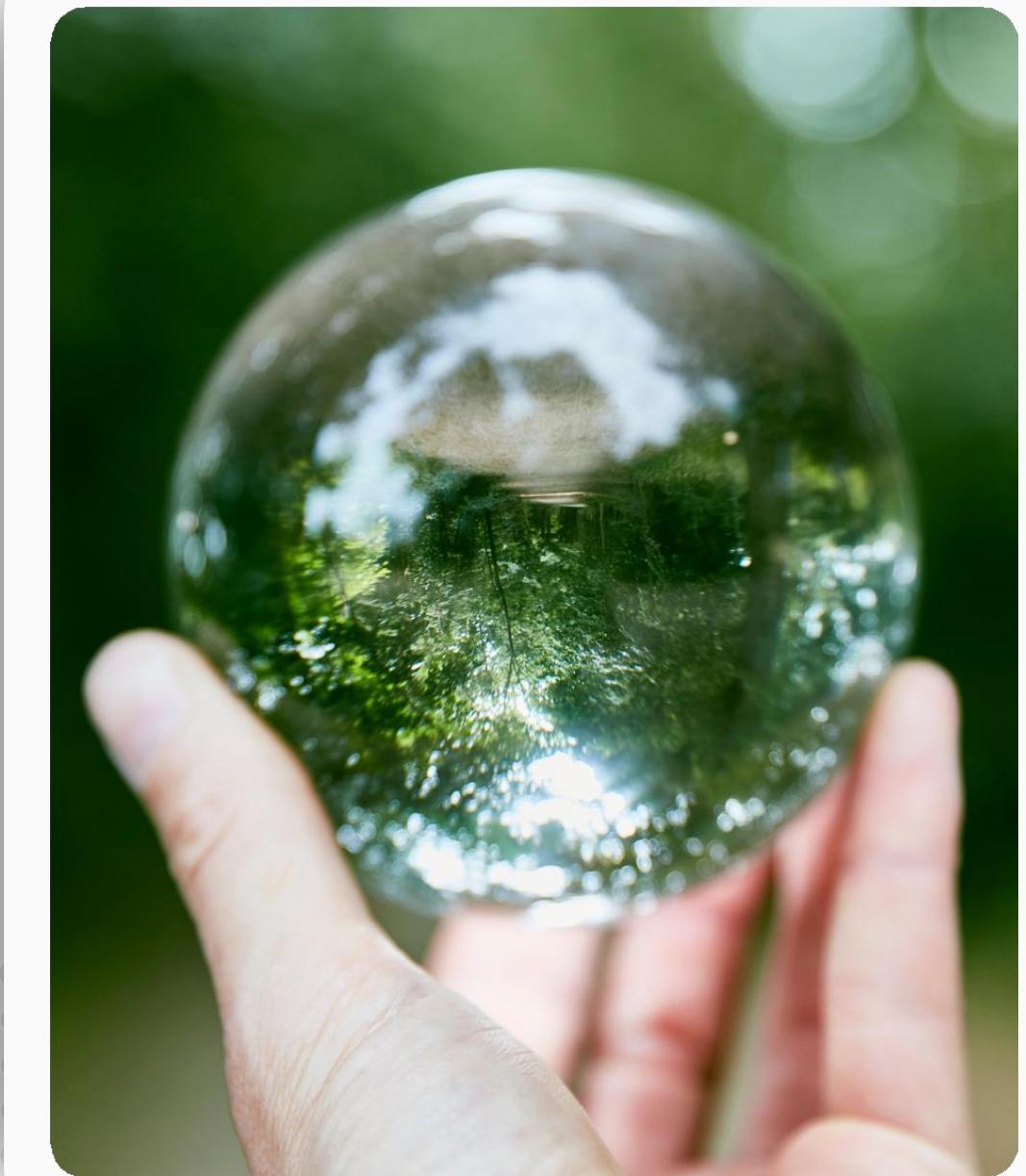




2024

SUSTAINABILITY

REPORT



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" maturizing 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 1st of January and 31st of December 2024. 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 Karteppe – 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

You can also follow Almesan Alüminyum's sustainability studies and reports on the website www.almesan.com.tr





02 Message from Top Management

[GRI 102-14]

Dear Almesan Alüminyum Stakeholders,

As we continue our journey with a strong sense of responsibility for the future of our country in the second century of our Republic, we remain committed to carrying this legacy entrusted to us by our ancestors into the future. Leaving a more livable world for future generations is among our highest priorities.

The year 2024 marked a period in which the escalating global climate crisis and the need for energy efficiency became increasingly prominent. As Almesan Alüminyum, we continued to strengthen our low-carbon production models and to advance with determination toward our sustainability targets within the framework of the European Green Deal. By further developing our energy management systems, we reduced our environmental impacts in compliance with ISO 50001 and other relevant management standards.

Our sustainability approach has not been limited to our production processes; it has also been supported by our digitalization investments, which have enhanced the robustness and transparency of our data management. Through the digital traceability projects initiated throughout 2024, we achieved efficiency improvements in our operations while simultaneously accelerating information flow with our stakeholders.

By prioritizing the green transformation in the products we deliver across all sectors, we have taken tangible steps toward circular economy practices, energy efficiency, and the reduction of carbon emissions. These efforts have contributed not only to the sustainability of our company, but also to the development of a more sustainable structure across our supply chain.

As Almesan Alüminyum, we will continue to work toward a sustainable world—the shared objective of humanity—on our journey to shape the future. We would like to extend our sincere thanks to all our employees, business partners, and stakeholders who accompany us on this journey.

Mehmet Öncel
Chairman of The Board of Directors





Our Values

[GRI 102-1/2/4/6/4]5

Our Values

The principles that define us



Ethics

Always standing for what is right



People

Employee and Stakeholder focus



Transparency

Open and honest communication



Innovation

Continuous improvement and creativity



Respect for the Environment

Gelecek nesillere saygı



Trust

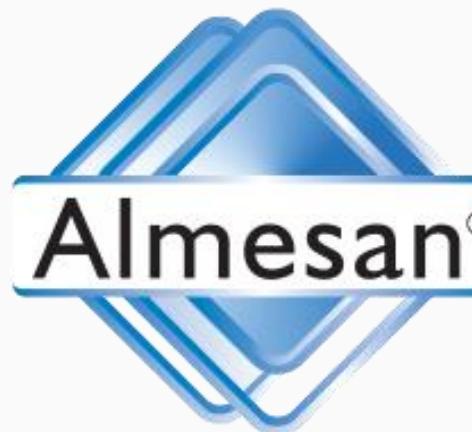
Building trust through transparent relationships

GÜVEN



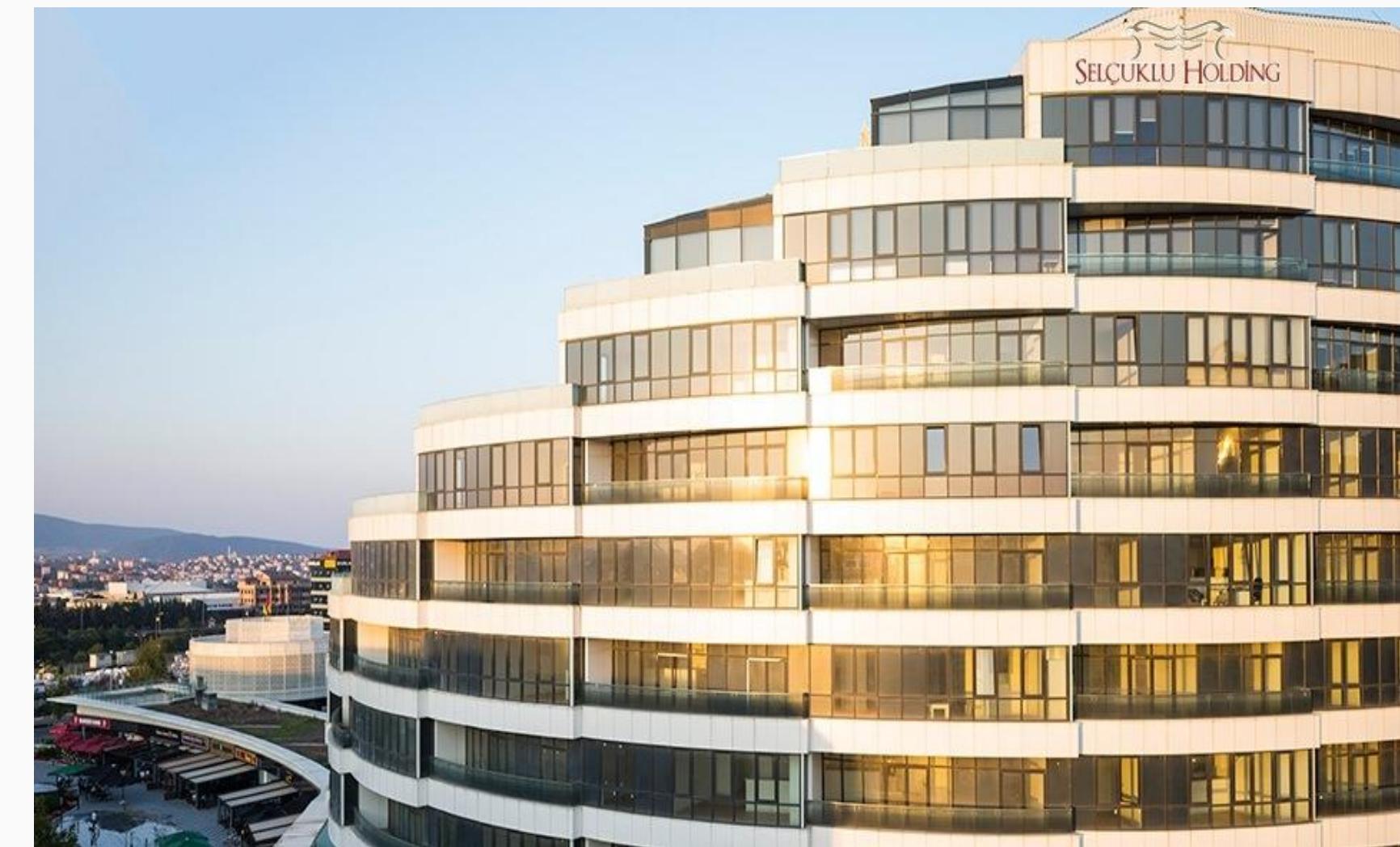
03 About Us

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



03.01 Selçuklu Holding

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



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.



03 About Us

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



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 m² open and 50.000 m² 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.

03.02 Almesan Alüminyum

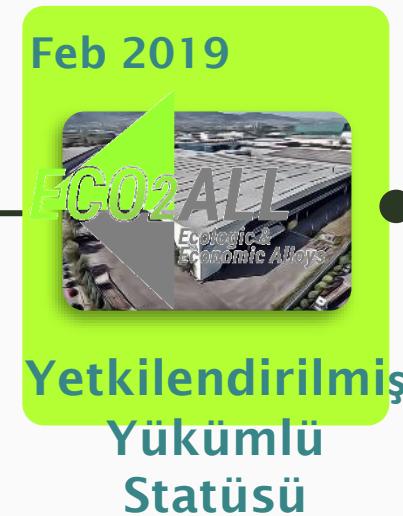
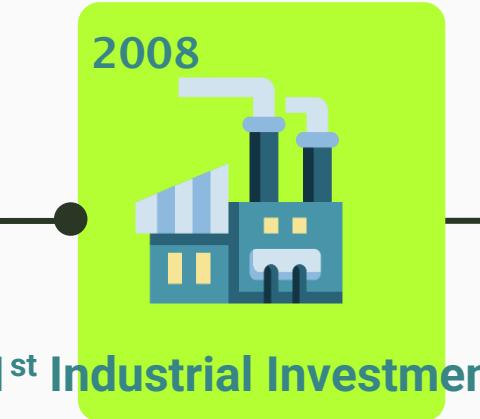
[GRI 102-1/-4/-5]

03 Hakkımızda

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

03.03 infoAlmesan

[GRI 102-7]





03 About Us

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

03.03 infoAlmesan

[GRI 102-7]





