction of its customers while also ensuring the satisfaction of its stakeholders. In the challenging competitive conditions of the global market, Almesan Alüminyum always gives priority to staying at the optimum point in the satisfaction of its stakeholders.

Corporate quality for Almesan Alüminyum means product and service quality above expectations, product diversity based on innovation and R&D, a sustainable and developable management system infrastructure.

The most important parameters of this infrastructure are respect for people, respect for the environment, and efficient use of the right resources.

The respect for people is shaped by Almesan Aluminum ethical rules, a healthy and safe working environment, and the benefits generated for the society through social investments.

The importance and the contribution considered to education and training activities for the development of knowledge and skills is the first step for sustainability. Together with the importance to education and training, Almesan Alüminyum creates a motivating environment for its employees at all levels, creates an environment where employees can freely present their suggestions and encourages its employees in this regard.





# 05 Corporate Governance 05.03 Councils and Committees

[GRI 102-15/-16/-17 | GRI 103-1-2/-3]

[GRI 102-1/-2/-4/-6/-45]



# SR23



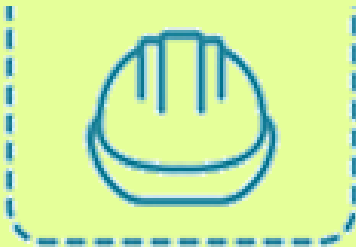
## Occupational Health, Safety and Environment (HSE) Board

HSE Board; is the board that works on occupational health and safety, social accountability and environment and evaluates Almesan's OHS performance. The HSE Board, which consists of employee representatives, employer or employer's representative, workplace doctor, OH&S specialist, human resources and administrative affairs officials, meets once a month. In order for HSE Board members to perform their duties and authorities in a proper way, it is obligatory to receive the following trainings:

- National legislation and standards on occupational health and safety,
- Causes of frequent work accidents and dangerous cases,
- Basic principles of occupational hygiene,
- Communication techniques,
- Emergency case precautions,
- Occupational diseases,
- Workplace-based special risks
- Risk assessment



HSE Board; regularly evaluates the hazards and precautions regarding occupational health and safety within the factory, determines the precautions to be taken and measures the HSE performance. It plans occupational health and safety and environmental education and training, prepares programs related to this subject and rules. It monitors the implementation of these programs and provides feedback in case of deficiencies. It plans the necessary safety precautions in the maintenance and repair works to be carried out in the workplace and controls these precautions.



## Energy Management Committee

Energy management committee; ensures the continuity and continuous improvement of the ISO 50001 Energy Management System, monitors and evaluates the energy performance. The energy management committee includes the R&D department, management systems, technical departments and employer representatives.

Functions of Energy management committee are given as follows;

- To follow up Almesan energy goals and targets,
- To plan activities to achieve energy goals and targets, to follow up and implement the planned activities,
- To ensure that the current works are carried out in accordance with the EnMS,
- To plan and periodically hold energy review meetings,
- To monitor and evaluate energy consumption and costs and to produce reports periodically,
- To follow up and update important energy usage areas,
- To analyze past and current energy consumption and to estimate upcoming year's consumption,
- To prepare specific energy consumption, the relationship between production and energy consumption, energy costs and improvement suggestions for them,
- To follow the performance indicators and compare them with the energy reference line,
- To determine and promote precautions and procedures for improving consumption habits and preventing over-waste, and to organize training programs when necessary,
- To monitor the efficiency of energy consuming equipment, to coordinate timely maintenance and calibration, Taking initiatives to ensure the supply and installation of meters and measuring devices needed to monitor energy consumption,
- To plan and participate in Energy Management System audits and to take necessary actions for the nonconformities determined.





# 05 Corporate Governance 05.03 Councils and Committees

[GRI 102-15/-16/-17 | GRI 103-1/-2/-3]

[GRI 102-1/-2/-4/-6/-45]



# SR23



## Sustainability Committee

The activities of The Sustainability Committee are carried out through the leadership of the General Manager. The presentation and evaluation of the committee reports to the board of directors in specified periods is done by the General Manager. The Committee meets at least twice a year accordance with necessities.

The coordination of the committee is provided by Sustainability Executive. There may be one, or more than one representative from several departments in connection with the working subjects in the committee. The committee includes people who will take charge in management systems, human resources and administrative affairs, energy management committee, occupational health and safety, environment, information security, efficiency and internal audit. It is possible for more than one subject to be executed by a single person.

The Role of Sustainability Committee is described as follows;

- To steer the studies and to develop projects in order to integrate sustainability into the company structure,
- To follow national and international developments on sustainability,
- To shape the sustainability strategy, targets, roadmaps and policies,
- To guide the sustainability strategy and policy of the company by pro-actively managing of social-, environmental- and corporate-oriented governance risks,
- To support the development of carbon footprint reducing projects in business processes within the scope of anti-climate change and to ensure their implementation,
- To follow the company's sustainability roadmap and developments in its practices, to set targets, to determine performance criteria in this direction, to monitor performance in line with targets and to ensure the active participation of all relevant divisions of the company,
- To authorize and coordinate the relevant persons within the scope of the studies,
- To review the sustainability policy, objectives, practices, working principles, and management systems regularly, to reorganize, execute, monitor and audit. To present them for the approval of the Board of Directors when necessary.
- To ensure that all employees are informed through the sustainability policy and targets, and to work towards the assimilation of these policies,
- To ensure the engagement for all stakeholders about the sustainability strategy, policy and practices,
- To ensure that the business outputs match with the sustainability policies and expectations.



## Information Security Board

The Information Security Board is structured of each employee who represents each department within the scope, management representative and IT Official. The Board is responsible for detecting current or potential breaches in its departments, identifying possible information security risks, and initiating corrective and preventive actions when necessary.

Information Security Board has been formed to perform the purposes given below;

- To determine the departments to be included into the scope of ISMS,
- To be informed about the information security relevant activities.
- To take the suggestions and opinions of the departments and planning the necessary actions,
- To entitle information security as sustainable, to determine the deviation-caused situations and to make decisions to systematize the solutions.

The Board meets periodically and holds meetings on predetermined agenda items. It shares the outputs at management review meetings and also reports to top management.





# 06 Sustainability Management

[GRI 102-18/-19/-20/-21/-22/-30/-44/-47 | GRI 103-1/-2/-3]



# SR23



## Our Sustainability Policy

The UN Global Compact fully coincide with the corporate values of Almesan Alüminyum, and the global compact gathered under the main headings of **human rights labor standards, environment and anti-corruption** are supported by Almesan Alüminyum.

On the basis of the UN Global Compact, we have identified the topics that we can contribute by integrating the UN Sustainable Development Goals and the EU Green Deal.

As a result of the mistakes made on a global scale and the lessons learned so far, we have adopted the principle of "Let's start from today for the next generations" in order to step into a better future, and on this basis, we have divided our sustainability policy into five main groups.

## Governance Structure

Almesan Alüminyum addressing different customer groups in the global market, has made the concept of sustainability a part of its corporate management together with the competitive conditions. The 2025 Sustainability Strategic Plan has been prepared by the sustainability committee.

The Sustainability Committee performs its activities under the leadership of the General Manager. The presentation and evaluation of the committee reports to the board of directors in specified periods is carried out by the General Manager.

The coordination of the committee is provided by the Sustainability Executive. There may be one or more than one representative from different departments in connection with the working subjects in the committee. The committee includes people who will take charge in management systems, human resources and administrative affairs, energy management committee, occupational health and safety, environment, information security, efficiency and internal audit. It is possible for more than one subject to be handled by a single person.





# 06 Sustainability Management

[GRI 102-18/-19/-20/-21/-22/-30/-44/-47 | GRI 103-1/-2/-3]



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## Stakeholder-oriented Sustainability



We adopt a sustainable approach together with our stakeholders by being always in communication and collaboration with them, -by hearing their voices, and -by caring their feedbacks.

## Employee-oriented Sustainability



future-proof jobs and skills training for the transition

We target to become a company, -acting by the main principle "human is the first at all operations", -providing healthy and safe working environment to its employees, -supporting the training and education for development of competency and performance, -ensuring equal opportunities to all employees as an anti-discrimination company and -catching continual employee satisfaction and loyalty

## Environment-oriented Sustainability



We contribute environmental subjects inside of our main references by a sustainability approach - running all operations environmental friendly, -using natural sources rightly and efficiently, -planning and developing the processes by the target of lower carbon footprint.

## Customer-oriented Sustainability



We present our products by producing in optimum cost accordance with competitive conditions of global market. We provide product quality and safety above the expectations of the customers together with on-time delivery performances. We target a sustainable market and customer satisfaction by generating common sense with our customers to innovative manufacturing techniques and products.





# 06 Sustainability Management

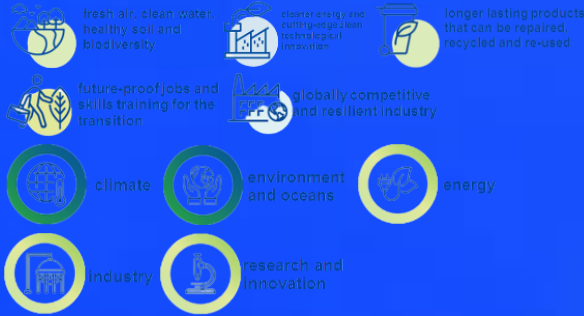
[GRI 102-18/-19/-20/-21/-22/-30/-44/-47 | GRI 103-1/-2/-3]



# SR23



## Future-oriented Sustainability



We are aware about our social accountabilities as a part of the society too. We support planning and performing social projects and contributions under the holding structure. We put contribution to the social and economical development of the society. We know the value of, knowledge and experience which are the most important competitiveness. We target to become an active part of information society by properly processed, safe and fit-to-purpose knowledge management. We do infrastructure investments for data to be managed in digital media. By considering environmental- and employee-friendly processes, We aim new products together with research, development and innovation and also to provide new employment. We cordially support a sustainable earth to deliver it as happy and habitable to the generations of Tomorrow whose we borrowed the Today

## Our Sustainability Priorities

Our references while determining our sustainability priorities

- Selçuklu Holding corporate values
- Almesan Alüminyum corporate values
- Feedback and expectations of our stakeholders
- Holding and company strategies
- Market conditions and expectations
- Institutional and legal obligations
- EU Green Deal
- UN Global Compact
- UN Sustainable Development Goals

While determining the sustainability priorities of Almesan Alüminyum for 2021, the sustainability priorities determined for 2021 have also been linked to which SDGs have direct and indirect contributions.