03 About Us

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

Commercial Alloys

1 1050
1070
1100

3 3003
3005
3105

4 4006
4017

5 5005
5052
5754

6 6060
6061
6063
6082

8 8006
8111

ECO ALL 2

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

03.04 Production | Product Management

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



Hot Rolling

Cold Rolling I

Compaction 45 %

Ratio

Plate Width 700 mm

Plate Thickness 0,30 – 12 mm

Cold Rolling II

Compaction 45 %

Ratio

Plate Width 1600 mm

Plate Thickness 0,30 – 10 mm



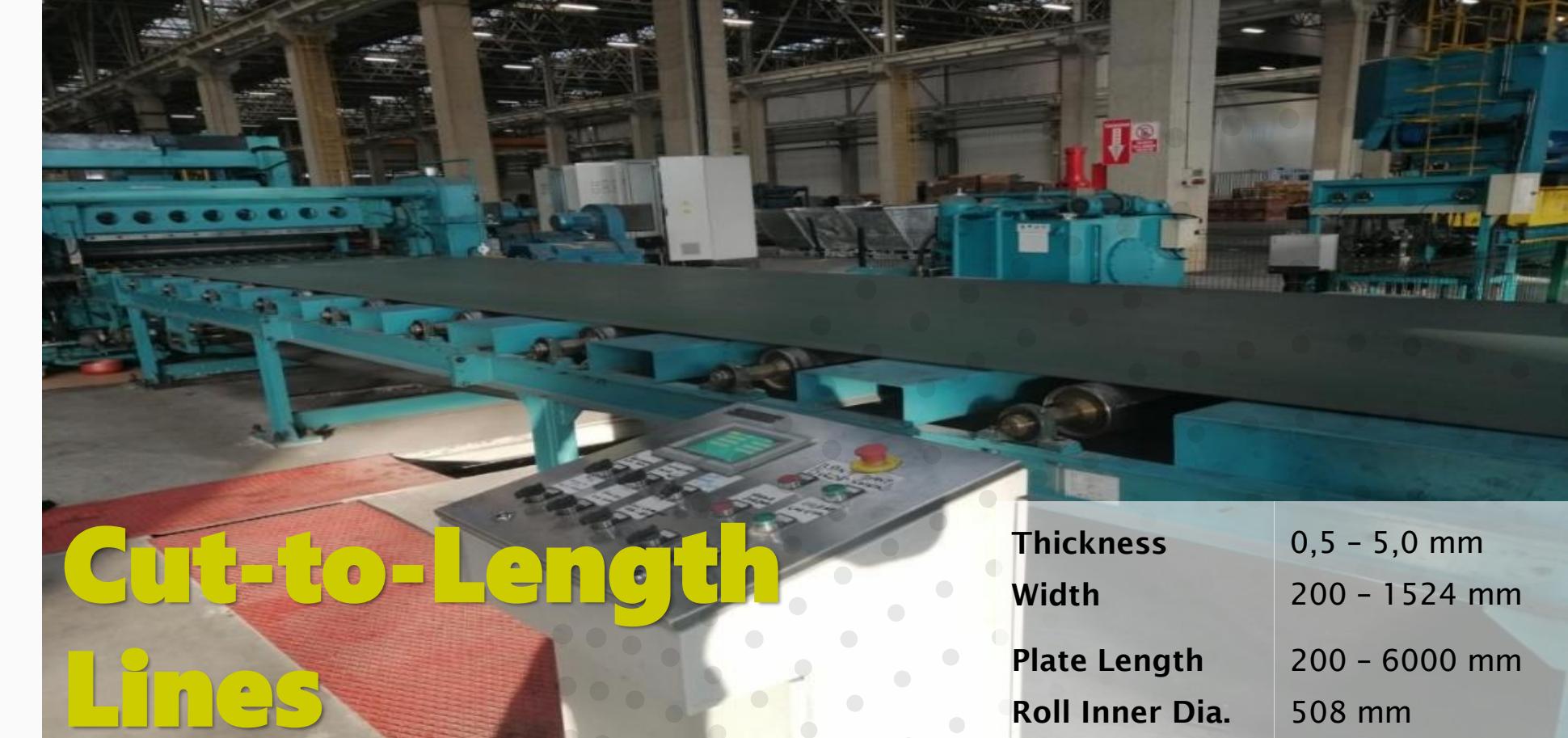
Cold Rolling



03 About Us

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

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



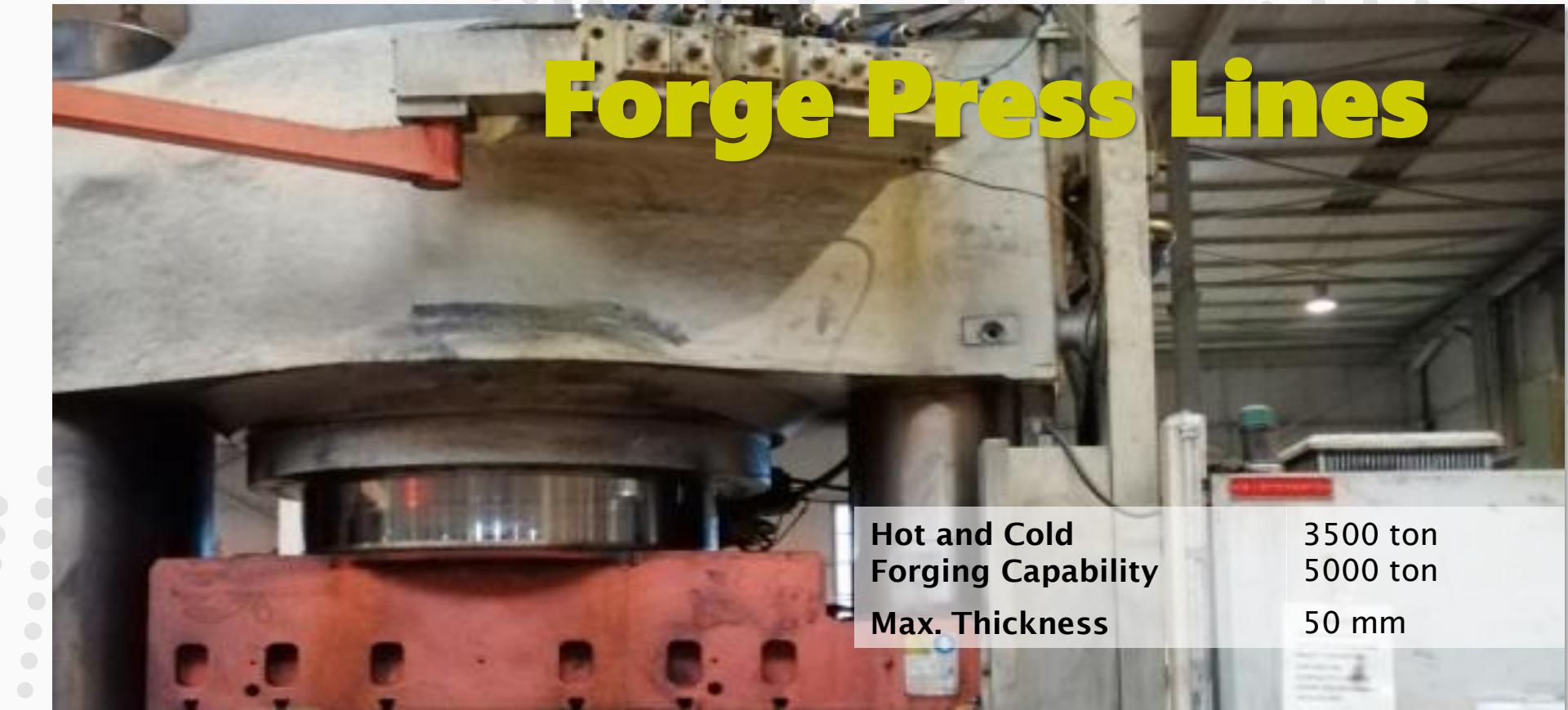


03 About Us

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

03.04 Production | Product Management

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



03 About Us

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



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



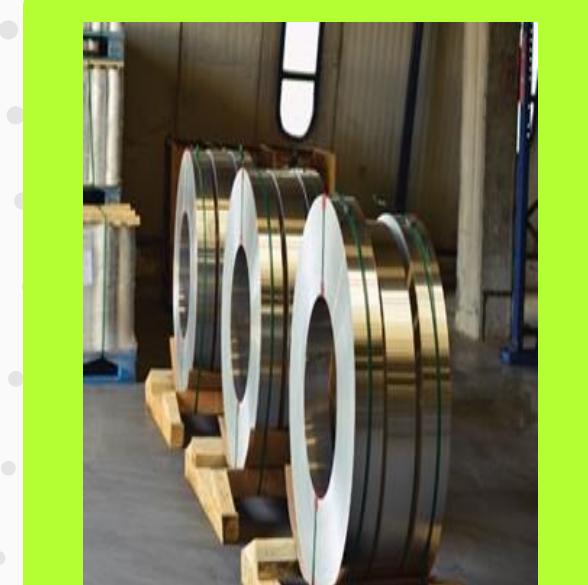
Tie Rod Semi-Product
[Automotive Transmission]
Thickness: max. 50,0 mm



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]

At Almesan Aluminum, regularly conducted internal and external audits are considered a strategic management tool that goes beyond a control mechanism, ensuring the effectiveness and continuity of a sustainable management system. These audits enable the systematic identification and evaluation of risks, non-conformities, and improvement opportunities, with the resulting insights contributing to the strengthening of our corporate structure through a continuous improvement approach.

Almesan Aluminum upholds the principles of transparency and accountability in both internal audits and external audits carried out by independent third-party organizations. In doing so, the Company demonstrates a firm commitment to fulfilling its social, environmental, and economic responsibilities toward all stakeholders.

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

03.04 Production | Product Management

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





03 About Us

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

03.05 R & D | Innovation

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

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 Aluminum's overseas markets have become increasingly active in its sales. Currently, the company conducts sales activities with 175 customers across 31 countries on 4 continents. The regions where Almesan Aluminum operates intensively are listed below. On average, approximately 50% of its sales are realized as exports. Customers served in the domestic market are generally Turkish branches of foreign investments or companies that sell directly into global supply chains.

Approximately 50% of Almesan Aluminum's production finds users in the global market. In recent periods, sales in Europe and the Americas have become more prominent.

In Europe:

Italy, Spain, Portugal, the United Kingdom, Germany, Switzerland, Finland, Greece, and Azerbaijan

In the America:

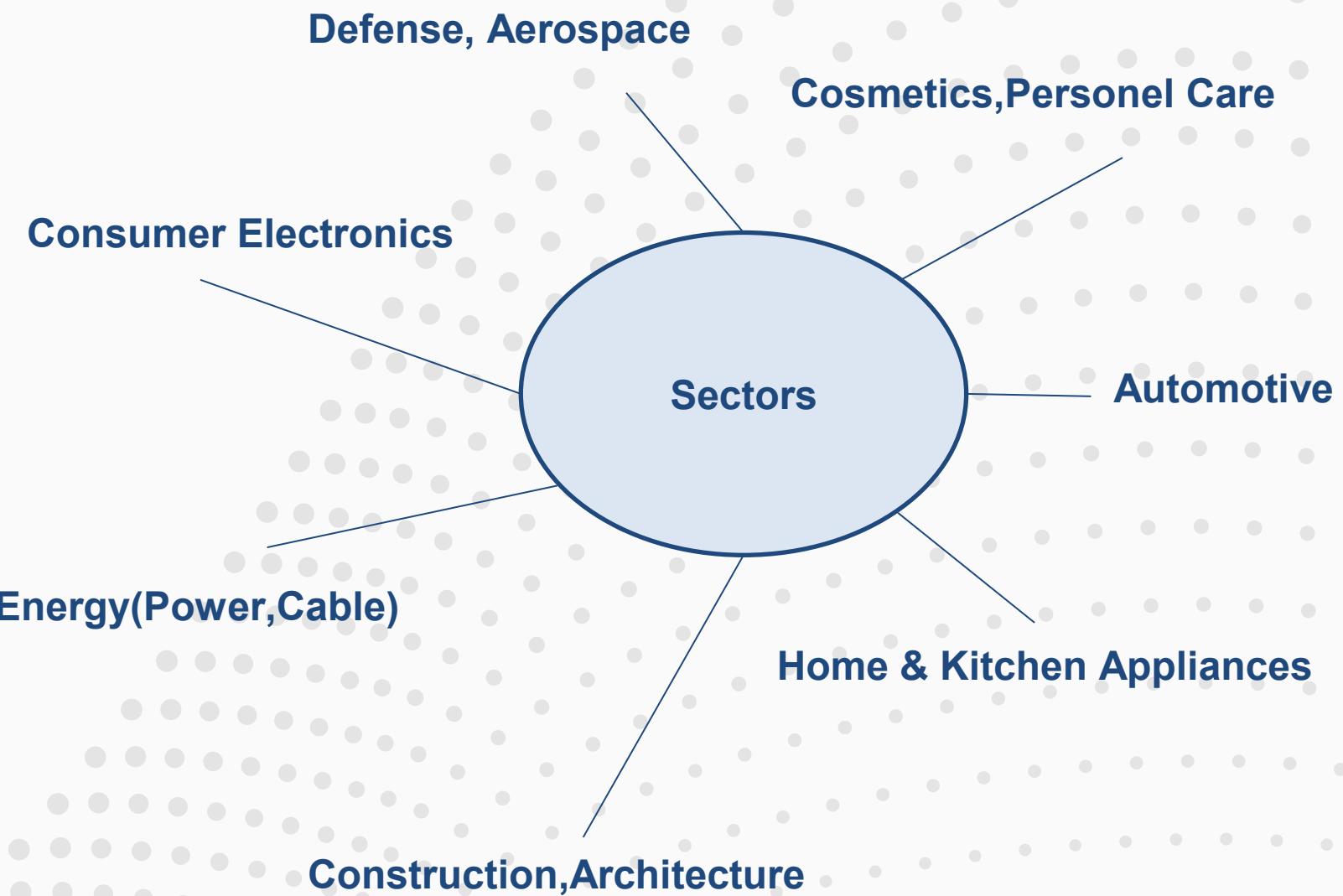
The United States and Mexico

In Africa:

Egypt, Tunisia, and Ghana

In Asia:

Saudi Arabia, Jordan, and India are currently the most actively served markets.



03 About Us

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



Kitchenware

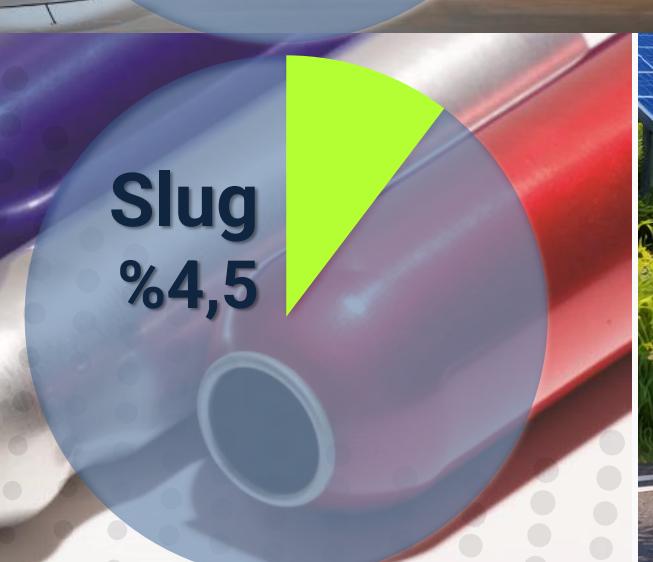


Construction Architecture

Defense - Aviation

Cosmetics- Personal Care

Construction Architecture



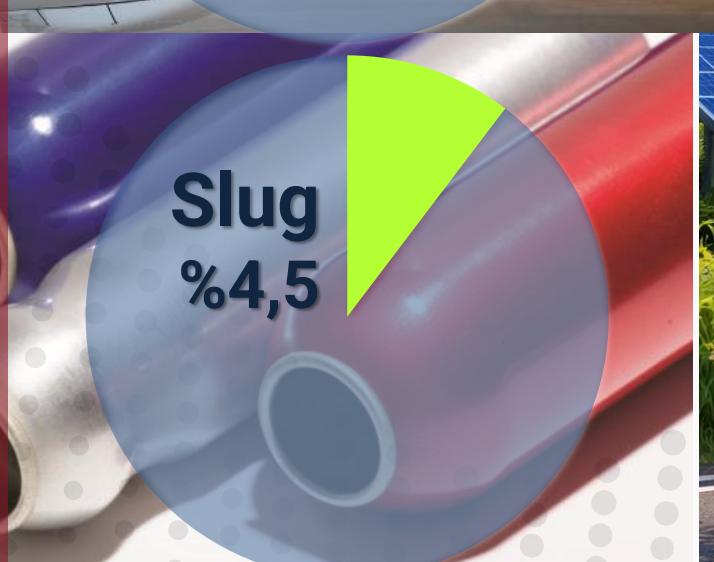
Disc
%69,3

Flat Products
%15,7

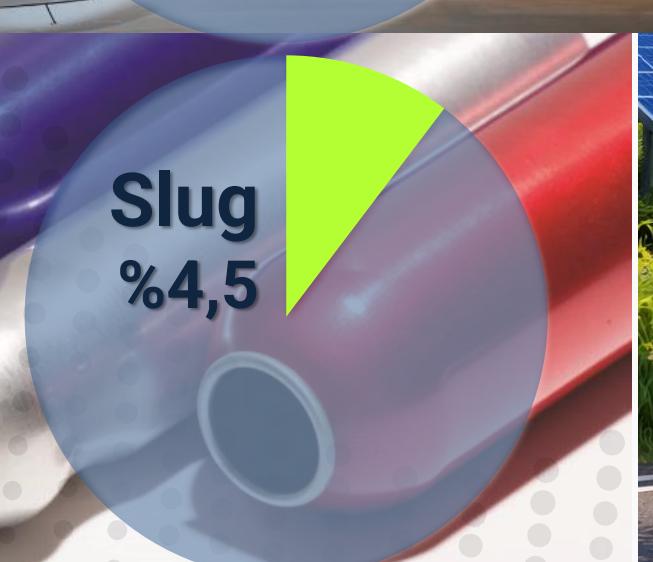
Slug
%4,5

Sectors & Sales Distribution % 2024

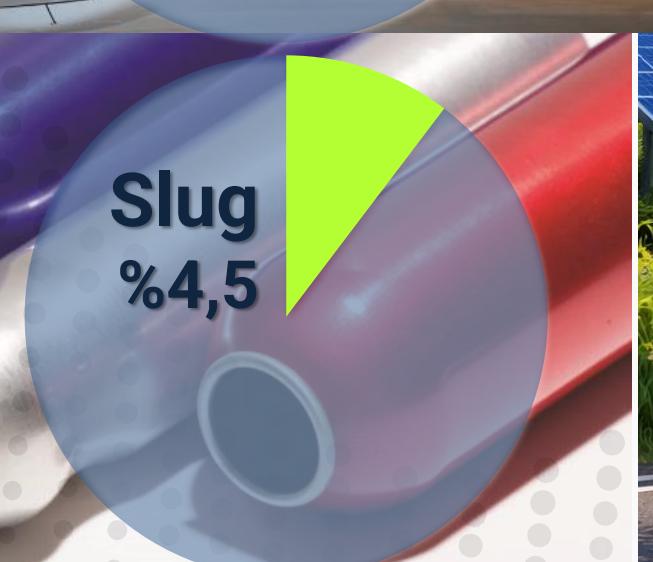
Defense - Aviation



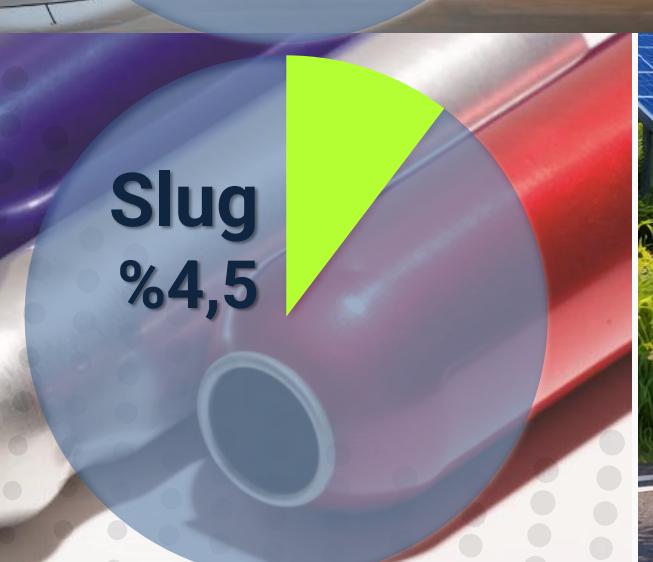
Cosmetics- Personal Care



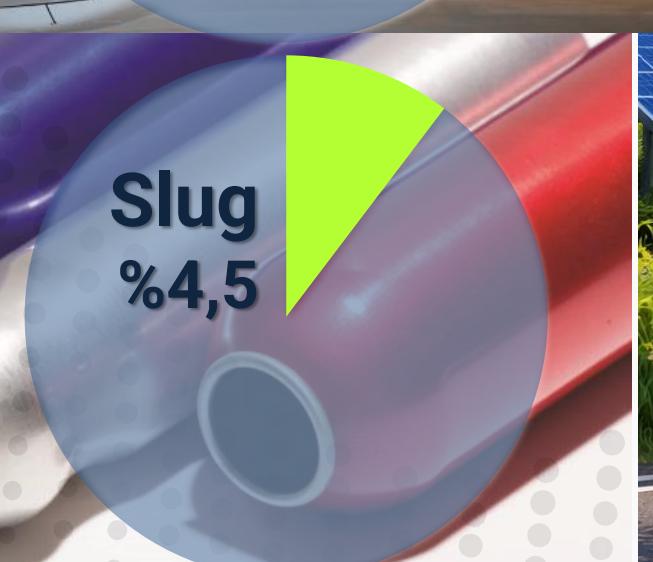
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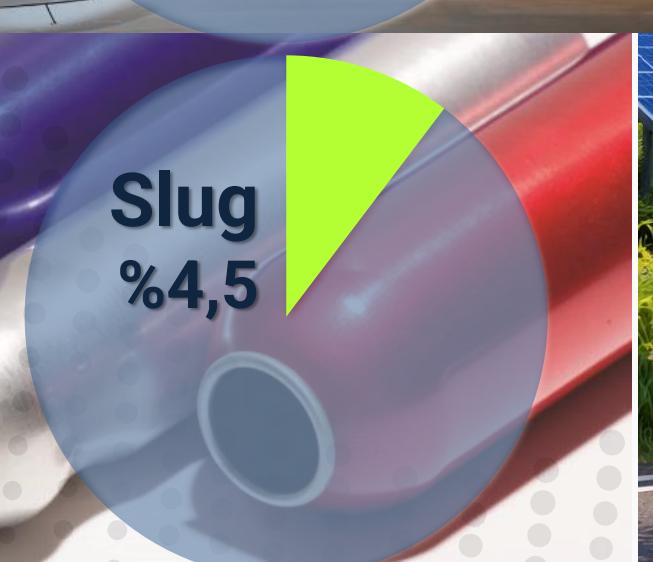
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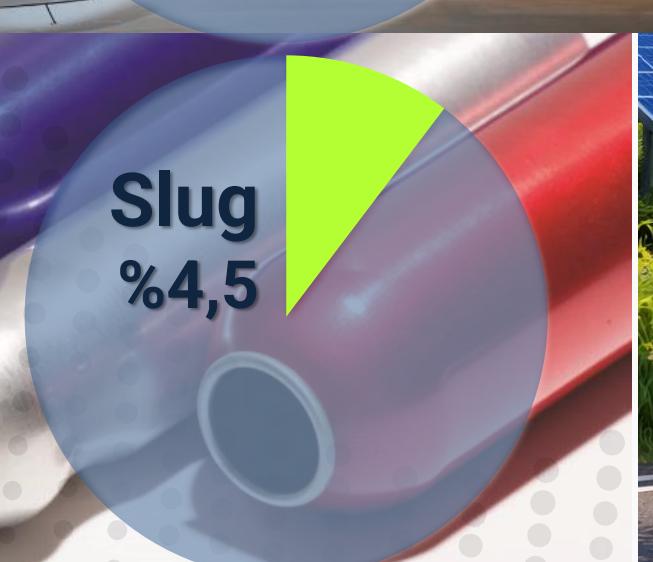
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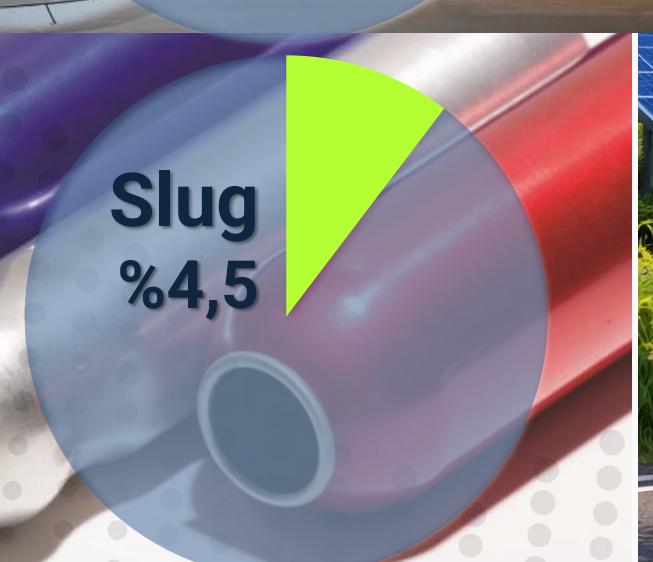
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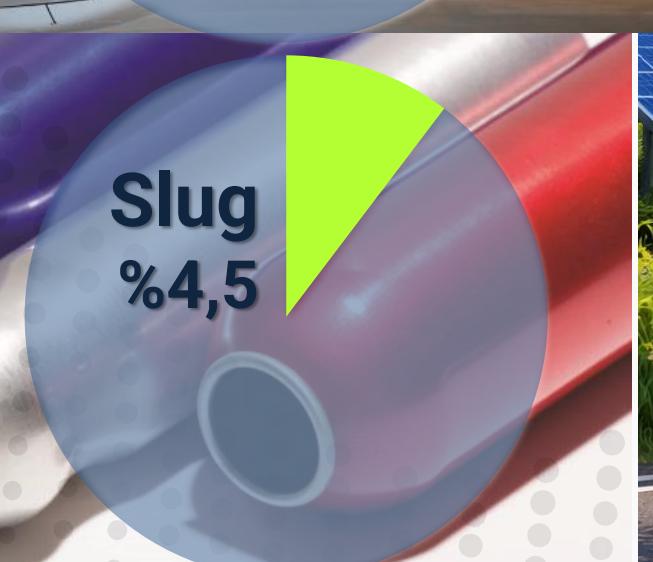
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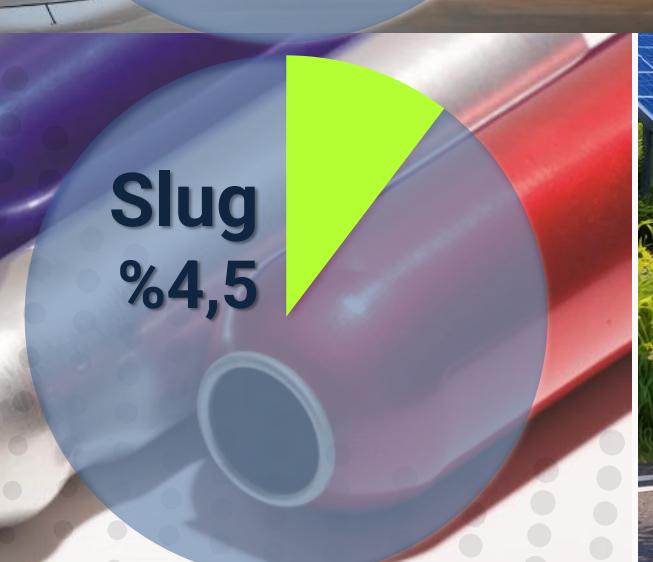
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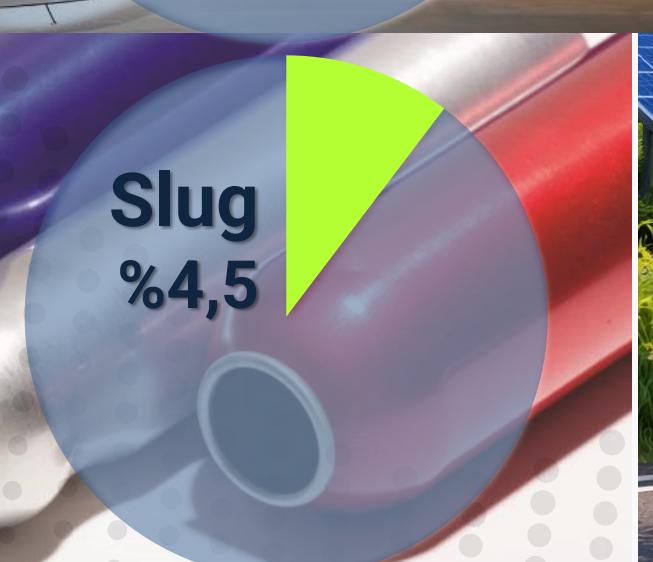
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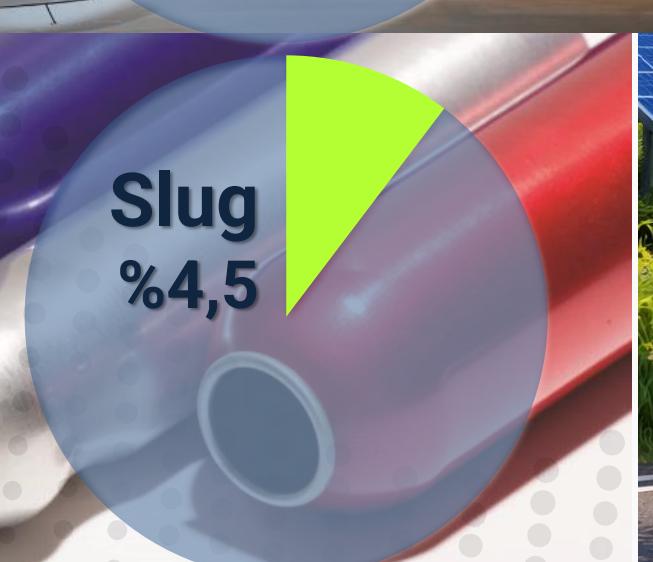
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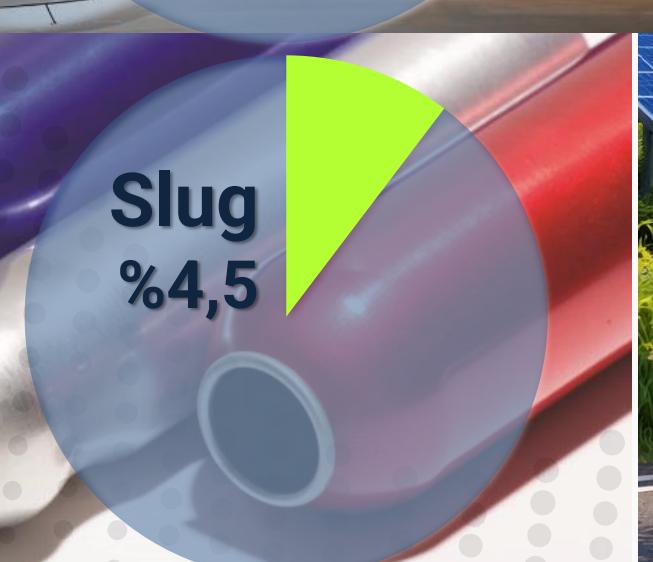
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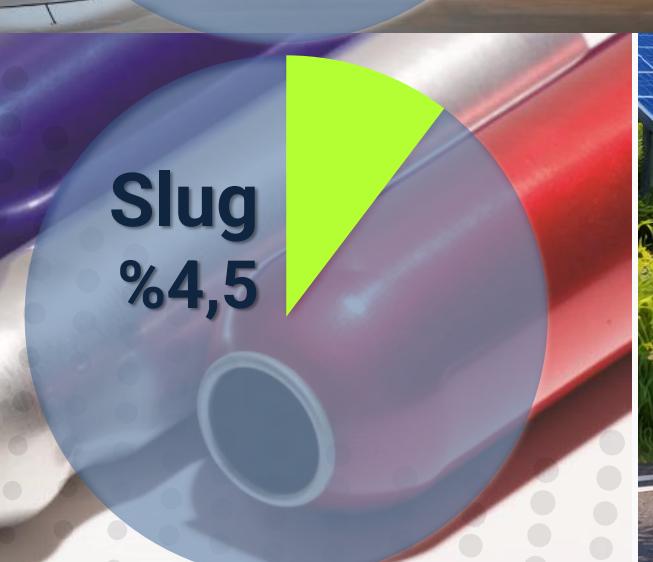