The stakeholder analysis and feedback we prepared in 2021 played an important role in determining our priorities. The results of our sustainability survey, which was completed with the feedback of our representatives, customers and employees, which we determined by sampling method from Almesan Alüminyum's stakeholders, also contributed significantly to the determination of our priorities.

SASB's documents and suggested methods were used while creating our Materiality Matrix and determining the metrics.

Our sustainability priority topics are as follows:

**1 Occupational Health and Safety** | **2 Risk Management** | **3 Energy Management** | **4 Waste Management** | **5 Water Management** | **6 Anti-Discrimination and Equal Opportunity** | **7 Green House Gases Emissions** | **8 Customer Satisfaction** | **9 Product Quality and Safety** | **10 Anti-Bribery and Anti-Corruption** | **11 Information Security Management** | **12 Biodiversity** | **13 Procurement Management** | **14 R-D and Innovation** | **15 Training and Competency Management** | **16 Communication with Stakeholders** | **17 Employee Satisfaction** | **18 Social Accountability** | **19 Business Ethics and Transparency**





# 06 Sustainability Management

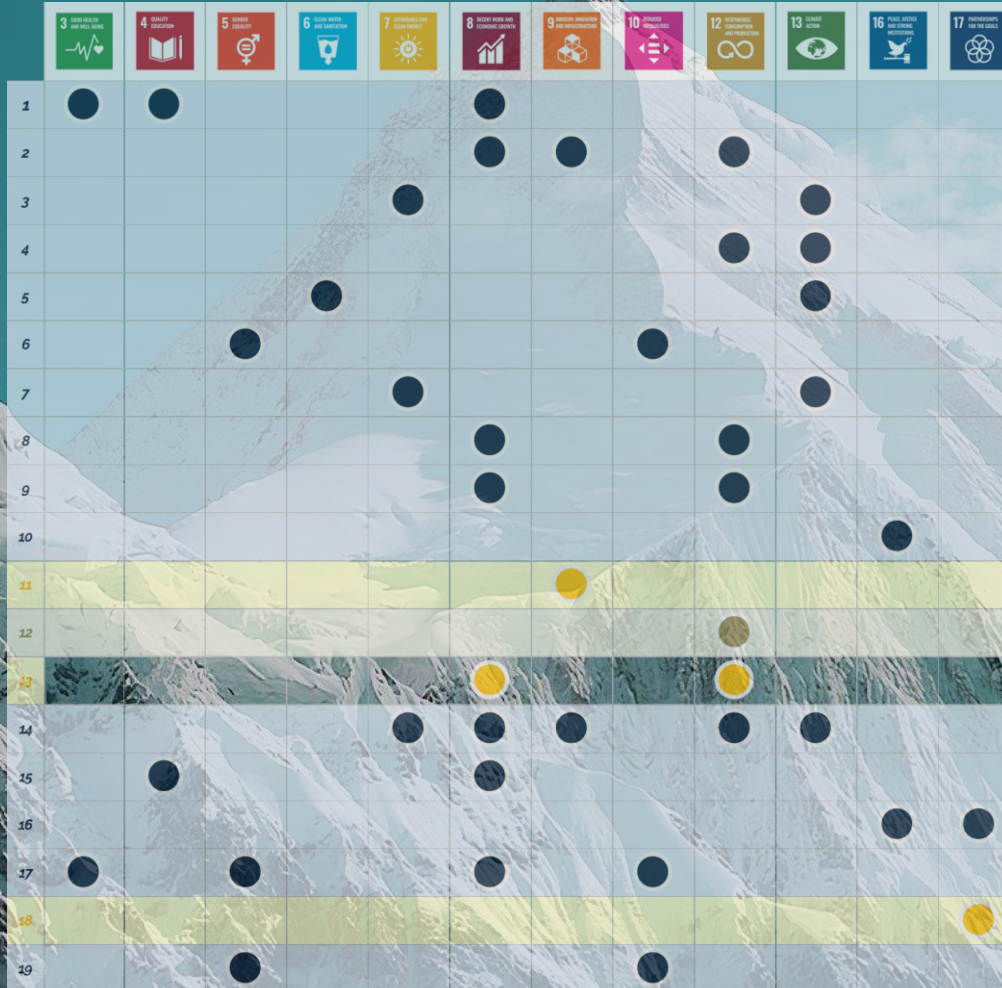
[GRI 102-18/-19/-20/-21/-22/-30/-44/-47 | GRI 103-1/-2/-3]



# SR23

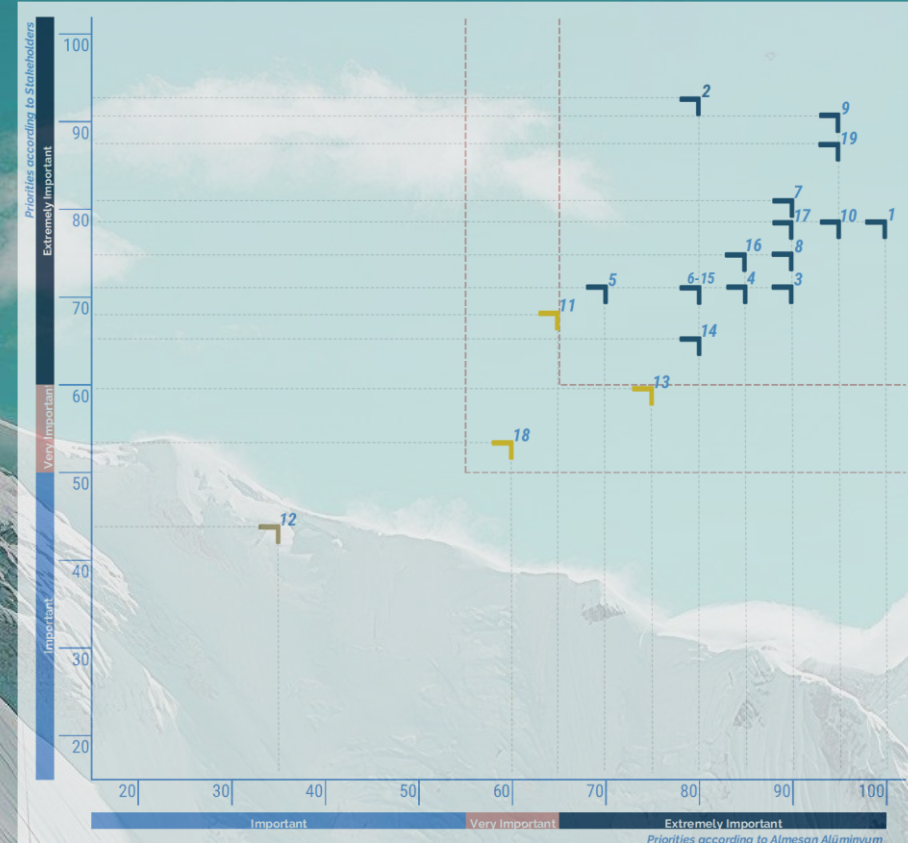


Coloring was used to define degrees of importance. It can be clearly seen in the Materiality Matrix. The SDG contribution and relationship table is below.



While preparing the Materiality Matrix, three classes were determined as **important**, **very important** and **extremely important**

While making the evaluations, in some cases, average values were taken over a score between 1 and 4. In some cases, a 100-point evaluation was used to make it clearer. The matrix was converted into a graph out of 100 full points by transforming other valuation criteria.



Evaluation ranges are defined below. The evaluations of the stakeholders were taken 5 points lower and their importance levels were increased.

	Important	Very Important	Extremely Important
Almesan Alüminyum	> 55	55 - 65	≤ 65
Stakeholders	> 50	50 - 60	≤ 60





# 07 Engagement of Stakeholders

[GRI 102-21/-40/-41/-42/-43/-44 | GRI 103-1/-2/-3]



# SR23



## 1 Shareholders

### Stakeholding Relation

Company income and balance sheet  
Company reputation and recognition  
Company capital structure  
Vision and mission Setter  
Investor and approval authority

### Stakeholding Context

Investments | Contracts | Financing | Audit

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Annual Reports (monthly, annually) | Financial Reports (periodic) | General Assembly Meetings (periodic) | Board of Directors Meetings (periodic) | Exceptional Disclosures (instant)

### Materiality References

All articles of materiality matrix

## 2 Top Management

### Stakeholding Relation

Authority and responsibility for the management of the company  
Laws and regulations  
Benefit for the company

### Stakeholding Context

Goals and Strategies | Shareholder and Investor Decisions | Technological Developments | Corporate Culture, Values, Awareness | Products, Processes and Services | Supply Materials, Equipment and Services | Financing, Collections, Cash Flow | Information System and Software | Plant and Equipment | Market Share, Competition

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Meetings (continuous, periodic, instant) | Status Announcements (instant) | Annual Reports (monthly, annually) | Projects (project-based follow-up) | Cash Flow Reports (monthly) | Financial Results Reports (monthly) | Exceptional Disclosures (instant) | General Assembly Meetings (periodic) | Board of Directors Meetings (periodic)

### Materiality References

All articles of materiality matrix

## 3 Employees

### Stakeholding Relation

Defined job and its place  
Laws and regulations  
Benefit for the company

### Stakeholding Context

Goals and Strategies | Decisions | Technological Developments | Corporate Culture, Values, Awareness | Information System and Software | Plant and Equipment

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Internal Meetings (continuous, periodic, instant) | Status Announcements (instant) | Annual Reports (monthly, annually) | Newsletters, Announcements (continuous, instant) | Employee Satisfaction Surveys (annual) | Trainings (continuous) | Social accountability projects

### Materiality References

Anti-Discrimination and Equal Opportunity | Anti-Bribery and Anti-Corruption | Training and Competency Management | Communication with Stakeholders | Employee Satisfaction | Business Ethics and Transparency

## 4 Unions

### Stakeholding Relation

Laws and regulations

### Stakeholding Context

Laws and regulations

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Meetings (periodic, instant) | Status Announcements (instant) | Collective Bargaining (periodic)

### Materiality References

Anti-Discrimination and Equal Opportunity | Anti-Bribery and Anti-Corruption | Training and Competency Management | Communication with Stakeholders | Employee Satisfaction | Business Ethics and Transparency



# 07 Engagement of Stakeholders

[GRI 102-21/-40/-41/-42/-43/-44 | GRI 103-1/-2/-3]



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## 5 Customers

### Stakeholding Relation

Direct and indirect buyers of manufactured products  
Direct user or seller

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Fair Participation (periodic) | Status Announcements (instant) | Customer Meetings (periodic, instant) | Customer Surveys (continuous) | Audits (instant, periodic) | Exceptional Disclosures (instant)

### Stakeholding Context

Technological Developments | Legal Requirements and Standards | Products, Processes and Services | Financing | Information System and Software | Plant and Equipment | Communication

### Materiality References

Risk Management | Customer Satisfaction | Product Quality and Safety | Information Security Management | Communication with Stakeholders | Business Ethics and Transparency

## 6 Suppliers

### Stakeholding Relation

Product and Service Procurement

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Supplier Meetings (periodic, instant) | Status Announcements (instant) | Supplier Audits and Evaluations (periodic) | Initial Sample Studies (on a project basis) | Receiving Inspection Reports (periodic)

### Stakeholding Context

Supply Material, Hardware, Service | Contracts | Financing | Communication

### Materiality References

Occupational Health and Safety | Risk Management | Anti-Discrimination and Equal Opportunity | Waste Management | Anti-Bribery and Anti-Corruption | Product Quality and Safety | Communication with Stakeholders | Business Ethics and Transparency

## 7 Selçuklu Holding

### Stakeholding Relation

Parent Organization of The Group of Companies  
Vision and mission Setter  
Investor and approval authority

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Annual Reports (monthly, annually) | Financial Reports (periodic) | General Assembly Meetings (periodic) | Board of Directors Meetings (periodic) | Exceptional Disclosures (instant)

### Stakeholding Context

Investments | Contracts | Financing | Audit

### Materiality References

All articles of materiality matrix

## 8 Selçuklu Holding Law Division

### Stakeholding Relation

Legal proceedings  
Laws and regulations

### Stakeholding Context

Control and coordination of all contracts and legal transactions made by the company | Labor Law | Commercial Law | Other laws and regulations

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Meetings (instant, periodic) | Exceptional Disclosures (instant)

### Materiality References

Occupational Health and Safety | Risk Management | Anti-Discrimination and Equal Opportunity | Product Quality and Safety | Anti-Bribery and Anti-Corruption | Information Security Management | Communication with Stakeholders | Business Ethics and Transparency

## 9 Public Institutions

### Stakeholding Relation

Laws and regulations

### Stakeholding Context

Laws and regulations

## 10 Local Governments

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Meetings (instant, periodic) | Exceptional Disclosures (instant) | Projects (project-based) | Audits (instant, periodic) | Mutual Visits

### Materiality References

All articles of materiality matrix

## 11 Governance of Organized Industrial Zone

### Stakeholding Relation

Laws and regulations

### Stakeholding Context

Laws and regulations | OIZ Joint Investments | Joint Supply Agreements

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Meetings (instant, periodic) | Exceptional Disclosures (instant) | Projects (project-based) | Audits (instant, periodic) | Mutual Visits

### Materiality References

Occupational Health and Safety | Risk Management | Energy Management | Waste Management | Water Management | Anti-Discrimination and Equal Opportunity | Greenhouse Gas Emissions | Anti-Bribery and Anti-Corruption | Information Security Management | Biodiversity | Communication with Stakeholders | Social Accountability | Business Ethics and Transparency







# 07 Engagement of Stakeholders

[GRI 102-21/-40/-41/-42/-43/-44 | GRI 103-1/-2/-3]



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## 12 Universities and Research Institutions

### Stakeholding Relation

Laws and regulations  
Training and Education  
Research

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Meetings (instant, periodic) | Exceptional Disclosures (instant) | Projects (project-based) | Collaborative Studies | Mutual Visits

### Stakeholding Context

R-D Projects | Training and Education | Project Management | Project Development | Test and Inspection

### Materiality References

Occupational Health and Safety | Energy Management | Waste Management | Water Management | Greenhouse Gas Emissions | Product Quality and Safety | R-D and Innovation | Training and Competency Management

## 13 Financial Institutions

### Stakeholding Relation

Banking operations  
Loans  
Financial management

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Meetings (instant, periodic) | Exceptional Disclosures (instant) | Projects (project-based) | Collaborative Studies | Mutual Visits

### Stakeholding Context

Financing and agreements

### Materiality References

Risk Management | Anti-Bribery and Anti-Corruption | Information Security Management | Procurement Management | R&D and Innovation | Business Ethics and Transparency

## 14 Sectoral Institutions

### Stakeholding Relation

Laws and regulations  
Membership agreements and registrations

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Meetings (instant, periodic) | Exceptional Disclosures (instant) | Projects (project-based) | Audits (instant, periodic) | Mutual Visits

### Stakeholding Context

Laws and regulations

### Materiality References

All articles of materiality matrix

## 15 Society

### Stakeholding Relation

Laws and regulations  
Common values  
Joint responsibilities  
Membership agreements and registrations

### Stakeholding Context

Legal and societal rules

## 16 Local Community

## 17 NGOs

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Organizations (instant, periodic) | Social Accountability Projects

### Materiality References

Anti-Discrimination and Equal Opportunity | Anti-Bribery and Anti-Corruption | Biodiversity | Training and Competency Management | Communication with Stakeholders | Social Accountability | Business Ethics and Transparency

## 18 Media

### Stakeholding Relation

Laws and regulations  
Common values  
Joint responsibilities

### Stakeholding Context

Legal and societal rules

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Organizations (instant, periodic) | Social Accountability Projects

### Materiality References

Anti-Discrimination and Equal Opportunity | Anti-Bribery and Anti-Corruption | Communication with Stakeholders | Social Accountability | Business Ethics and Transparency

## 19 Environmental Consulting Company

## 20 Hazardous Goods Safety Consulting Company

## 21 Waste Disposal Company

## 22 Joint Health and Safety Unit

### Stakeholding Relation

Laws and regulations

### Stakeholding Context

Waste Management and Disposal <sup>25,27,29</sup>  
Environmental Management <sup>25,26</sup> | Health of Employee

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Legal Environmental Notices | Activity Reports | Waste Notices | Hazardous Waste Notices | Environmental Meetings | Trainings | Health Controls | OH&S Board (monthly)

### Materiality References

Occupational Health and Safety | Risk Management | Waste Management | Water Management | Greenhouse Gases Emissions | Information Security Management | Biodiversity | PCommunication with stakeholders | Business Ethics and Transparency

## 23 Auditing Organizations

### Stakeholding Relation

Management System Standards  
Technical Specifications, customer demands  
Laws and regulations

### Stakeholding Context

Audit, Supervision and Certification

### Communication Method

Social Media (continuous) | Corporate Website (continuous) | Supervision and Validation Audits | System Audits | Legal Audits

### Materiality References

All articles of materiality matrix





## 08 Business Ethics & Our Principles

[GRI 102-11 | GRI 205-1/-2/-3 | GRI 206-1 | GRI 207-1 | GRI 419-1 | GRI 103-1/-2/-3]



SR23



The business ethics approach at Almesan Alüminyum is based on globally accepted reliability, confidentiality, principled management understanding, morality and responsibility.

The business ethics approach at Almesan Alüminyum has been clearly and unequivocally demonstrated. It is aimed to protect the corporate image, to ensure compliance with the legal regulations, ethical and professional principles and universal rules regarding the fight against bribery and corruption.

Almesan Alüminyum's business ethics and rules also include companies from which consultancy, advocacy and similar support services are provided and their employees, companies from which outsourcing services are received (suppliers, subcontractors, etc.) and their employees, apart from their own employees.

Almesan Alüminyum has adopted the principle of complying with the laws and regulations regarding bribery and corruption, universal legal rules, ethical and professional principles in all countries where it operates and is represented. Within the scope of this principle, it acts with a "zero tolerance" approach against bribery and corruption and undertakes to continue its activities in a fair, honest and lawful manner.

Offering a payment or anything of value in order to obtain a legal and unethical benefit even in favor of Almesan Alüminyum, obtaining a similar benefit from other organizations and individuals, bribery or corruption even if such practices are common in the country or business line of operation, all kinds of legal and unethical behavior that can be considered as illegal is prohibited. The material value of the benefit that is the subject of bribery and corruption, or whether anything is done for the other party in return, is not important. In case the value of the interest is very low or the commitment given despite the offer has not been realized yet, it will be against the rules of business ethics and tolerance cannot be tolerated.

Training and awareness-raising programs are provided to employees and business partners about the legal requirements regarding the anti-bribery and anti-corruption program. Safe and accessible communication channels are provided where employees can report suspicious situations.

Any payment to facilitate or accelerate any work is prohibited. Employees should not tolerate or allow the other party to offer, promise, request, demand, give or accept this in their relations with third parties. It is not permitted to directly or indirectly offer, promise or give gifts, hospitality or any other benefit to foreign or domestic, government or public officials, unless the required approvals (specific or general for a certain level of gift/hospitality) are available.

### Encountering or suspecting bribery and corruption

All Almesan Alüminyum employees are responsible for notifying their manager of any bribery and corruption-related or suspected situations without delay. For such cases;

- Offering a bribe to the employee or his/her colleague,
- Witnessed or known interest relations and conflicts of interest,
- Irregularities noticed in company records,
- Attitudes and behaviors such as favoring or providing benefits encountered in tenders and purchases,
- Providing benefits to any customer or supplier in violation of legal regulations,
- Forcing the employee or his colleagues to act contrary to the written texts of the business ethics rules of any institution or person from within or outside the company can be given as examples

### Sanctions for deviant behavior and attitudes

In case of violation of the Almesan Aluminum Business Ethics Regulation and the Anti-Bribery and Anti-Corruption Policy, there are sanctions up to the termination of the employment contract according to the internal regulations, and more severe sanctions are applied depending on the situation of the contrary behavior.

#### Definitions

**Bribery:** In order to enable a person to perform an action contrary to the requirements of his duty or out of the ordinary course of business by means of doing, not doing, speeding up or slowing down a job, directly or indirectly, within the framework of a verbal or written agreement from the other party, material or moral benefit to himself or another person to be shown. means providing. Benefit that can be considered a bribe; It can be in many different forms such as cash, gift, event invitation or ticket, debt forgiveness, charitable donation.

**Corruption:** It refers to the misuse of the authority held due to the position, directly or indirectly, for personal financial or moral gain. **29**





# 09 Procurement Management

[GRI 102-9/-10 | GRI 204-1 | GRI 308-1/-2 | GRI 407-1]  
 [GRI 408-1/-2 | GRI 409-1 | GRI 414-1/-2 | GRI 103-1/-2/-3]



In the evaluation of product and service suppliers of Almesan Alüminyum that are critically important for product quality and safety, environment-, energy-, OH & S- and social accountability-oriented impacts are also assessed together with the sustainability approach. A procurement management process has been established in order to determine and evaluate the selection criteria of suppliers and to keep their performance at the targeted level, and all procurement processes are carried out in the direction with this process.