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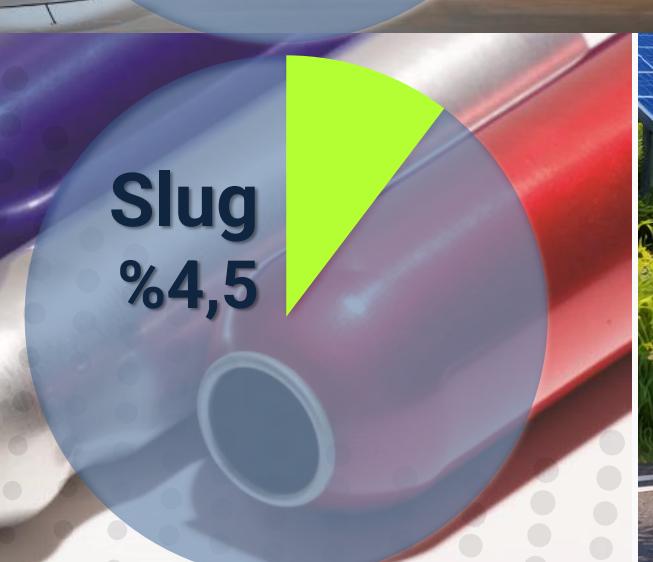
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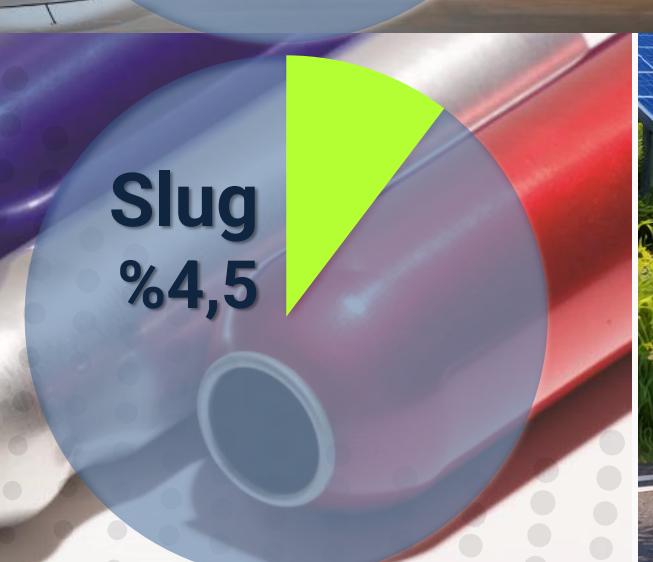
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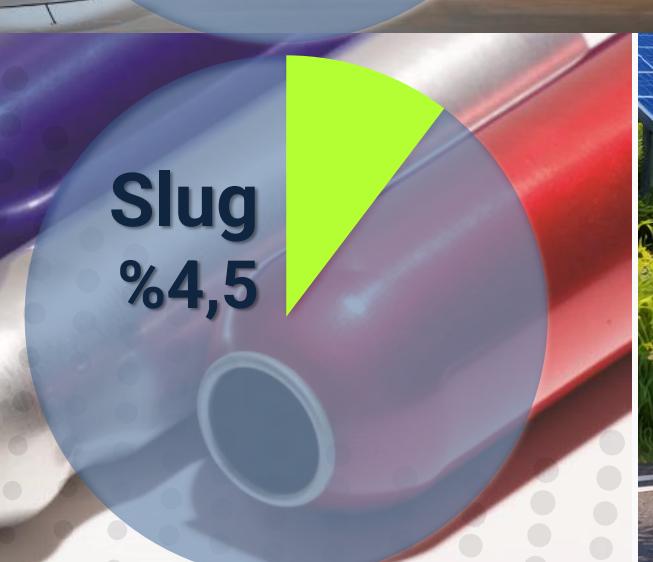
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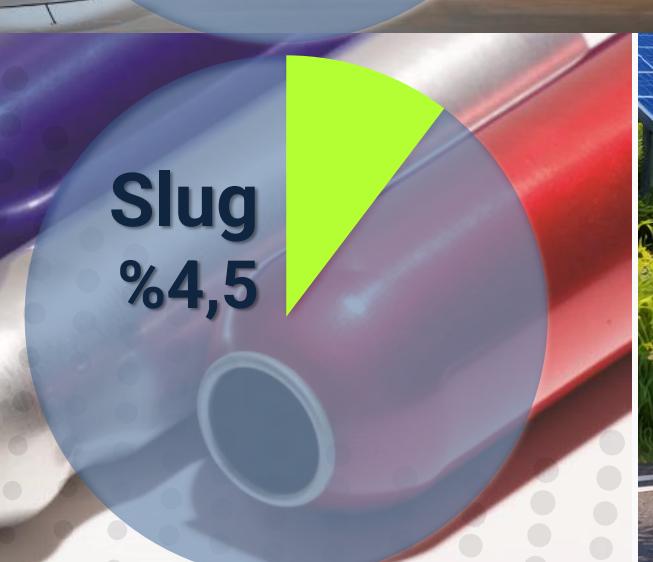
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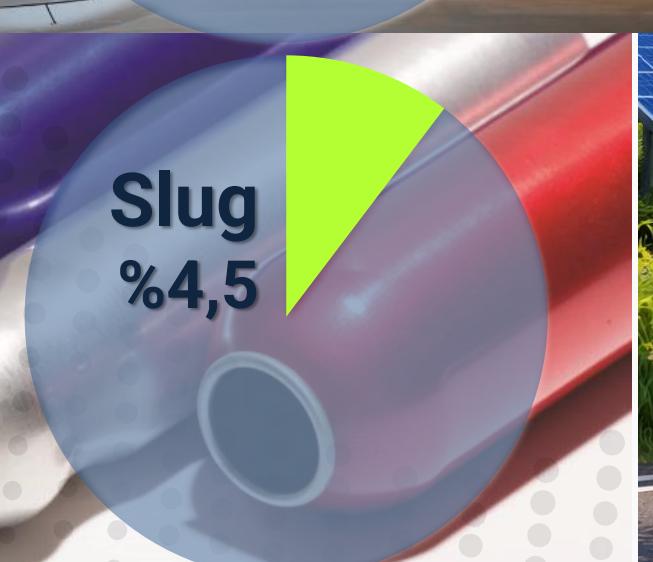
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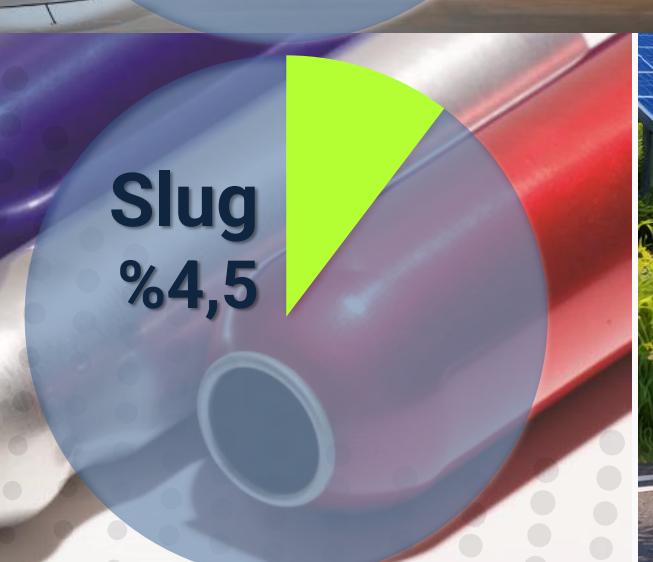
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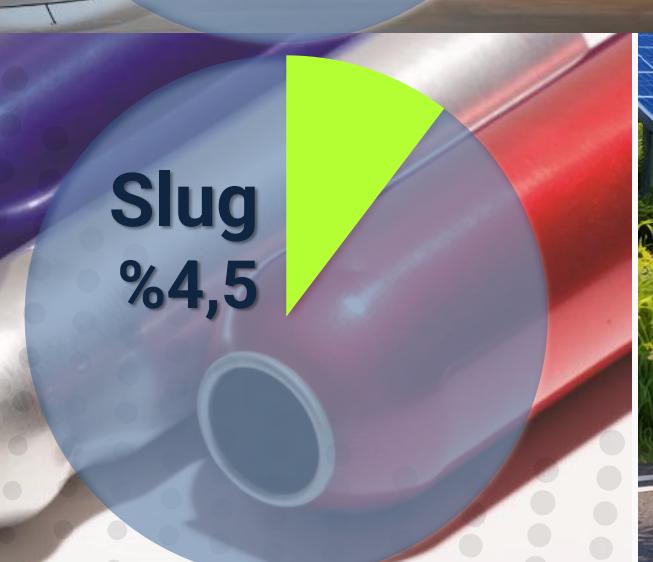
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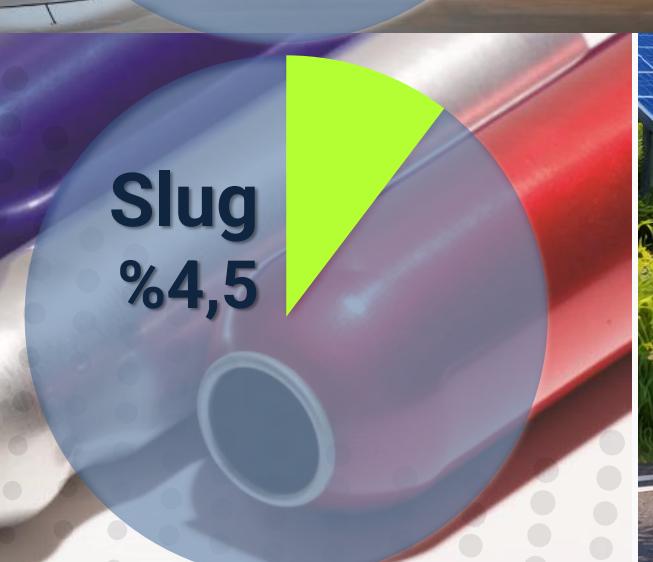
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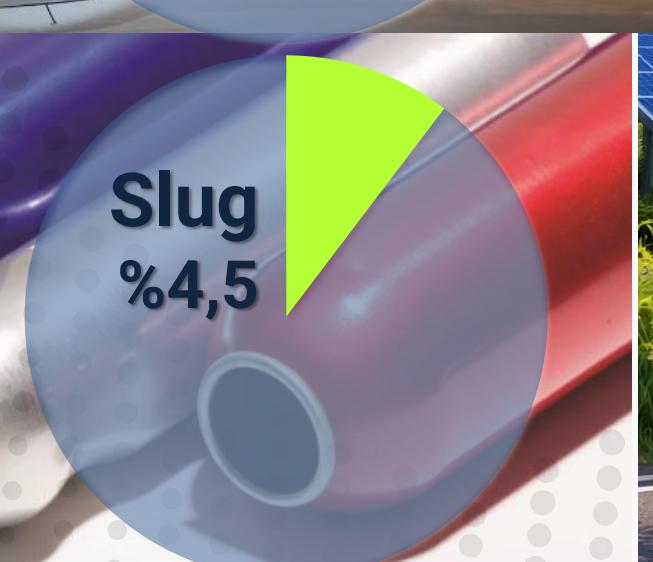
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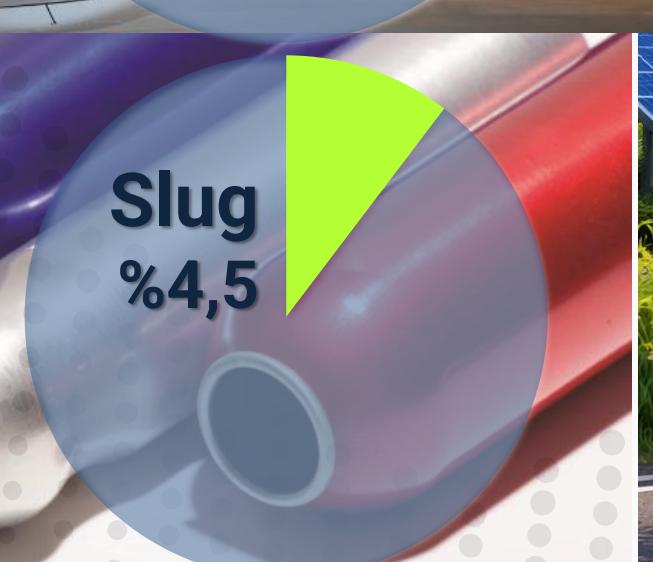
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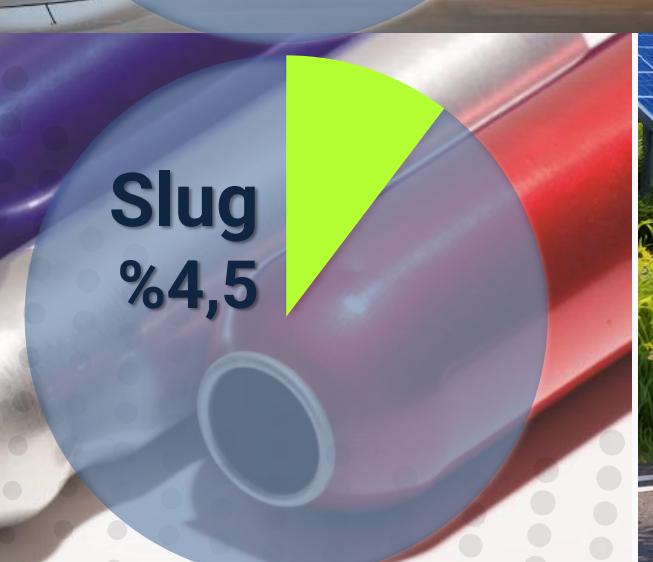
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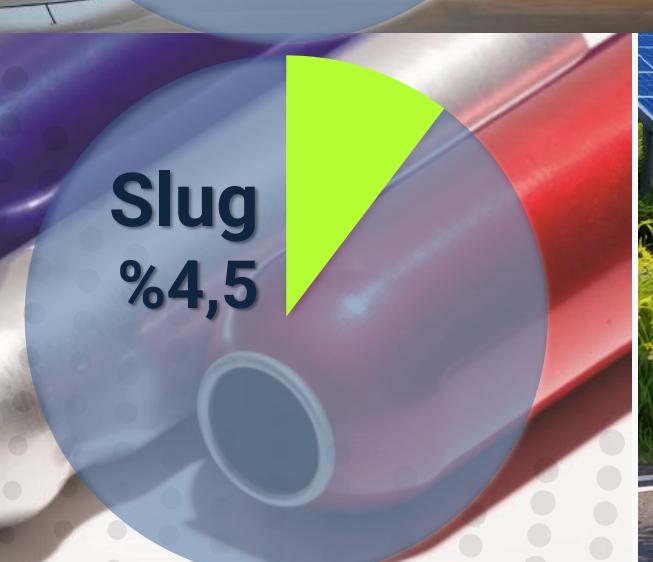
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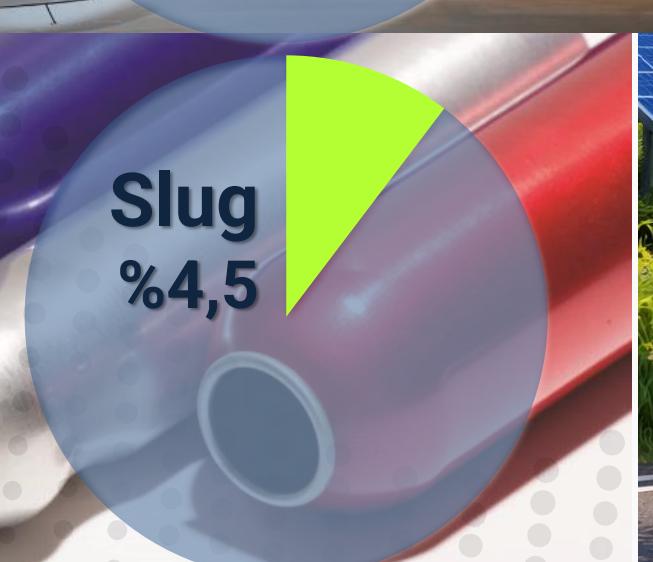
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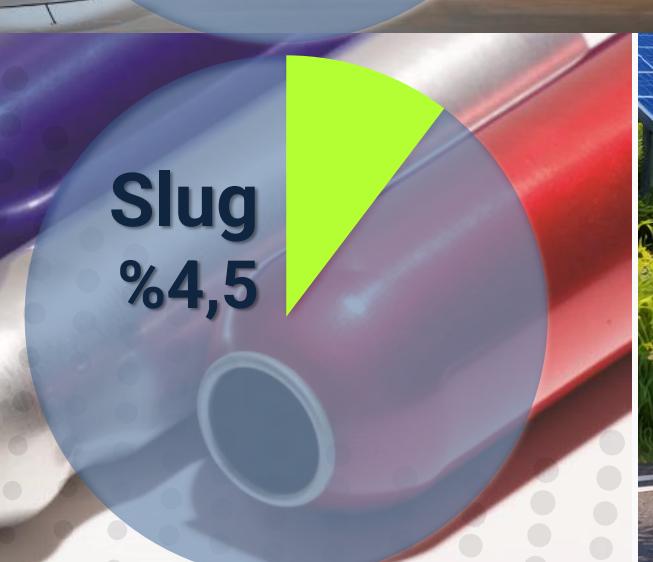
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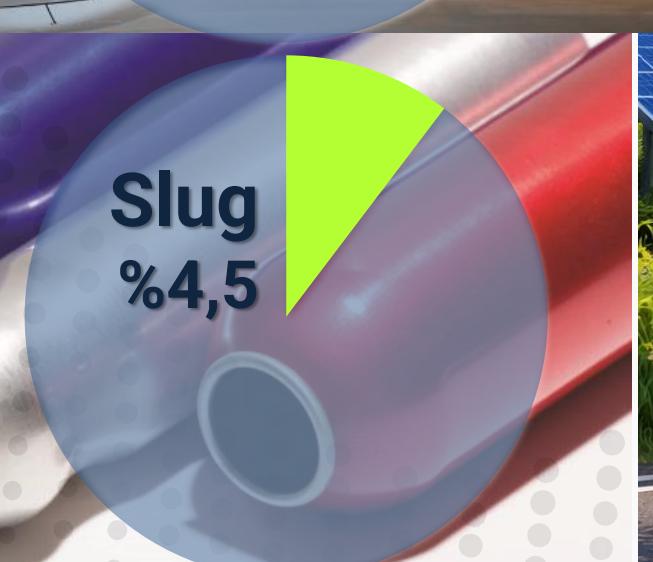