It is ensured that all kinds of goods or services are procured at the right time and at the right quality, from suppliers whose performance is approved and reliable for Almesan Alüminyum, at reasonable prices and under payment terms. Environment, occupational health and safety, working life and compliance with ethical rules are included in the evaluation criteria according to their importance degrees.

## Supplier Selection

After the bidding processes are completed, the bids are compared with the prices and payment methods previously paid for the same type of goods and services. The criteria for the selection and performance evaluation of suppliers are as follows.

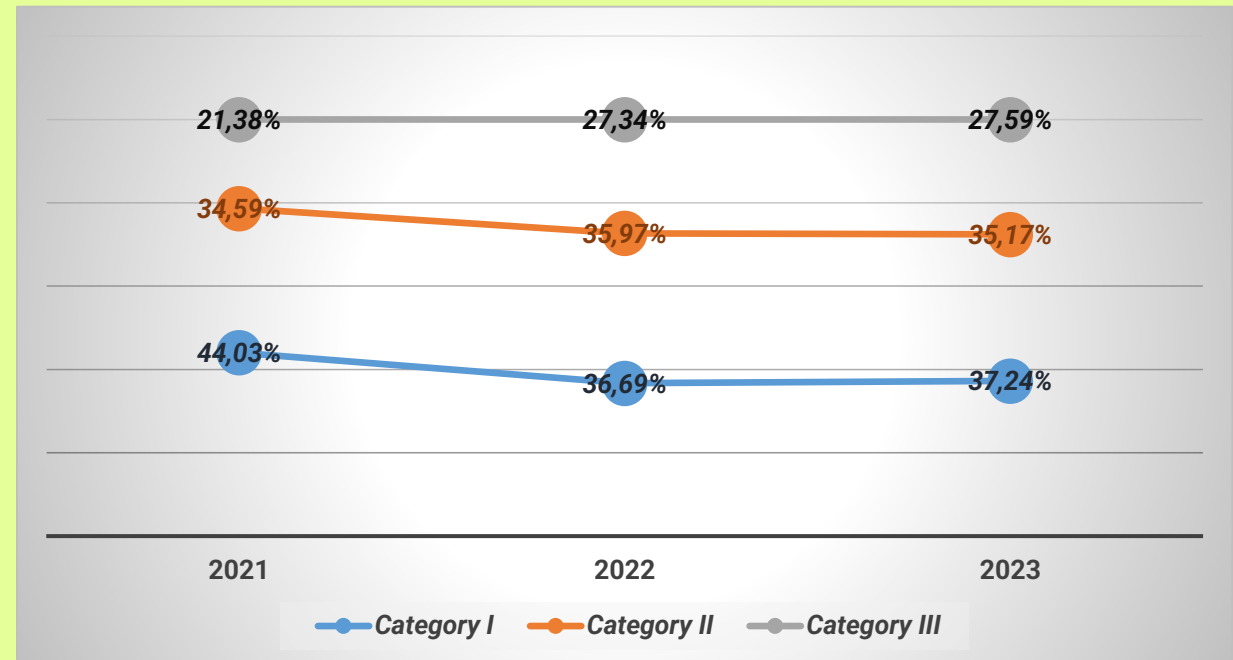
Company Structure	Economics	Technical	Environmental	Social
Reliability	Price	Product quality and safety	Environmental-friendly product and service	Occupational health and safety
Management system certificates	Payment Terms	Service Competency	Waste management	Working life
Authorization documents for Licensee, distributorship and agency etc.	Warranty period and scope	Logistics	Energy management	Ethics
References			Greenhouse Gases	
Adaptability to varying conditions and flexibility				

Some of the suppliers added to supplier development programme of Almesan Alüminyum at 2021 has been excluded as they could not properly perform at sustainability basis works. Category level of some of them has been downgraded to increase the monitoring level. By this reason, number of the suppliers has been minimized at the level of 12,5% at the year of 2022. Onsite audits, pre-study and sample study are preferred for the evaluation of competencies.

Almesan Alüminyum suppliers are divided into categories according to their level of impact on product and service quality. In this context, suppliers;

- Supplier Category I; It is a supplier group that directly affects product quality and safety.
- Supplier Category II; It is the supplier group that provides machinery, equipment and spare parts.
- Supplier Category III; It is the supplier group considered outside the first two categories.

## Annual Supplier Distribution Based On Number of Suppliers and Categories (%)





# 09 Procurement Management

[GRI 102-9/-10 | GRI 204-1 | GRI 308-1/-2 | GRI 407-1]  
[GRI 408-1/-2 | GRI 409-1 | GRI 414-1/-2 | GRI 103-1/-2/-3]



## Evaluation of Supplier Performance

The materials and services that directly affect the product quality and safety of Almesan Alüminyum and that are included in the production should be obtained from both qualified and approved suppliers. Supplier performance evaluation is carried out within the framework of the rules defined in the Almesan Alüminyum management system. Suppliers are audited by Almesan Alüminyum supplier auditors regarding the management system, product quality and safety, delivery performance, environment and social responsibility, according to the category they belong to. The analysis of economic conditions and risks is carried out by the top management independently of these audits.

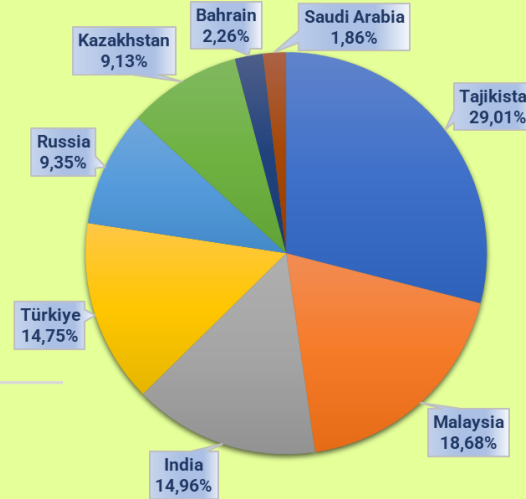
Our total number of suppliers in 2023 is 145, and as a result of the evaluations, no critical suppliers were determined due to environmental and social impacts.

Levels of Supplying Performance Score (SPS)

Level A	SPS ≥ 85
Level B	70 ≤ SPS < 85
Level C	50 ≤ SPS < 70
Level D	SPS < 50

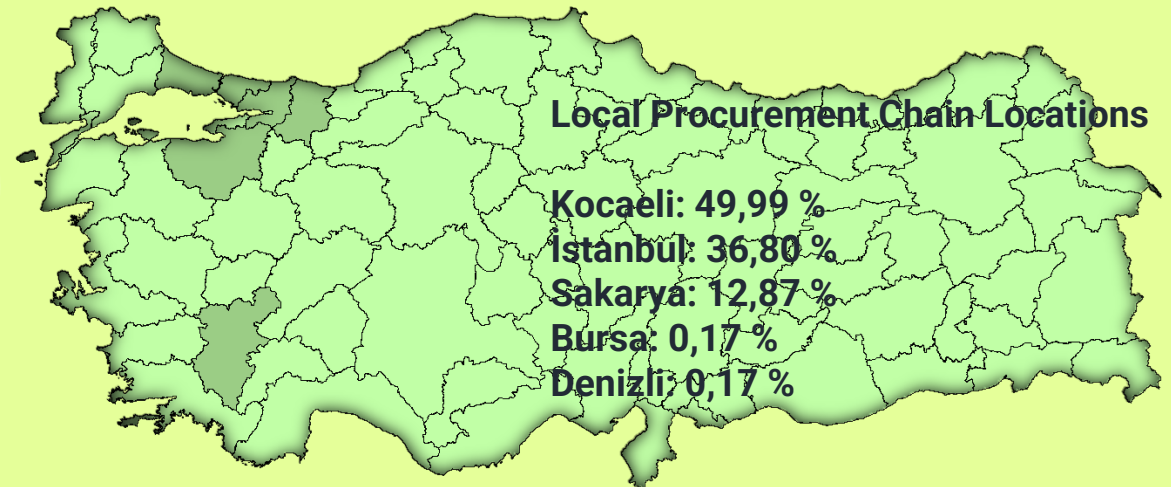


## Supply Chain of Aluminium



## Local Supply Chain

At Almesan Alüminyum, aluminium is procured from foreign sources. In the supply chain, excluding aluminium, primarily İstanbul and Kocaeli and surrounding of their provinces where Almesan Alüminyum's HQ and facilities are located, and nearby locations around it are preferred. At 2023, except for aluminium, the coverage ratio of local resources in the supply chain is 90,68% on average. The resource rate used from İstanbul, Kocaeli and near locations as a specific region is over 95%. Specific technical materials are supplied from abroad (Canada, Germany and PRC), and this equals to an average of 9,32% resource use.







# 10 Working Life at Almesan Alüminyum 10.01 Recruitment Process

[GRI 402-1 | GRI 103-1/-2/-3]

[GRI 401-1/-2/-3 GRI 103-1/-2/-3]



## Recruitment Process

New employment at Almesan Alüminyum is carried out in accordance with the Human Resources Policy. After the preliminary evaluation of the Human Resources Department, the applications are evaluated by the head of the relevant department and, if necessary, by the top management. Inappropriate applications are replied by the Human Resources Department. In all interviews, it is essential to protect the reputation of Almesan Alüminyum and to show the necessary respect to the other party.

All legal requirements are fulfilled for the people who terminate their working life at Almesan Alüminyum to prevent grievance in case of leaving their jobs. The reasons of quitting are analyzed and are considered as an input for the improvements to be made.

Compliance with legal requirements is essential in remuneration and working hours. All employees are employed with social security (SGK). Volunteering is essential in overtime. Performance evaluations and benchmarking studies with similar sectors are used as inputs in the wage increases and regulations of employees out of collective agreement.

Almesan Alüminyum Remuneration Policy for employees out of collective agreement is regulated and implemented within the framework of the management of wages and fringe benefits, fair, impartial, competitive, rewarding and motivating criteria that appreciate high performance.

- Main Objectives of the Remuneration Policy are;
- Making remuneration by emphasizing the concepts of job size, performance, contribution to the job, knowledge-skills and competencies,
  - Motivating and increasing the loyalty of employees by ensuring the wage balance within and between companies and competitiveness in the market,
  - It is the inclusion of the appropriately qualified workforce that will enable the company to achieve its goals.

All elements of the wage are private and confidential. It is only within the knowledge of the employee her/himself, her/his managers and the Human Resources Department. It is essential that the employee pays maximum attention to the issue of confidentiality and does not share this information with third parties and other Almesan Alüminyum employees.





# 10 Working Life at Almesan Alüminyum

[GRI 402-1 | GRI 103-1/-2/-3]

## 10.02 Employment Profile

[GRI 405-1/-2/-3] [GRI 103-1/-2/-3]

## 10.03 Equal Opportunity and Anti-Discrimination

[GRI 405-1/-2] [GRI 406-1] [GRI 103-1/-2/-3]

## 10.04 Freedom of Association and Collective Bargaining

[GRI 407-1] [GRI 103-1/-2/-3]

## 10.05 Child Labor

[GRI 408-1] [GRI 103-1/-2/-3]

## 10.06 Forced or Compulsory Labor

[GRI 409-1] [GRI 103-1/-2/-3]

SD 23



### Employment Profile

Information about the Almesan Alüminyum Employment Profile is included in the performance indicators. Almesan Alüminyum has received motivating awards related to employment in different periods since the day its production activities started.

### Equal Opportunity and Anti-Discrimination

As stated in the Almesan Workplace Equal Opportunity Declaration;

“Almesan Alüminyum Sanayi ve Ticaret A.Ş. undertakes to comply with the Labor Law and other legal regulations determined by the Laws of the Republic of Türkiye. In Almesan, there is no evaluation criteria based on gender, creed, ethnic origin, etc. and there is no discrimination among employees. Almesan is committed to providing all its employees with equal opportunities to improve themselves in their work.”

Between the employees, there is no discrimination or exclusion due to any other condition that may cause discrimination or discrimination including gender, age, creed, race, social class, ancestry, social background, disability, ethnic and national origin, nationality, membership of trade unions or other legal organizations, political affiliations or opinions, sexual orientation, family responsibilities, marital status, illness. In particular, workers cannot be harassed or punished for the reasons mentioned above.

All employees are given equal rights and opportunities to develop and communicate. Performance evaluations are followed on an employee basis, and the reasons for performance declines are analyzed and these results are used as inputs in career planning.

### Freedom of Association and Collective Bargaining

No action is taken against the organization of employees at Almesan Alüminyum. The collective bargaining agreement signed between Almesan Alüminyum and the Turkish Metal Union is decisive for the rights and responsibilities of the employees dependent on the collective agreement.

### Child Labor

Child labor is not employed in Almesan Alüminyum and child labor is not supported. Personnel under the age of 15 are not recruited. During the recruitment, the official documents related to the personnel are examined by the HR and Administrative Affairs Department and the subject is guaranteed. In case of an application under the age of 15, the applicant is courteously informed by the Human Resources Department with reference to the labor law and Almesan Alüminyum employee policy to prevent any negative impact.

Child labor is not allowed in Almesan Alüminyum, and it is the basic rule that its suppliers meet the same conditions. Suppliers are subject to audits and investigations on child labor at regular intervals. Child labor is one of the most important factors affecting the audit results in terms of supplier selection and performance analysis.

### Forced or Compulsory Labor

Job applications are on a voluntary basis. Bonded labor, forced labor, illegal employment, and involuntary employment are not applicable to Almesan Alüminyum.

If a migrant worker is taken, all laws are taken into account.

No employee may be subjected to physical punishment, pressure or verbal abuse.

Working and break times are adjusted according to legal requirements. Volunteering is essential in overtime. Paid annual leaves are also granted by law.

Legal requirements are also applied for pregnant employees on issues such as working hours, doctor checks, maternity leave.

All details, including their rights, responsibilities, working hours, wages and payment conditions, are explained to newly recruited employees and a contract is signed.

Seasonal workers are not employed at Almesan Alüminyum.





## 10 Working Life at Almesan Alüminyum 10.07 Employee Satisfaction

[GRI 402-1 | GRI 103-1/-2/-3]

[GRI 103-1/-2/-3]



### Employee Satisfaction

At Almesan Alüminyum, The feedbacks given by the employees has significant importance. Employees in this regard can convey all their suggestions through suggestion boxes. In addition, suggestions and improvement potentials are recorded on the basis of stations during the evaluation tours carried out in the field, and an action plan is created for the efficient ones.

Evaluation is made about the satisfaction of the employees by creating surveys that have been approved by the top management once a year. The main question titles in these surveys are as follows:

- Career development,
- Communication,
- Opportunity Equality,
- Leadership,
- Opportunity to learn and achieve,
- Recognition,
- Goal setting and performance evaluation,
- Training and development,
- Managing the organization,
- Employment conditions,
- Facilities and services provided to employees,
- Health and safety conditions,
- Job security,
- Wage and non-wage payments,
- Relationships with colleagues,
- Working environment

When the results from the 65-question survey were evaluated in December 2023 a satisfaction rate of 56,20% emerged. A minimum of 55% has been set as the target for 2024.





# 11 Occupational Health & Safety

[GRI 403-1/-2/-3/-4/-5/-6/-7/-8/-9/-10 | GRI 103-1/-2/-3]



The health and safety of our employees are among the highest priorities for Almesan adopting the principle of "human first and occupational safety first in all operations". We are precisely working to ensure a safe and healthy working environment in our business. We continue our work with an understanding that prioritizes the importance to occupational health and safety for everyone affected by our activities, including suppliers and subcontractors.

The basics of our OHS policies are as follows:

- In order to achieve the goal of zero work accident and occupational disease, risks will be determined and evaluated with the participation of employees, and these risks will be eliminated and/or reduced to an acceptable level.
- Together with our employees, our suppliers, relevant institutions and organizations and the public will be pioneered on Occupational Health and Safety issues.
- By preparing emergency plans, we will be prepared to protect the environment and environmental health, even in all kinds of emergencies, including natural disasters.

- All process data related to environment, occupational health and safety, energy efficiency, information security, social responsibility specified in the Almesan Management System together with the outputs of the quality management process will be considered as the factors determining investment decisions. While making new plant, production line, process or material usage decisions, their effects on all processes will be evaluated in advance.
- All activities of Almesan will comply with all relevant laws, legislation and regulations, especially the framework determined in the Constitution of the Republic of Türkiye.

Occupational Health and Safety (OHS) processes at Almesan are carried out by the OHS unit and the workplace doctor, by closely following the Occupational Health and Safety Law No. 6331 and legal regulations as well as the legal regulations applied in international standards.

Integrated Certifications Audit of 2022, covering ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Standards, has been successfully completed at Istanbul and Kocaeli locations. By ISO 45001 standard, articles of, management's leadership, management of risks and opportunities that will affect the management system, considering the expectations of employees and related parties, ensuring their participation and consultation, OH&S risks of contractors and management of changes, take fore.

Risk assessments are carried out in accordance with the Occupational Health and Safety Risk Assessment Regulation, ISO 45001 and ISO 31000 requirements. The hazards of all activities in our company are determined and the risk levels of these hazards are determined and preventive/corrective action plans are prepared. Identified risks are shared with our employees to raise awareness. We enable our employees to report risks and take precautions with the Near Miss Form.

Ambientic measurements are made in order to evaluate the health risks in our business. Necessary precautions are taken through the measurement results and studies are carried out for a safer and healthier work environment. In order to protect the health of our employees, private health insurance was put into operation as of the end of 2020. Chronic patients, pregnant and lactating workers are followed and necessary precautions are taken during risky periods. We keep the higher awareness level in the point of health and safety connected with the health services provided by our workplace doctor.

Our OH & S performance is followed by the number of accidents, the number of occupational diseases, the number of work-related fatalities, absenteeism due to accidents and certain OHS rates. Our OHS performances are evaluated at monthly OHS and periodic management review meetings.

For the readiness to natural disasters and epidemics, the relevant procedures, action plans, instructions and risk analysis are constantly updated to monitor and prevent risks.







# 11 Occupational Health & Safety

[GRI 403-1/-2/-3/-4/-5/-6/-7/-8/-9/-10 | GRI 103-1/-2/-3]



## OH&S Trainings and Practices

Almesan supports its employees with the practice and training programs it has developed to increase awareness on OHS. We inform our employees about all risks through the Occupational Health and Safety Handbook, the Management Systems Handbook and the trainings organized.

Employees are given "Occupational Health and Safety Training" before starting work, taking into account issues such as lack of knowledge about the work they do or will do, insufficient existing knowledge, change of workplace or job, change of work equipment and new technology applications.

In the trainings, care is taken to select the subjects that the trainees need. The training given to the employees is selected from the following and similar topics;

- General occupational health and safety rules
- Information on legal legislation,
- Legal rights and responsibilities of employees,
- Establishing a safe environment and safe working principles in the workplace,
- Cleanliness and order,
- Thermal comfort conditions,
- Risks arising from chemical, physical and biological substances,
- Causes of work accidents and occupational diseases and risks in the workplace,
- Principles of prevention from work accident and occupational disease,
- Ergonomics and work psychology,
- Manual lifting and transport
- Flash, explosion, fire and fire protection,
- Safe use of work equipment,
- Working with screened equipment,
- Electrical hazards, risks and precautions,
- Use of personal protective equipment (PPE),
- Warning notices and signs,
- First aid, rescue etc.
- Harms and passive exposure of tobacco and tobacco products

## Zero Accident Target

Almesan production activities are classified as dangerous work. In this direction, our company carries the safety of its working areas forward day by day and acts with the target of zero accident.

Almesan Alüminyum has not experienced any occupational disease or death related to work since the establishment.

As a result of the analysis of occupational accidents, non-compliance with the work instructions, lack of training, operator errors, lack of communication and lack of experience come to the fore among the causes of accidents.

## Our Emergency and Disaster Management

In order to prevent disasters and reduce their damage, disaster management at Almesan Alüminyum is continued as a multi-faceted and multi-disciplinary management process that is implemented effectively with the precautions to be taken before, during and after the disaster.

In disaster and emergency management, contemporary safety management practices and national and international safety norms are based on the Regulation on Emergencies in the Workplace, Emergency Management Procedure and Emergency Plan.

The practices and plans to be implemented against all extraordinary conditions and disasters such as fire, energy and water cuts, work accidents, earthquakes, floods, terrorism and sabotage were determined in advance, and team and equipment preparations were made according to these scenarios.

National and international standards are taken as reference in the trainings carried out to improve the emergency protection and response systems and to increase the competence of the teams.