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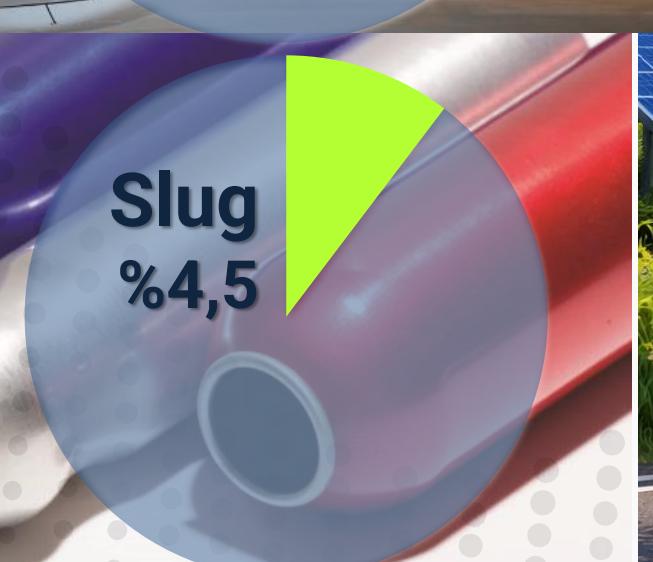
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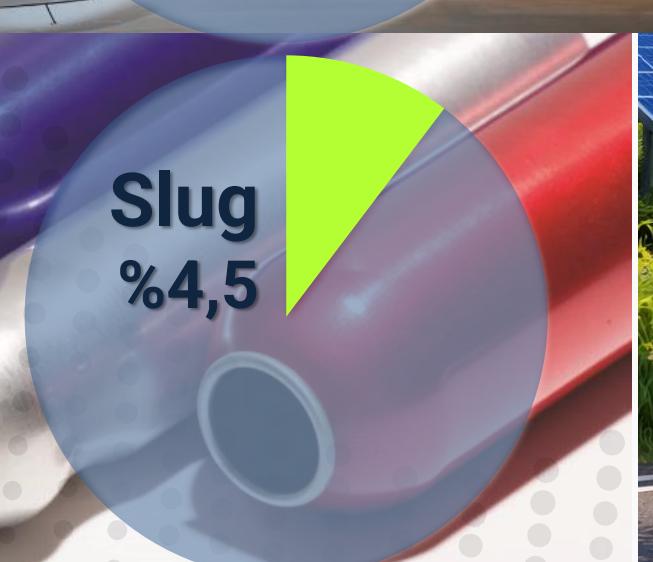
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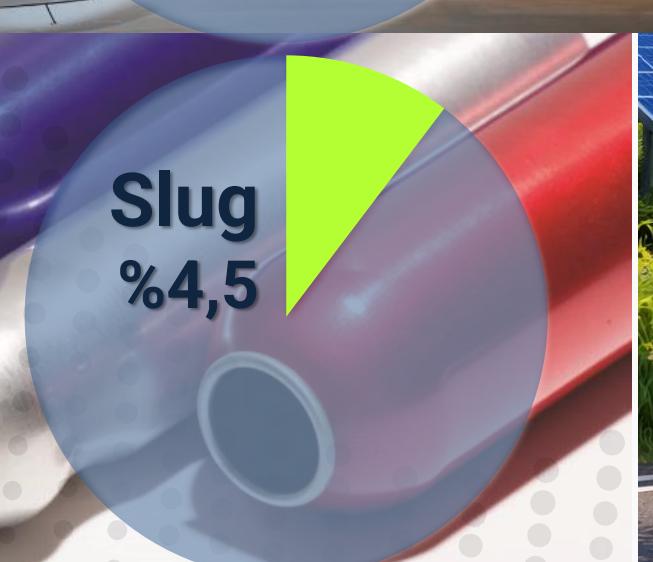
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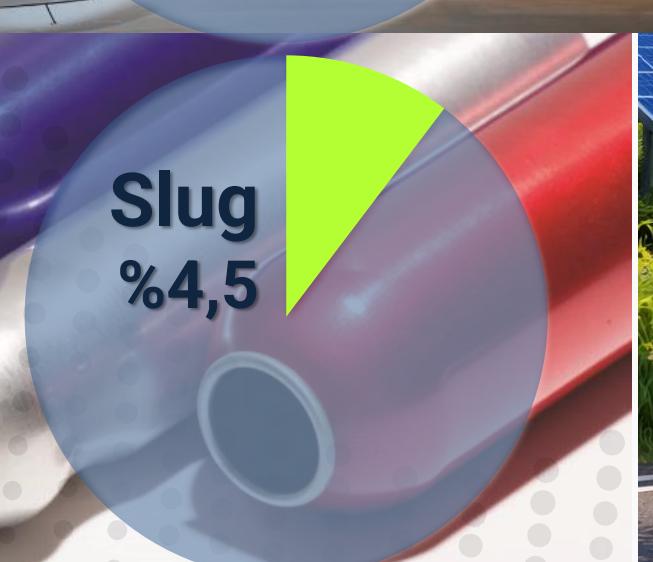
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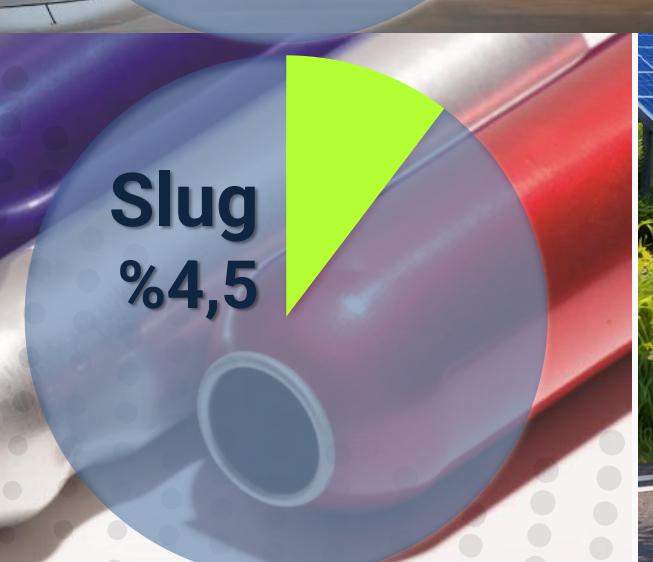
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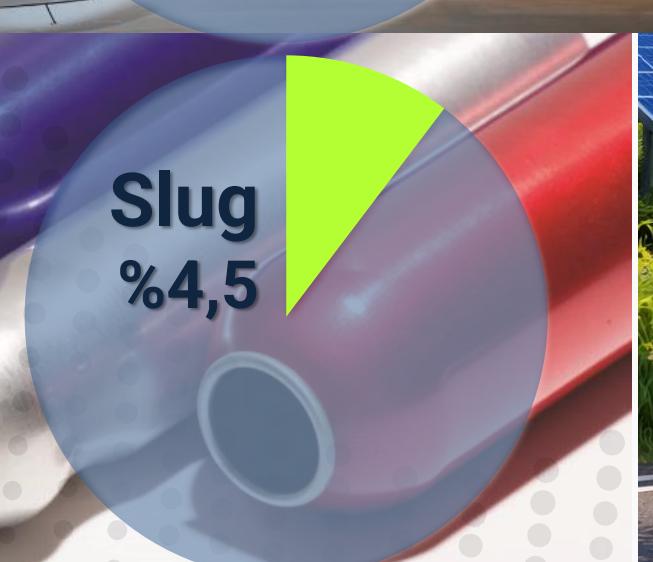
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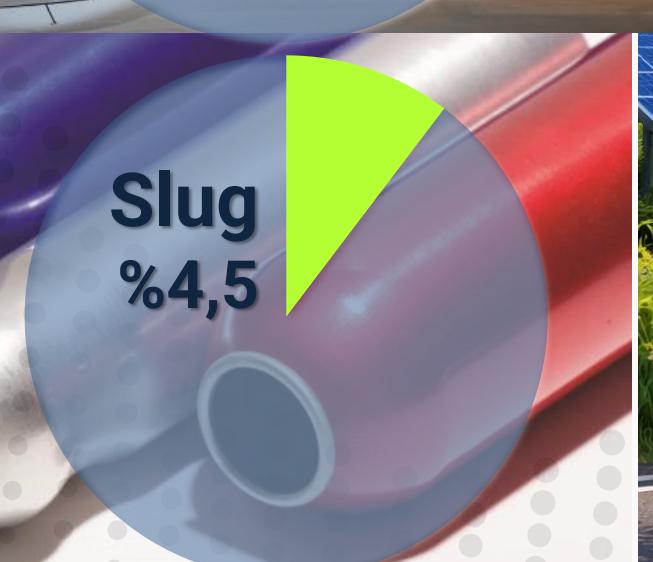
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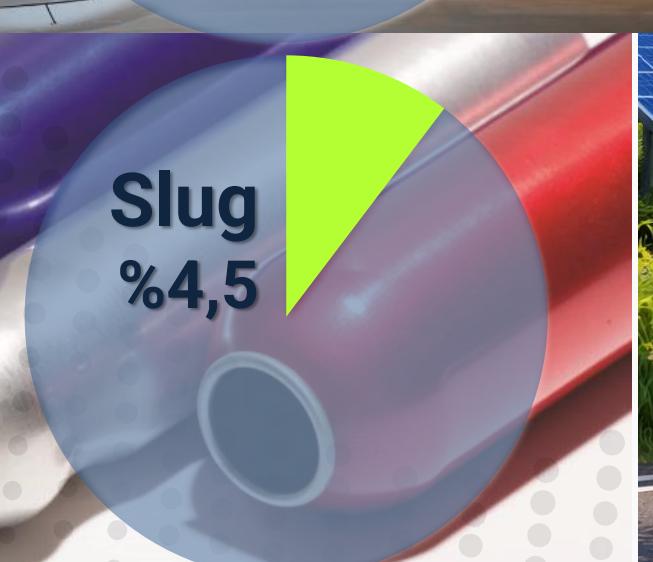
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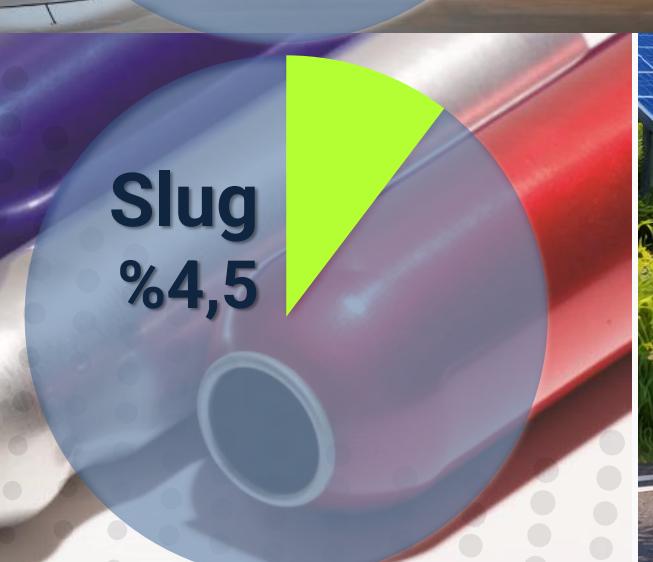
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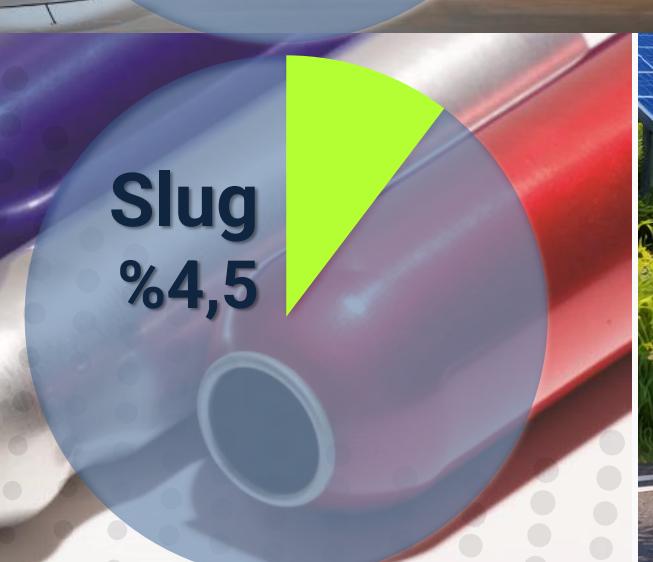
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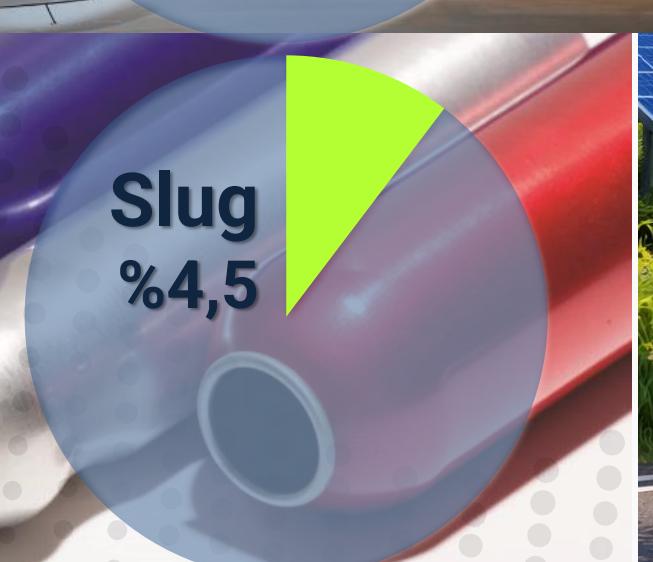
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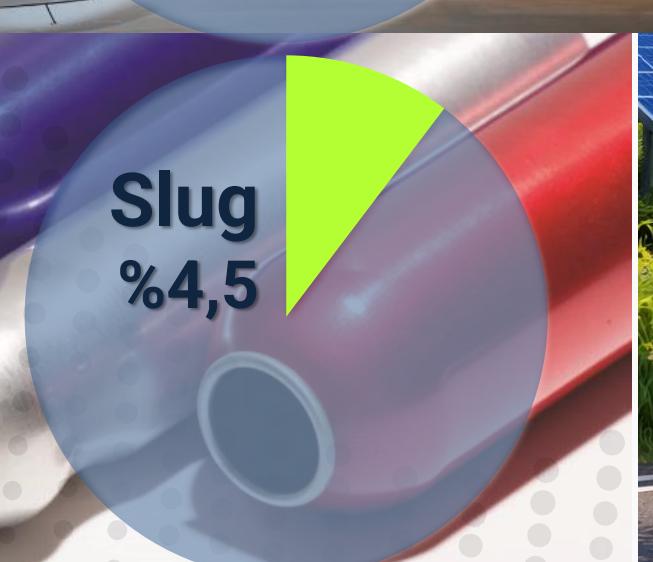
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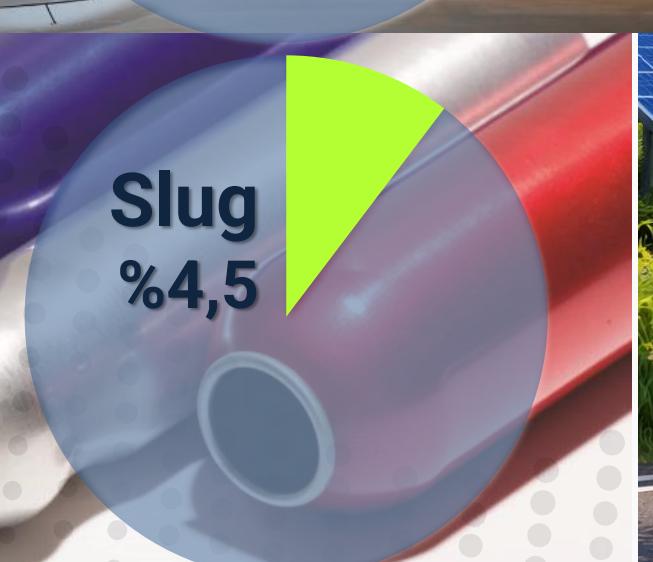
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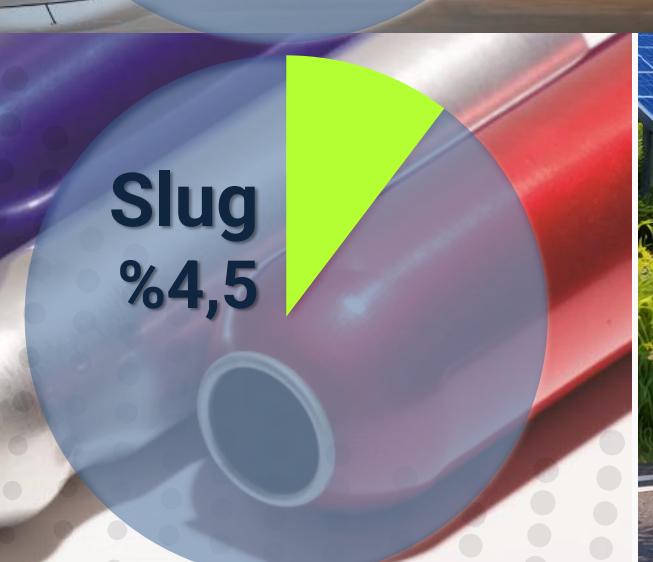
Construction Architecture



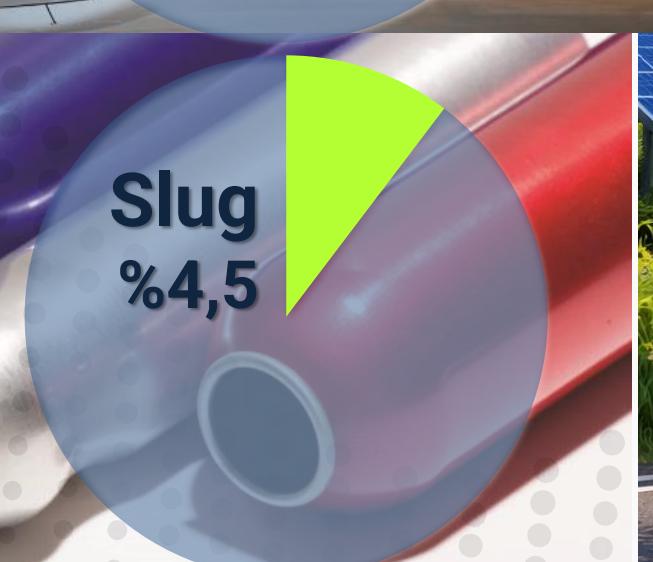
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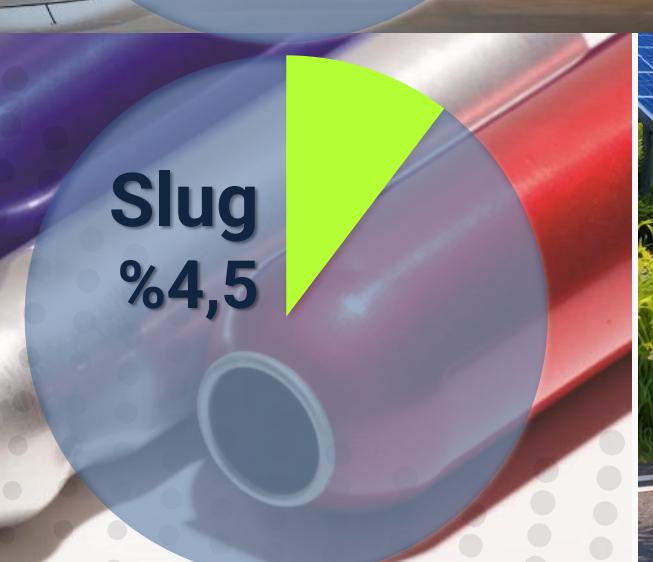
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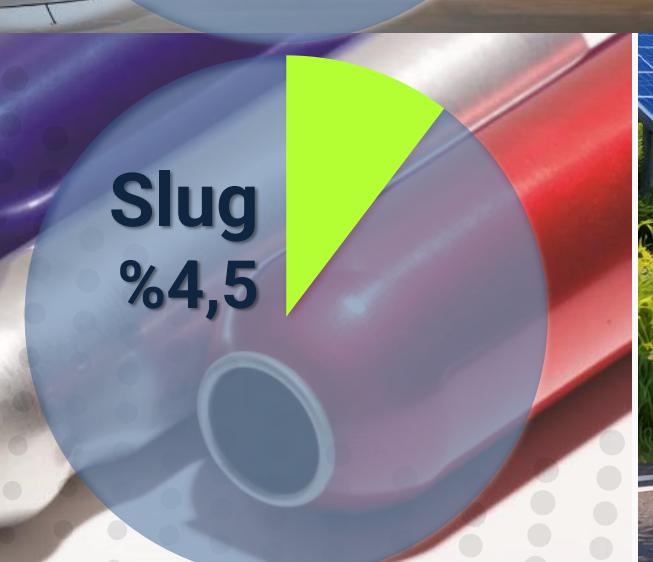
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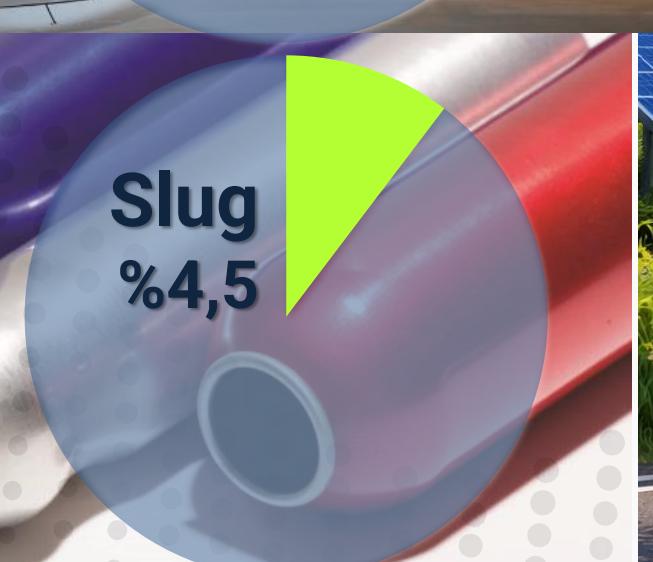
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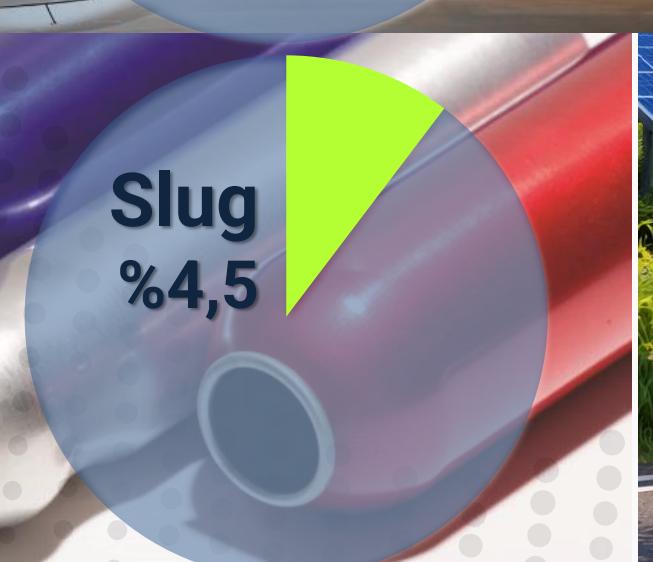
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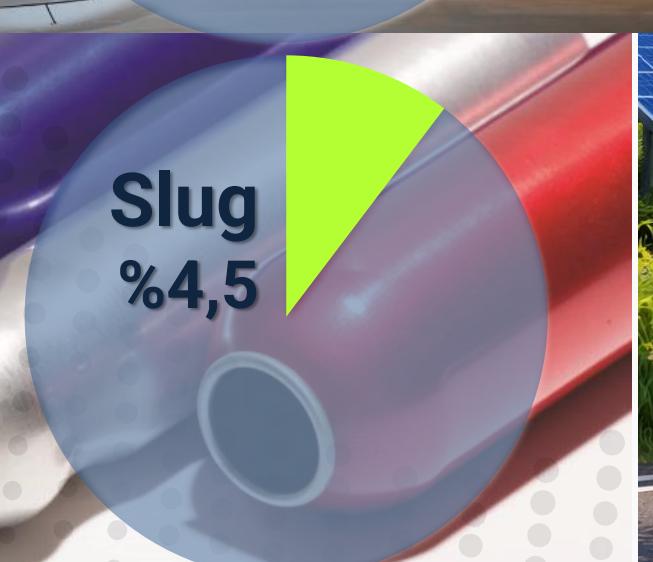
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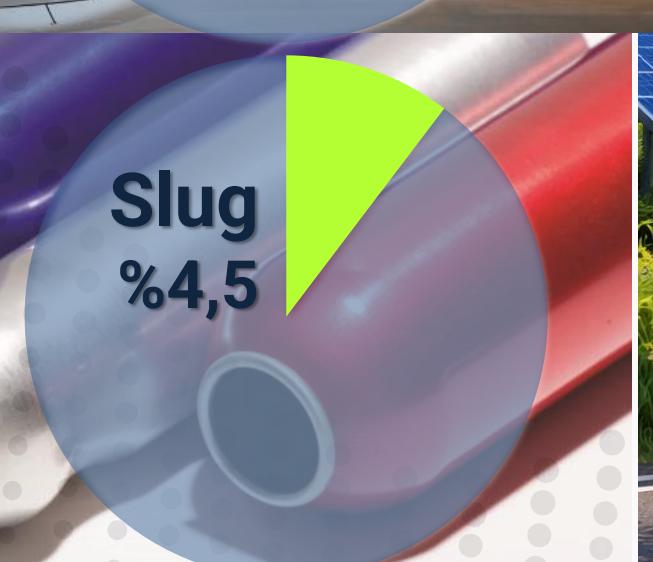
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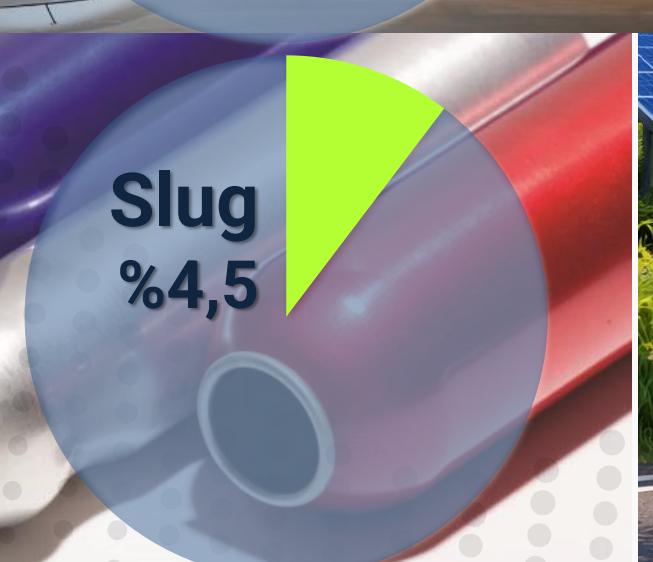
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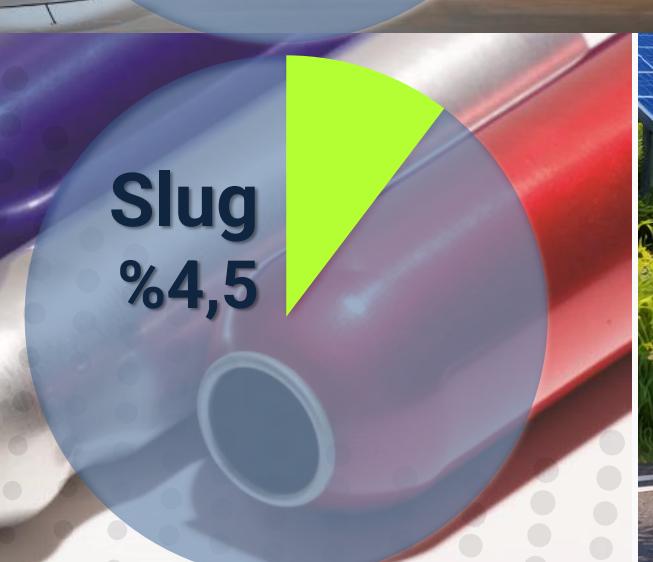
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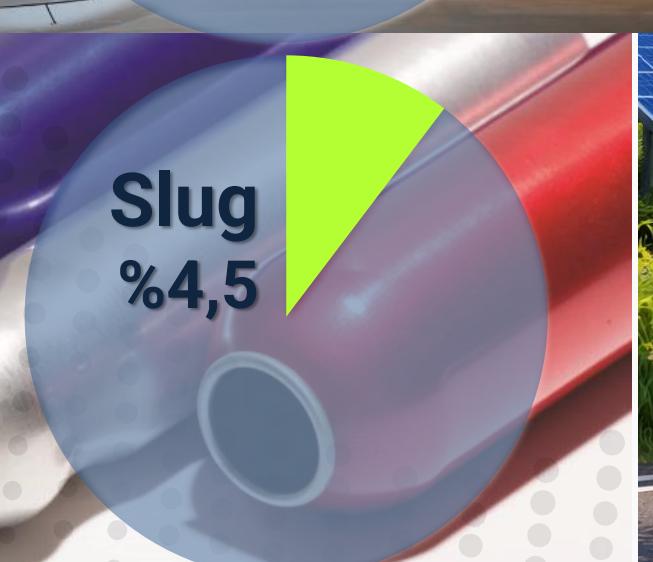
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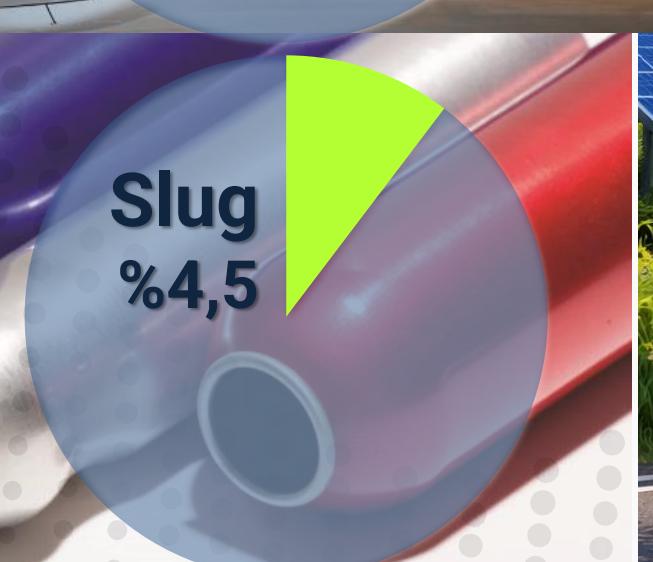
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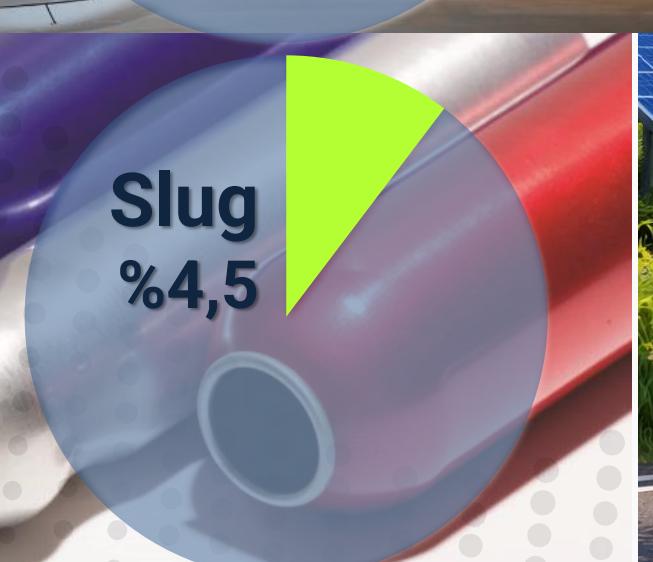