Almesan conducts exercises in compliance with the relevant laws in order to strengthen its preparedness for disasters and emergencies. Fire, disaster plan and environmental spill drills are carried out in order to minimize the risks that may occur in emergency situations and to intervene.



## 12 Environment

[GRI 307-1 | GRI 103-1/-2/-3]



At Almesan Alüminyum, environmental management is evaluated by the top management with a risk and opportunity-oriented approach and risk management outputs. Almesan carries out this process throughout the strategies determined in accordance with the relevant legislations, taking into account its sustainability priorities.

As Almesan Alüminyum, we aim to evaluate our environmental impacts and risks and ensure sustainable resource use by applying environmental management system requirements in all our activities, together with the basic principle of "performing all activities by firstly considering the environmental protection" and "environmental-oriented sustainability" approach.

Almesan Alüminyum has a commitment:

- To fulfill all legal and other requirements in terms of environment,
- To reduce resource consumption by using energy properly and efficiently.
- To support recycling by reducing waste generation,
- To take precautions to reduce environmental pollution at source,
- To ensure continuous improvement of environmental performance,
- To ensure the engagementt of all our stakeholders by informing all our employees, guests, suppliers and the public.

While setting environmental goals and objectives, the following criteria are considered: Significant environmental aspects, legal regulations, environmental operating costs, difficulties in recycling and waste management, awareness of possible environmental impact, clear risk determination of environmental impact.

The main areas of work of environmental management are climate change, water efficiency, reduction of waste, greenhouse gas emissions and all other environmental impacts, increasing environmental awareness among employees and society, protection and development of natural life.







## 12 Environment

[GRI 307-1 | GRI 103-1/-2/-3]



Almesan Alüminyum determines the life cycle approach of environmental aspects that can be controlled, affected and related to its activities, products and services by the scope of the environmental management process defined. In the management of these issues, internal and international standards are followed. In this way, all activities are implemented through processes in accordance with the ISO 14001 Environmental Management System Standard. While evaluating the management of environmental issues in a wide scope, our priority is to keep compliance with the relevant legal regulations and legislation.

A working group has been organized, in which the environmental effects of the processes are determined from a life-cycle perspective, and started its work. In the way of the Sustainable Development Goals, efforts are continued to manage the environmental impacts arising from operations with a holistic approach within the scope of Life Cycle Assessment (LCA).

Almesan Alüminyum closely follows the national and international agenda on climate change. In this context, Working groups, meetings, seminars and studies to climate change organized by relevant institutions, non-governmental organizations in the country and abroad, especially the Ministry of Environment, Urbanization and Climate Change of Rep. of Türkiye are followed.

In this context, the effects of current and future activities are defined and environmental aspects are evaluated on a process basis in Environmental Aspect Control Charts. Almesan Alüminyum has defined the necessary methods to determine the environmental impacts that it affects and can be kept under control as a result of its activities, and to prevent, mitigate or prevent its reoccurrence of its effects on the environment. Environmental dimensions are reviewed in case of changing activities and conditions, and environmental dimensions are redefined when necessary.



We handle the controls and audits of environmental management in all our facilities with an interdisciplinary approach, under the coordination of environmental engineers, from whom we receive consultancy services. We monitor the performance of the environmental management system through internal audits, management review meetings and environmental measurements, and when necessary, we ensure that corrective actions are implemented in accordance with the ISO 14001 requirements available at our production facilities.

Possible emergencies in terms of environmental and OHS management processes at Almesan Alüminyum have been defined, necessary procedures have been established and implemented to ensure continuity.

Environmental management studies are audited throughout Almesan Alüminyum activities, and the performance data obtained is constantly monitored. Environmental performance, as well as internal audit studies, it is subject to the audit of the Ministry of Environment, Urbanization and Climate Change of Rep. of Türkiye and external audits carried out by authorized independent institutions. There was no non-compliance with environmental laws and regulations in 2023, and no legal sanctions or penalties were imposed on Almesan Alüminyum in this context.

We responsibly encourage environmental management processes in the eyes of all stakeholders, especially our employees, organize employee trainings in this direction, and increase awareness on environmental issues. In the upcoming period, we will continue our efforts to minimize our environmental impacts regarding our operations, to increase our performance and to raise awareness on this issue.



## 13 Energy

[GRI 307-1 | GRI 103-1/-2/-3]



SR23



At Almesan Alüminyum, energy management is one of the priority issues along with the sustainability strategy. Considering the basic principle of "giving importance to energy efficiency and aiming at optimum use of resources", studies are carried out to effectively manage carbon emissions and energy consumption.

It is inevitable to increase efficiency in the use of energy resources and energy, to save energy and to establish an energy management system in order to use energy effectively, to prevent waste, to alleviate the burden of energy costs on the economy and to protect the environment.

Energy efficiency studies are the main tools used by Almesan Alüminyum for more efficient production and reduction of greenhouse gas emissions. In the management of these issues, national and internationally accepted regulations and institutional targets are followed.

Starting from 2021, follow-up and management of energy and energy efficiency works of us are executed by compliance with ISO 50001 Energy Management System. Efficiency enhancement projects are planned and carried out by the analysis of energy data with common calculation criteria which meet the international standards.

By the Energy Management Committee, Energy management processes at Almesan are run out by Constitution of Rep. of Türkiye, Energy Efficiency Law No. 5627 and legal regulations as well as the legal regulations applied in international standards.

The use of natural gas, diesel, LPG and other industrial gas in our facility is defined as the direct energy source within Scope 1. The use of diesel and gasoline used in-facility vehicles is also within Scope 1. Since electrical energy is supplied directly with common agreements of the OIZ (Organized Industrial Zone), it is not possible to make a direct purchase contract for renewable energy. Only calculation is made over the renewable energy coverage ratio in energy supply published by the Ministry of Energy and Natural Resources of Rep. of Türkiye and relevant official institutions.

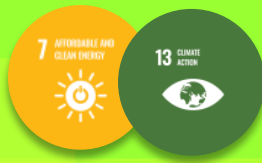
Our energy consumption and energy intensity, which are our performances in the field of energy management, are regularly monitored. Our energy performances are evaluated at the quarterly Energy Review and periodic Management Review meetings.





# 13 Energy

[GRI 307-1 | GRI 103-1/-2/-3]



# SR23



## Energy Review Meetings

At Almesan, an energy review is conducted half-yearly by the Energy Management Committee. At the end of this review, the data to be submitted to the management review meeting are generated. In this way, measurable data is provided for decisions to be made by Almesan Top Management on energy use and energy efficiency. The energy review mainly includes:

- Analysis of energy use and consumption by looking at measurement and other data, that is, defining the current types of energy, evaluating past and current energy uses and consumptions,
- Identification of Significant Energy Use (SEU) parameters based on the analyses,
- Identification of relevant variables for each SEU, determination of current energy performance, identification of persons working under their control who affect or change the SEU,
- Identifying opportunities and priorities for improving energy performance,
- Predictions about future energy uses and energy consumption.

Energy review; It is updated at certain intervals in addition to what will be done in case of major changes in facilities, equipment, systems or energy-using processes.



## Energy Consumption [Giga-Joule / Year]

	2021	2022	2023
<b>Direct Energy Consumption</b>	<b>193.792,06</b>	<b>178.828,30</b>	<b>153.900,63</b>
Natural Gas	190.592,23	176.287,62	151.848,28
Diesel [Indoor Operations]	2.269,64	1.901,69	1.635,74
Industrial Gas [LPG, Propane]	356,41	188,40	89,22
Company Cars [Diesel   Gasoline]	573,78	450,59	327,40
<b>Indirect Energy Consumption</b>	<b>45.361,97</b>	<b>40.696,36</b>	<b>37.370,85</b>
Electricity [Conventional   Renewable]	45.361,97	40.696,36	37.370,85
Renewable Electricity Ratio	38,77	39,40	42,00
Renewable Electricity	17.586,83	16.034,36	15.695,76
<b>Total Energy Consumption</b>	<b>239.154,03</b>	<b>219.524,66</b>	<b>191.271,48</b>

## Usage of Energy Sources [%]

	2021	2022	2023
<b>Direct Energy Consumption</b>	<b>81,03%</b>	<b>81,46%</b>	<b>80,46%</b>
Natural Gas	79,69%	80,30%	79,39%
Diesel [Indoor Operations]	0,95%	0,87%	0,86%
Industrial Gas [LPG, Propane]	0,15%	0,09%	0,05%
Company Cars [Diesel   Gasoline]	0,24%	0,21%	0,17%
<b>Indirect Energy Consumption</b>	<b>18,97%</b>	<b>18,54%</b>	<b>19,54%</b>
Electricity [Conventional   Renewable]	18,97%	18,54%	19,54%
Renewable Electricity Ratio	7,35%	7,30%	8,21%



# 13 Energy

[GRI 307-1 | GRI 103-1/-2/-3]



# SR23



## Specific Energy Consumption (SEC) [Energy Intensity] [GJ/ton]

	2021	2022	2023
<b>Direct SEC</b>	<b>10,734</b>	<b>12,177</b>	<b>10,759</b>
Natural SEC	10,557	12,004	10,615
Diesel   Gasoline SEC	0,157	0,160	0,137
Industrial Gas SEC	0,020	0,013	0,006
<b>Indirect SEC</b>	<b>2,51</b>	<b>2,77</b>	<b>2,61</b>
Electricity SEC	2,51	2,77	2,61
Renewable SEC	0,97	1,09	1,10
<b>Total SEC</b>	<b>13,25</b>	<b>14,95</b>	<b>13,37</b>

**RES:** Renewable Energy Sources or renewables, this rate is calculated over the percentage of renewable resources in energy production published by the Ministry.

**Scope 1:** Includes data on natural gas, diesel, industrial gas and fuels used in-facility vehicles as direct energy consumption.