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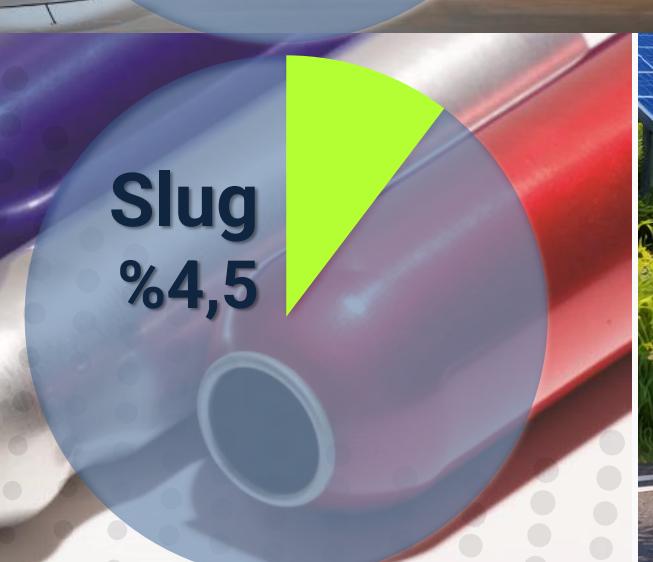
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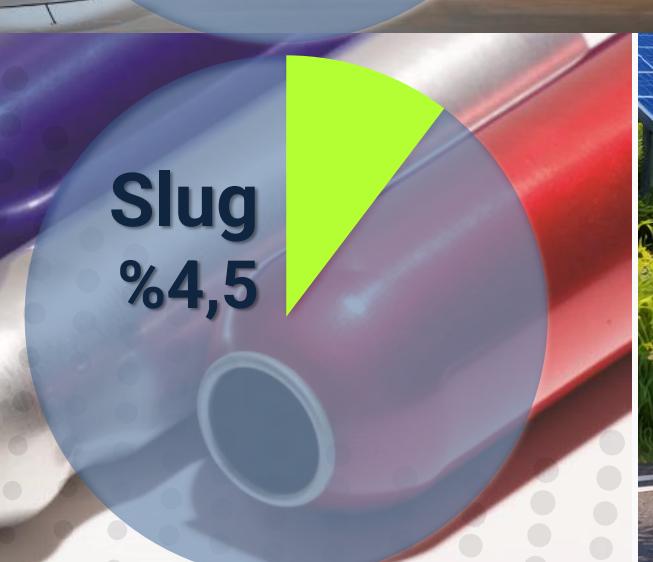
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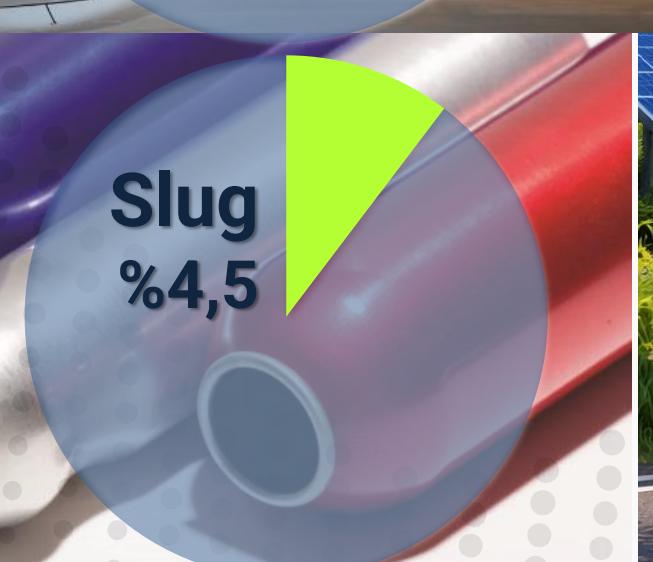
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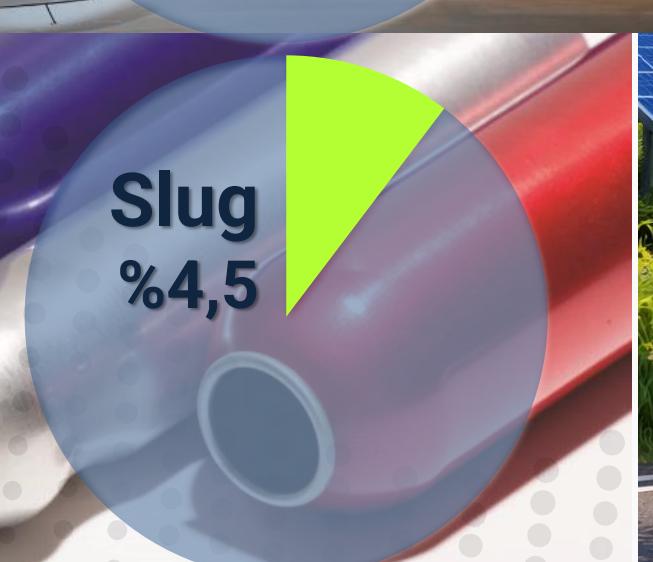
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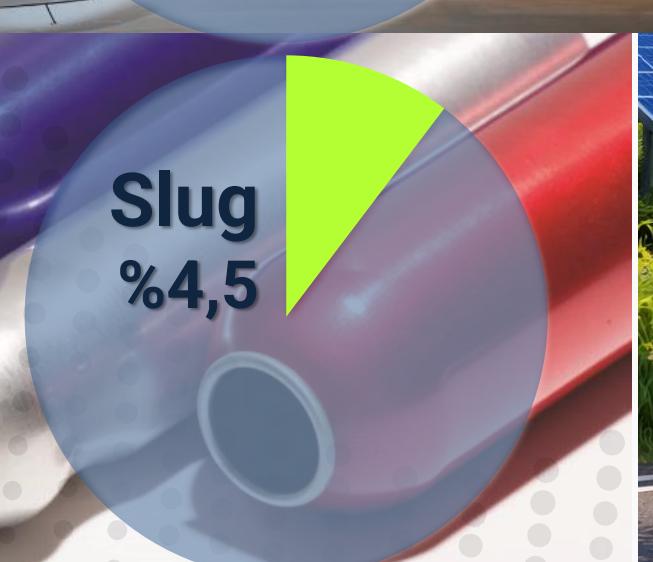
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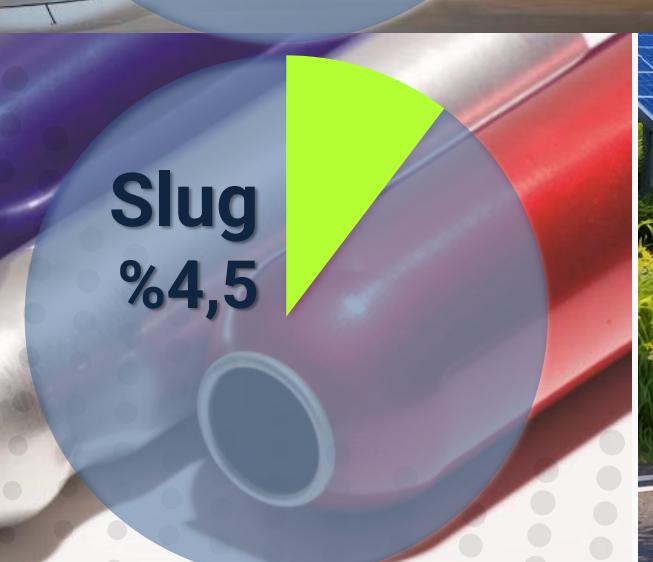
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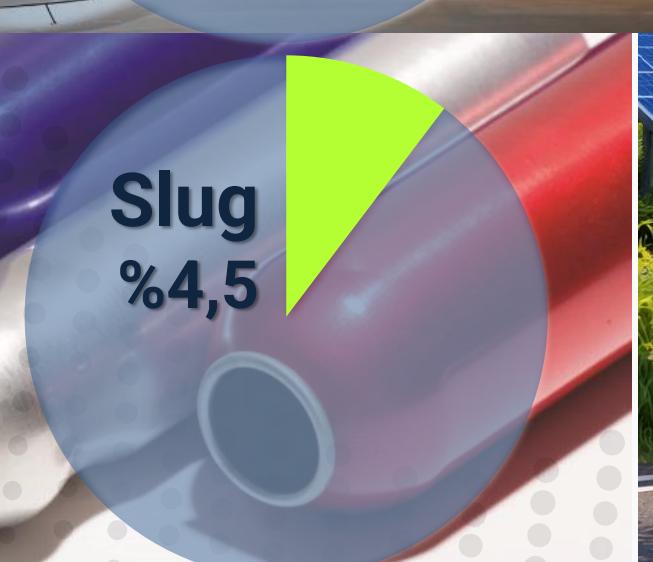
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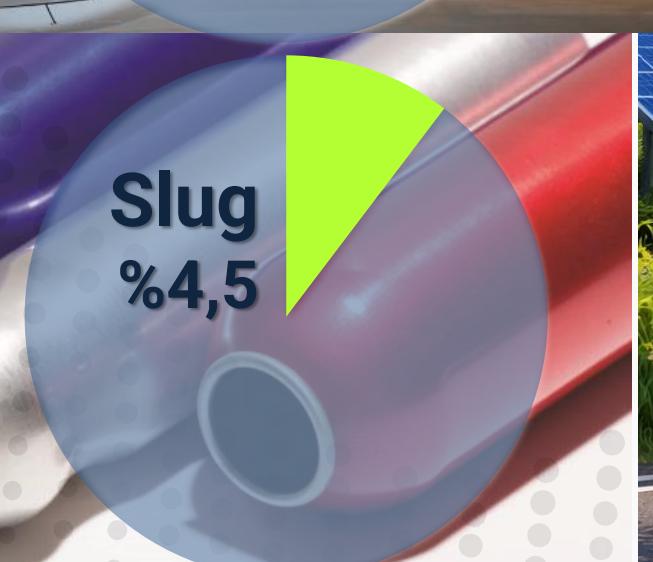
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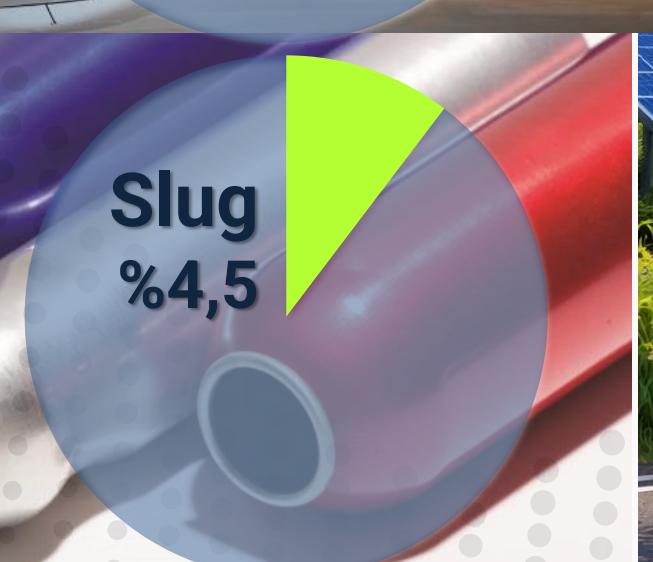
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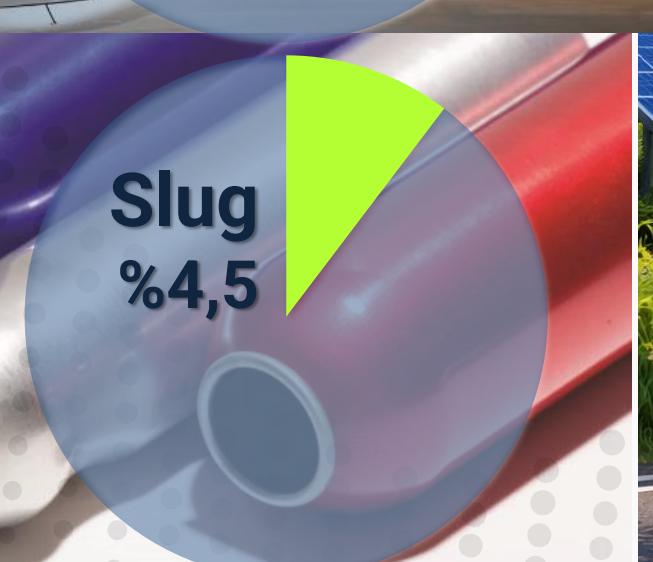
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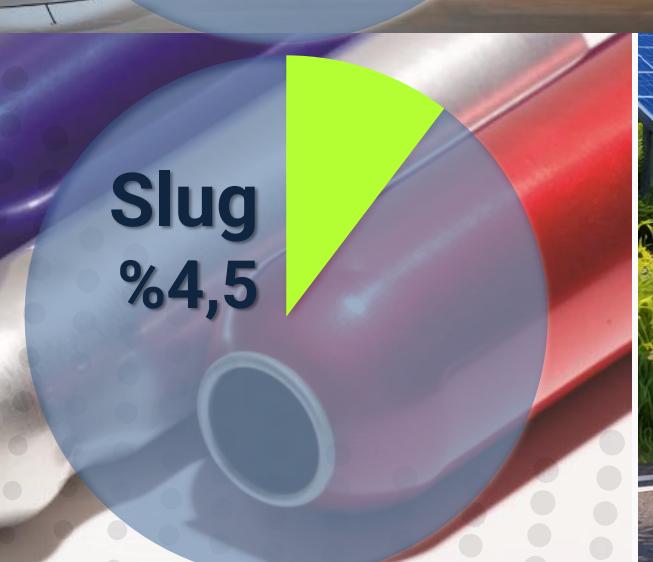
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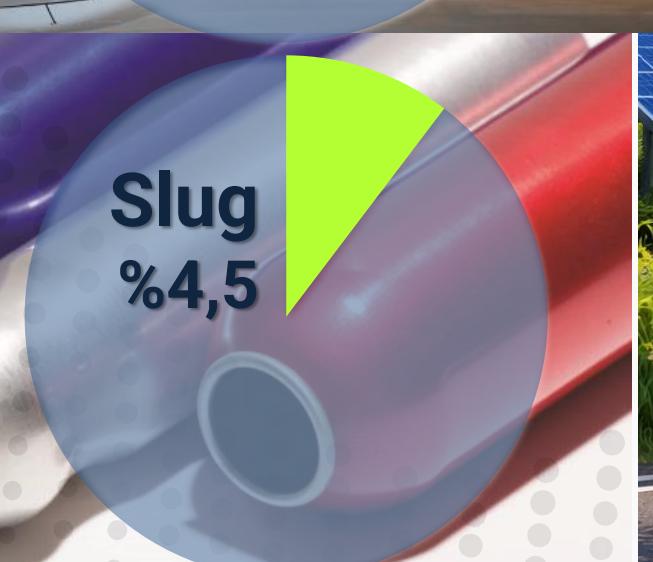