**Scope 2:** Includes electricity consumption data as indirect energy consumption.

**SEI (SEC):** Specific Energy Consumption or Specific Energy Intensity, energy consumption per unit of production or operation





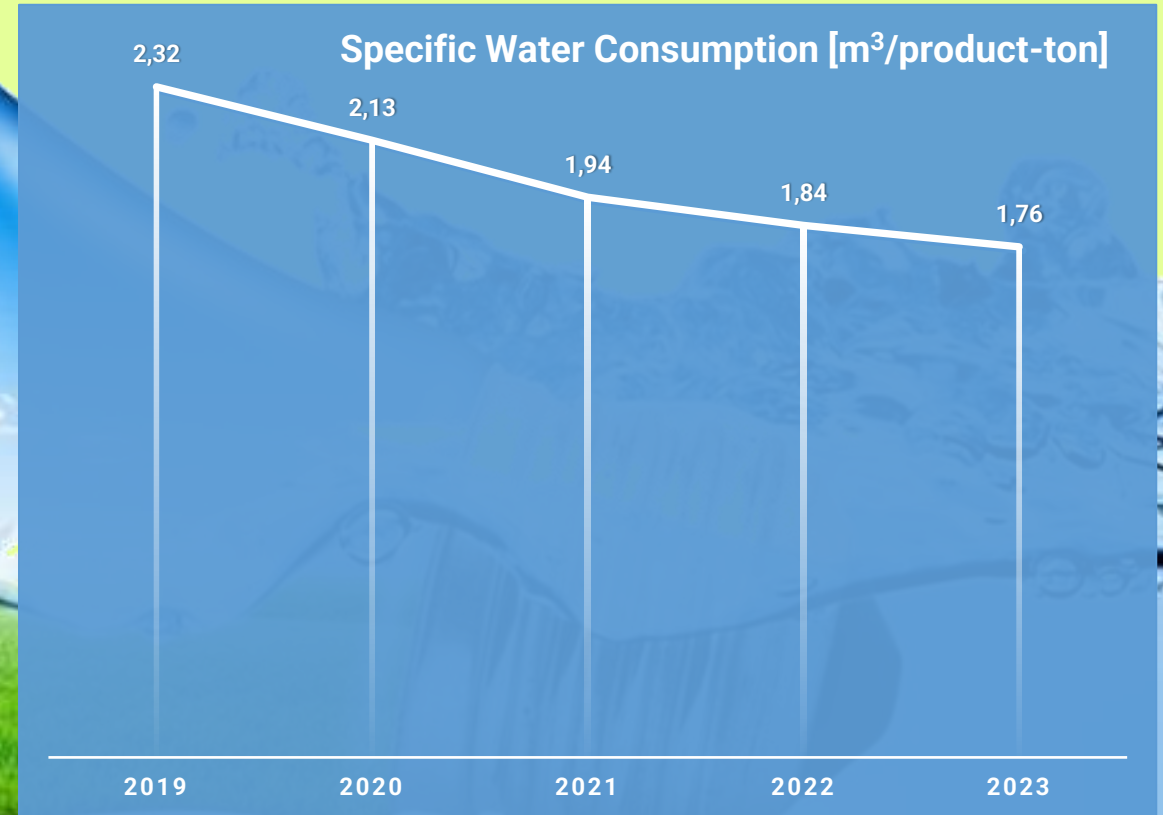


# 14 Water Management

[GRI 303-1/-2/-3/-4/-5 | GRI 103-1/-2/-3]



We are aware of the absolute importance of water in every aspect of our lives. We work for continuous improvement of water management and sustainable water use. In order to manage water use, we provide our employees and all our stakeholders with the necessary training and encourage them to work consciously on this issue. The units that consume the least and the most water in our business are the same for us; We do not waste a single drop of water. We support effective water policy and management.







# 15 Biodiversity Approach

[GRI 304-1/-2/-3/-4 | GRI 103-1/-2/-3]



SR23



## Kartepe – Kocaeli / Türkiye

Protection and management of biodiversity has an important place among our sustainability vision, strategic goals and environmental protection activities.

We have adopted the relationship between biodiversity and sustainable development with our production approach that examines the effects of our activities on biodiversity, takes precautions and targets the principle of existing without harming the environment.

We consider about green and the life of all creatures with our understanding of waste management and environmentally friendly production.

Almesan Aluminum shapes all its policies in this context by being aware of the fact that biodiversity mostly affects human life.





## 16 GHG Emission

[GRI 305-1/-2/-3/-4/-5/-6/-7 | GRI 103-1/-2/-3]



As a result of the rapid population growth in the world, the need for excessive consumption and the increase in production to meet this need pose a great threat to our natural resources in the future. One of the reasons for this threat is population growth, as well as the impact of climate change. It is inevitable that natural disasters will increase as droughts will increase with climate changes.

For this reason, our responsibilities towards the environment take importance and form the basis of sustainable life. Within the scope of efforts against climate change, Almesan Alüminyum has focused on reducing the energy consumption of its activities, increasing energy efficiency, reducing energy intensity, increasing the use of energy sources obtained from renewable energy sources and has started its studies for this.

The use of energies such as electricity produced from fossil fuels, especially fossil fuels (petroleum, natural gas, etc.) we use in our daily lives, releases CO<sub>2</sub> to the nature and causes the ozone layer to become thinner with the increase in CO<sub>2</sub> intensity in the atmosphere. These fossil fuels, which are used in daily life, are much more used in industry, but their impact on the environment is increasing day by day.

Almesan Alüminyum proceeds with its investments in Türkiye by taking environmental legislation into account. By closely following the developments in the carbon emission law, it works for the future and makes scenario studies against possible changes in the carbon emission law. It analyzes the new opportunities that may arise as a result of these changes.

Greenhouse gas emission calculations within Almesan Alüminyum hold whole locations of it.

In the greenhouse gas emission calculations of 2023 of Almesan Alüminyum; ISO 14064 standard requirements and EU Green Deal CBAM applications have been based for the definition of the concepts.





# 16 GHG Emission

[GRI 305-1/-2/-3/-4/-5/-6/-7 | GRI 103-1/-2/-3]



## Corporate Carbon Carbon Footprint per final product based on Operations between 2019 - 2023 (CO<sub>2</sub> equivalent-ton/pack-ton)



[These values do not include the embedded CO<sub>2</sub> of raw material (aluminium). Scope 1, Scope 2 and fuels used for company vehicles are included when calculating CO<sub>2</sub> values.]

GHG gases emissions have been calculated CO<sub>2</sub> equivalent base, although total production quantity is lower at 2023 and also there are products which have to provided with more operations, carbon footprint has been achieved near to level of year 2021.

No deviation has been determined for the carbon footprint based on standard operations







# 16 GHG Emission

[GRI 305-1/-2/-3/-4/-5/-6/-7 | GRI 103-1/-2/-3]



## Actual Situation of Almesan Alüminyum Action Plan For Carbon Footprint Reduction (2021-25)



### Energy Efficiency

Together with energy efficiency works, carbon footprint reduction works are continued by the reduction of SEC per unit production



### Reduction of Scrap / Process Scrap and Waste

The reduction of scraps occurred as nature of the processes has been provided by innovative approaches and waste ratio during production has been lowered.



### Development of Recyclable Material

By the aim of preference of lower carbon footprint recycled materials by provision of product quality and safety, ECO2ALL project has been commercialized and increasingly widened.



### Awareness

In order to leave a more livable world to future generations, our company has provided an awareness about sustainability and carbon footprint by internal trainings.

In the year of 2023, this contribution has increasingly been continued by the participation to the activities of governmental enterprises and NGOs.



### Procurement with Lower Carbon Footprint

Priorities in the way of to include lower carbon footprint primary materials into the procurement chain have been determined.





## 17 Waste Management

[GRI 305-1/-2/-3/-4/-5 | GRI 103-1/-2/-3]



In the scope of Environmental Policy, while Almesan Alüminyum develops products, projects and methods to reduce the use of natural resources; It also conducts efforts to ensure the separation, reduction and recycling of wastes at the source. Non-recyclable or non-recoverable wastes are disposed by licensed companies in accordance with the relevant regulations.

Almesan waste management processes are managed as fully compatible to ISO 14001: 2015 Environmental Management System, Waste Management Procedure and Waste Control Regulation. Our Waste Management policy at a glance,

**To contribute to the protection of natural resources and to consume less by increasing their recovery rates.**

**To prevent the wastes at source or to obtain the minimum possible level.**

Our company has Industrial Waste Management Plans and temporary storage permits approved by the Provincial Directorate of Environment and Urbanization. Recyclable wastes generated as a result of production and usage activities are disposed by sending to licensed companies accredited by the Ministry of Environment, Urbanization and Climate Change of Rep. of Türkiye. Data on waste management are regularly submitted to the Ministry and reported at database of the ministry every year.

Our company also organizes the ISO 14001 Environmental Management System trainings, in addition to the environmental awareness trainings given to the employees. Annual Environmental Management System audits are carried out. Almesan Alüminyum as an owner of "Approved Environmental Permission", is regularly subjected to the necessary inspections and controls by authorized parties within the scope of compliance with environmental legislation. In 2023, environmental audits were successfully passed.

All wastes are collected in waste areas labeled according to the waste types at their source. The fulfilled waste areas are removed by the contracted disposal / recovery companies. Since environmental consultancy services are provided, the organization is carried out in coordination with the environmental consultant company for the disposal of wastes. In the process of temporary storage of wastes at the facility; All employees are informed during the annual environmental trainings about not mixing the wastes each other and sending all wastes to licensed facilities in accordance with environmental legislation.



Efforts are carried out for the destruction, reuse or evaluation of solid wastes generated during the process phase. All of the solid wastes to be disposed are stored in separate regions and sent to the waste disposal facility separately.

Appropriate methods have been determined for the disposal, reuse or evaluation of liquid wastes generated during the process, and for the control of gaseous wastes generated at Almesan.

Within the scope of Waste Management, no related environmental accident or pollution caused by waste has been experienced in our facilities so far.

Waste management and environmental trainings are organized for employees every year. These trainings have been realized in 2023.

Almesan implementing the Zero Waste Regulation practices in 2021, has created waste collection points within the facility according to its type. These wastes are collected by the Organized Industrial Zone, on certain days of the week and sent to the recycling and paper, nylon, glass collection and separation center.





# 18 Performance Indicators

## Employee Information

	2021	2022	2023
<b>Total N.o. Employees</b>	241	239	227
<b>N.o.Direct Employees</b>	222	220	208
Female	33	39	39
Male	189	200	188
<b>N.o.Subcontractor Employees</b>	19	19	19
Female	4	4	4
Male	15	15	15

	2021	2022	2023
<b>N.o. Whitecollars</b>	39	38	39
Female	17	16	17
Male	22	22	23
<b>N.o. Bluecollars</b>	183	201	188
Female	16	23	23
Male	167	178	165

<b>Employee Distribution by Age Ranges</b>	2021	2022	2023
N.o.Employees Under 30	67	46	42
N.o.Employees Between 30 – 50	162	189	149
N.o Employees aged 50 and over	4	4	9

N.o.Employees Subject to Collective Agreement	172	175	137
N.o.Employees Subject out of Collective Agreem.	61	64	63

<b>Maternity and Paternity Leave</b>	2021	2022	2023
N.o.Employees for Maternity Leave	2	0	3
N.o.Employees for Paternity Leave	10	11	6
N.o.Returning Employees for Maternity Leave	0	1	3
N.o.Returning Employees for Paternity Leave	10	11	6

<b>Training Information</b>	2021	2022	2023
Total n.o.Training Organized	72	81	63
Total n.o.Participants	179	523	492
Training Man-hours	1.261	991	3491
Training Ratio (man-hour/n.o.employees)	5,68	4,30	15,38

- "Subcontractor employee" at Almesan Alüminyum includes security and catering services.
- Collective Agreement defines the contract between Almesan Alüminyum and Türk Metal-İş Union.



# 18 Performance Indicators

## Occupational Health and Safety (OH&S)

	2021	2022	2023
<b>N.o. Employees under the rule of OH&amp;S</b>	241	239	227
<b>N.o. Direct Employees</b>	222	220	208
Female	33	39	39
Male	189	200	188
<b>N.o. Subcontractor Employees</b>	19	19	19
Female	4	4	4
Male	15	15	15
	2021	2022	2023
<b>N.o. Injuries</b>	48	47	45
Female	4	5	3
Male	44	42	42
<b>Accident Severity Rate</b>	4,48	6,48	10,45
<b>Accident Frequency Rate</b>	83,54	76,84	79,05
<b>Occupational Disease Rate (%)</b>	0	0	0
<b>N.o. Work-Related Deaths</b>	0	0	0
<b>N.o. Lost Days</b>	441	666	960

OH&S Trainings	2021	2022	2023
<b>Total OH&amp;S Trainings (man-hour)</b>	3.372	826	4558
<b>N.o. Participants to OH&amp;S Trainings</b>	281	78	552
<b>OH&amp;S Training Rate (man-hour/n.o. employees)</b>	12	3,4	8,25

OH&S Management	2021	2022	2023
<b>N.o. OH&amp;S Board</b>	1	1	1
<b>N.o. Members at OH&amp;S Board</b>	7	7	10
<b>N.o. Active Working Members at OH&amp;S Board</b>	2	2	2

- In accordance with the contracts made with the subcontractors, OH&S trainings of their own personnel is carried out under their own obligations. For this reason, it was not included in the numbers.
- The number of participation in the trainings was taken as individual number. It is independent on the number of employees.
- OH&S Specialist (HSE Responsible also) and Facility Doctor are defined as active working members in OH&S Board.

Accident severity rate represents the total number of lost days due to occupational accidents in a given working period.

$$\text{Accident Severity Rate} = \frac{\text{Total Number of Lost Days}}{(\text{Total Working Days} - \text{Total Non-Working Days})} \times 1.000$$

Accident frequency rate represents to the number of occupational accidents happened in a certain working period. In common assumption, the number of occupational accidents per 1 million working hours is used as a general comparison method.

$$\text{Accident Frequency Rate} = \frac{\text{Total Number of Occupational Accidents}}{(\text{Total Working Days} - \text{Total Non-Working Days}) \times \text{Daily Working Hours}} \times 1.000.000$$





# 18 Performance Indicators

## Environment

Waste Management	2021	2022	2023
Total Water Discharge (m <sup>3</sup> /day)	95,54	75,41	69,14
Water Discharge to Natural Receiving Media (m <sup>3</sup> /day)	0	0	0
Discharge to Waste Water Line (m <sup>3</sup> /day)	95,54	75,41	69,14
Total Hazardous Waste (ton/year)	1108,68	1002,18	670,59
Aluminium Dross Quantity (ton/year)	797,16	591,25	547,52
Hazardous Waste Sent to Energy Recovery (ton/year)	290,47	305,67	145,76
Hazardous Waste Energy Recovery Rate (%)	26,20	30,50	21,74
Hazardous Waste Recycling Rate (%)	73,80	59,03	78,26
Non-Hazardous Waste (ton/year)	114,67	106,68	120,56
Non-Hazardous Waste Recycling Rate (%)	100	100	100
Hazardous Waste Temporary Storage Capacity (m <sup>3</sup> )	100	100	100

Environmental Trainings	2021	2022	2023
Total Environmental Trainings (man-hour)	189	62	62
N.o.Employees Attending Environmental Trainings	189	62	62
N.o.Subcontractor Employees Attending Environmental Trainings	19	19	19
Environmental Training Rate (man-hour/n.o.employees)	1	0,26	0,27

### Hazardous Waste Sent to Energy Recovery

Contaminated wastes and other hazardous wastes generated in Almesan Alüminyum are taken from the facility by licensed companies, mostly to be used as fuel supplements in accordance with regulations. All transactions are recorded with the UATF (National Waste Transport Form). Online tracking of the data can be done from the relevant portals of the Ministry of Environment and Urbanization.

### Dross (Recyclable Hazardous Waste)

The dross generated during aluminum casting are also considered in the scope of hazardous waste and are given to companies licensed by UATF in order to be recycled and reused.

### Hazardous Waste Temporary Storage Capacity

Hazardous waste temporary storage area defines a volume of 150 m<sup>3</sup> with a height of 3 m sitting on a 50 m<sup>2</sup> base. Since the storage conditions and densities of hazardous wastes subject to temporary storage will be different, and considering the safety conditions, a capacity of 100 m<sup>3</sup> has been decided to be appropriate.

## Use of Resources

Material	2021	2022	2023
Final Product (packaged-ton/year)	18.054	14.686	14.335
Material Processed in Production Stages (ton/year)	36.442	31.445	29.741
Material Reused from Processes (ton/year)	18.388	16.759	15.406

Water Use	2021	2022	2023
Well Water (m <sup>3</sup> /year)	0	0	0
Mains Water (m <sup>3</sup> /year)	34.872	27.528	25.235
Specific Water Use (m <sup>3</sup> /packaged-ton)	1,93	1,87	1,76

Energy Use	2021	2022	2023
Total Energy Consumption (GJ/year)	239.154,03	219.524,66	191.271,48
Direct Energy Consumption (GJ/year)	193.792,06	178.828,30	153.900,63
Natural Gas (Sm <sup>3</sup> /year)	5.532.109,40	5.116.905,28	4.407.531,53
Natural Gas (GJ/year)	190.592,23	176.287,62	151.848,28
In-Facility Diesel Consumption (lt/year)	64.205	53.796,25	46.273,00
In-Facility Diesel Consumption (GJ/year)	2.269,64	1.901,69	1.635,74
Industrial Gas Consumption (LPG, Propane) (kg/year)	7.830,00	4.139	1.960
Industrial Gas Consumption (LPG, Propane) (GJ/year)	356,41	188,40	89,22
Indirect Energy Consumption (GJ/year)	45.361,97	40.696,36	37.370,85
Electricity (kWh/year)	12.630.860,1	11.331.739,3	10.405.764,8
Electricity (GJ/year)	45.361,97	40.696,36	37.370,85
Renewables Use Rate(%)	38,77	39,40	42,00



# 18 Performance Indicators

## Energy Efficiency

	2021	2022	2023
Energy Intensity (GJ/packageged-ton)	13,25	14,95	13,37
Energy Intensity (TEO/packageged-ton)	0,320	0,357	0,319
Natural Gas Intensity (Sm <sup>3</sup> /packageged-ton)	306,41	348,42	307,47
Electricity Intensity (kWh/packageged-ton)	699,60	771,60	725,90

## GHG Emission

	2020	2021	2022	2023
Total GHG Emissions (CO <sub>2</sub> -eq-ton)	15.715,18	19.566,43	17.932,75	15.678,41
Direct GHG Emissions (CO <sub>2</sub> -eq-ton) [Scope 1]	11.394,37	14.008,85	12.946,78	11.099,88
Indirect GHG Emissions (CO <sub>2</sub> -eq-ton) [Scope 2]	4.320,81	5.557,58	4.985,97	4.578,54
GHG Emissions from Company Vehicles (CO <sub>2</sub> -eq-ton)	49,02	44,71	54,61	52,42
Other Emissions from NO <sub>x</sub> , SO <sub>x</sub> (CO <sub>2</sub> -eq-ton)				
GHG Intensity (CO <sub>2</sub> -eq-ton/packageged-ton)	1,138	1,084	1,221	1,100

### TOE: Tons of Equivalent Oil (10 million kcal)

Tons of oil equivalent (TOE) is an energy unit equivalent to 10 million kcal, which enables the energy resources to be expressed in a single unit. The conversion coefficients of all energy sources to TOE have been determined by the Regulation on Increasing Efficiency in the Use of Energy Resources and Energy dated 25 October 2008.

### Standard Cubicmeter (Sm<sup>3</sup>):

It refers to the amount of natural gas that fulfills a 1 cubic meter volume at 15°C and 1,01325 bar absolute pressure, does not contain water vapor and has an Upper Heating Value of 9.155 Kcal. 1 Sm<sup>3</sup> = 10.64 kWh.

Gas consumptions at Almesan Alüminyum are verified through the main meters set by İzgaz. All consumption values are calculated in Sm<sup>3</sup> by means of a converter and converted into kWh over the calorific measurement values made from the main distribution networks. The calorific value of natural gas used in our calculations has an average value of 9.150.4 kcal.

GJ: Giga Joule, MJ: Mega Joule

1 TEP = 11.600 kWh = 41,76 GJ

1 kWh = 3,6 MJ

1 kWh = 860 kcal

GHG: Greenhouse Gases

### Direct Carbon Footprint (Scope-1)

The fossil fuels used by the facilities for their activities (for heating or the production process) and the emissions created by the fossil fuels used by the in-facility vehicles are evaluated under Scope-1.

### Indirect Carbon Footprint (Scope-2)

Emissions caused by electrical energy consumed by companies, emissions due to steam, cooling or hot water purchased by the company from another party are evaluated under Scope-2.

### GHG Emissions CO2 Equivalent Reference Information

Information declared by Ministry of Energy and Natural Sources, Rep. of Türkiye. According to mentioned number, data starting from 2020 has been revised.

Electricity	0,440	kg CO <sub>2</sub> /kWh
Natural Gas	0,234	kg CO <sub>2</sub> /kWh
Diesel	2,599	kg CO <sub>2</sub> /lt
Gasoline	2,392	kg CO <sub>2</sub> /lt
LPG	1,665	kg CO <sub>2</sub> /lt
LPG	3,020	kg CO <sub>2</sub> /kg





# 19 GRI Index



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