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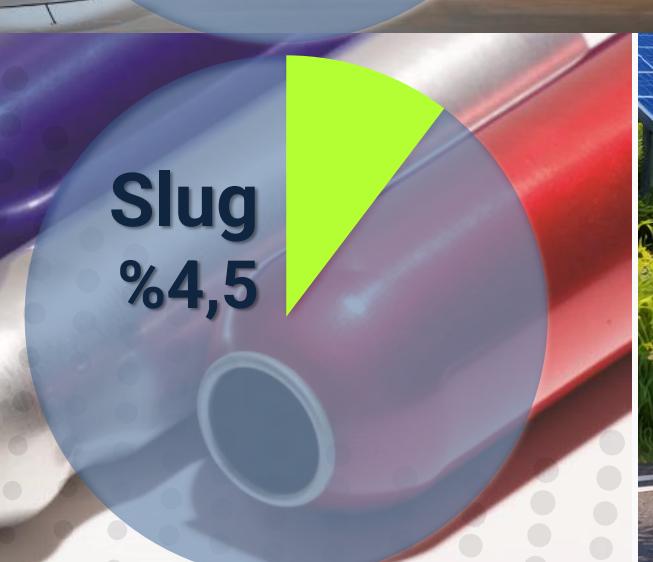
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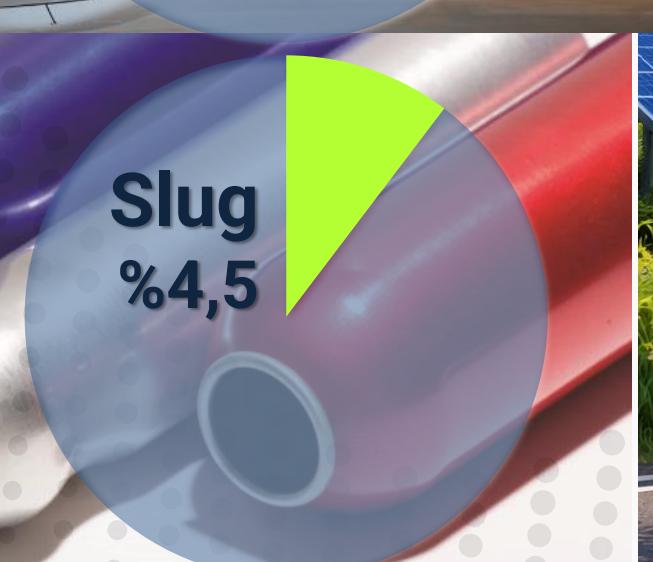
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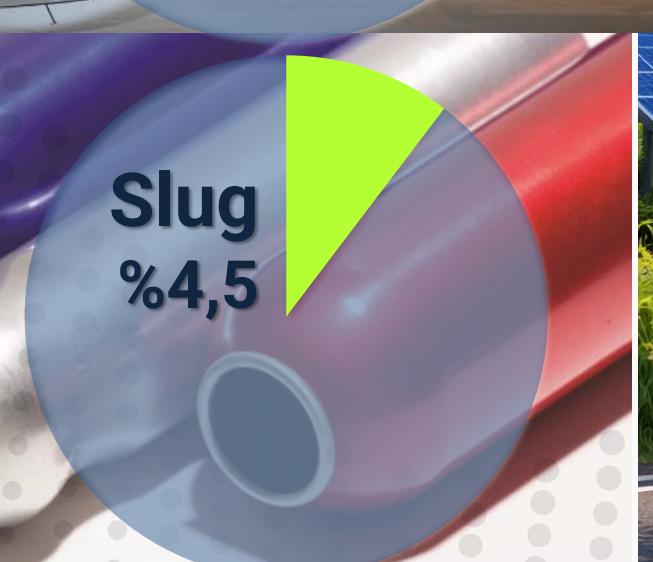
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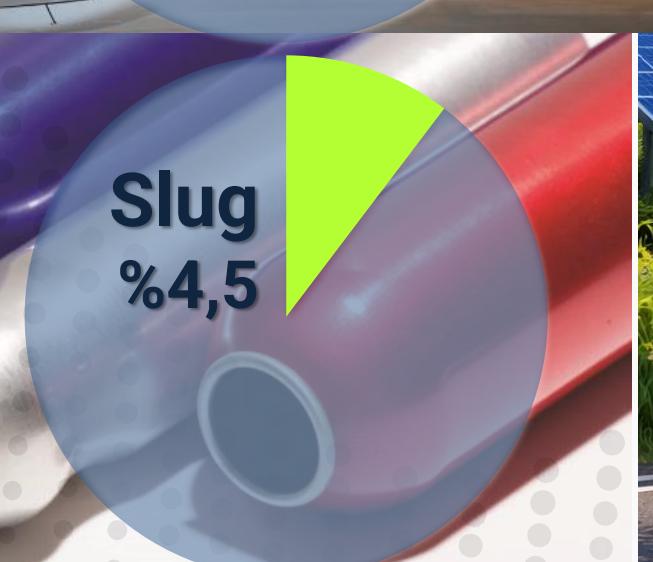
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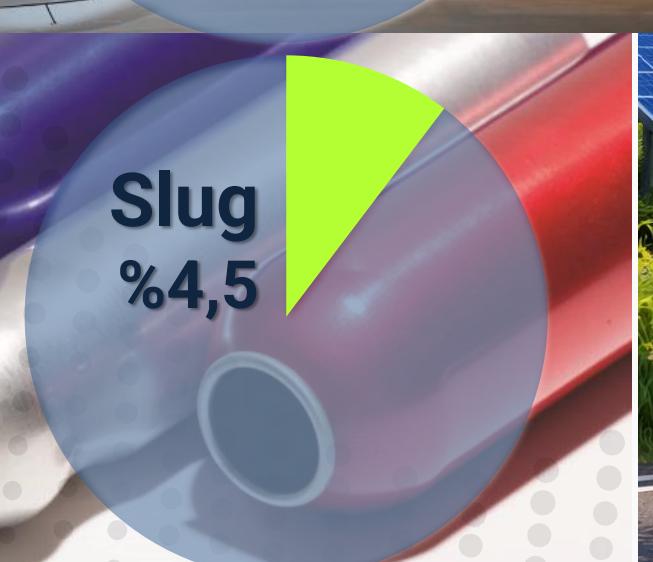
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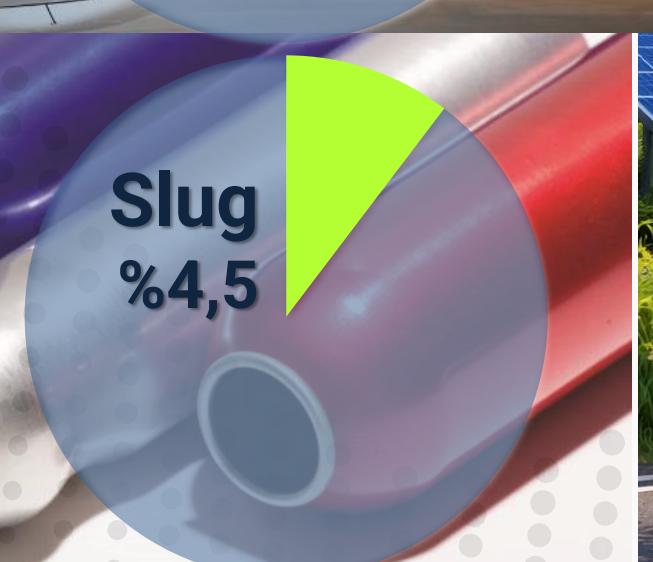
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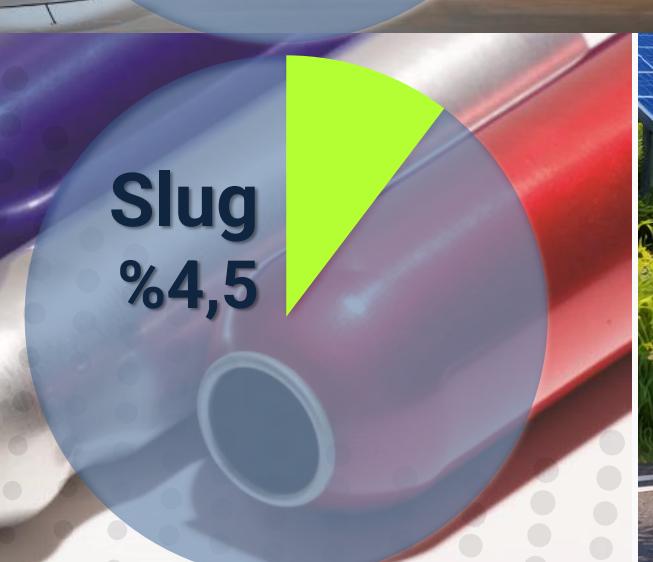
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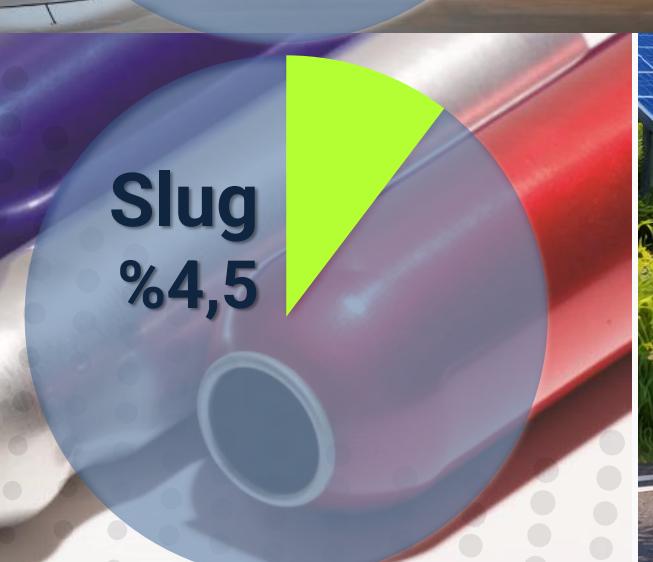
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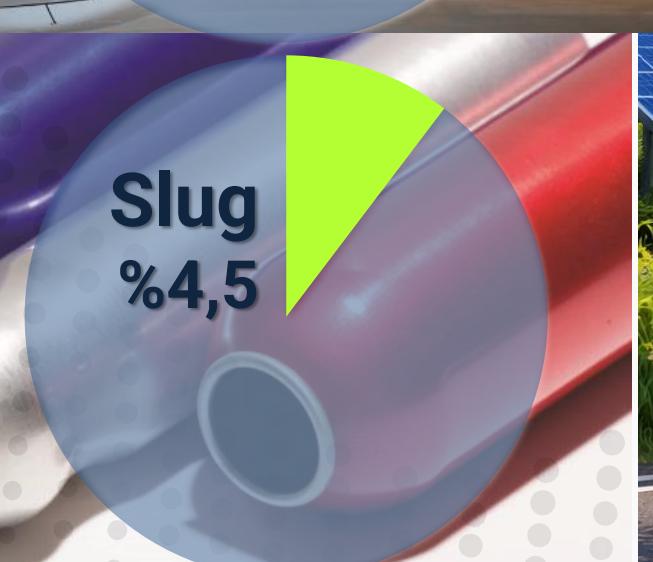
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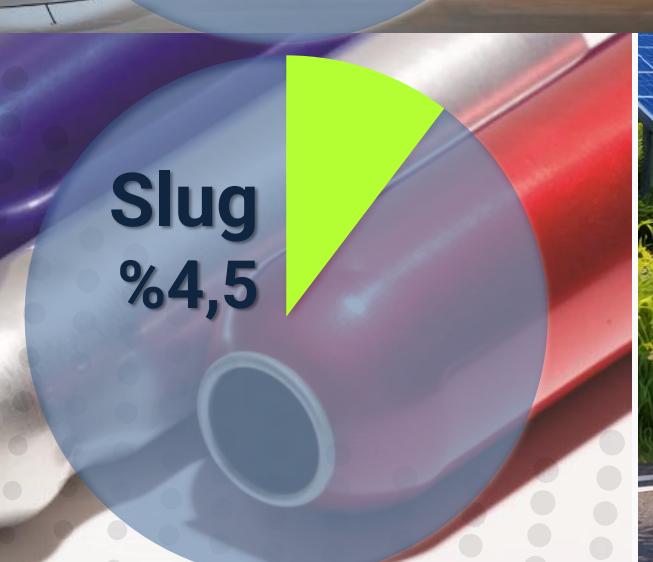
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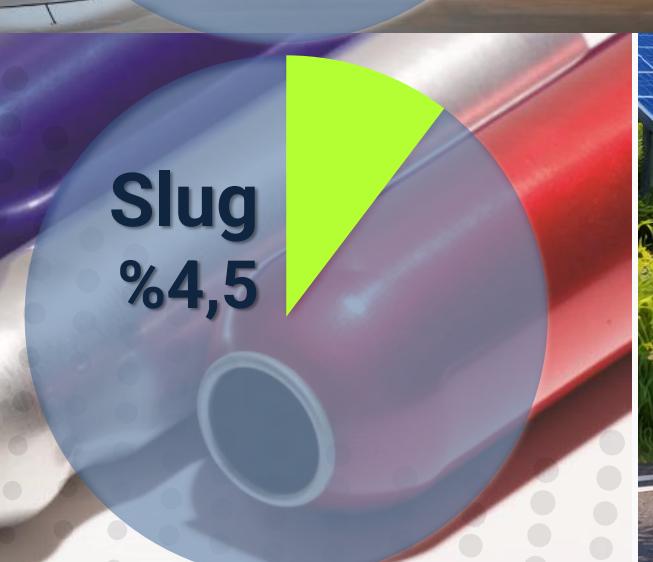
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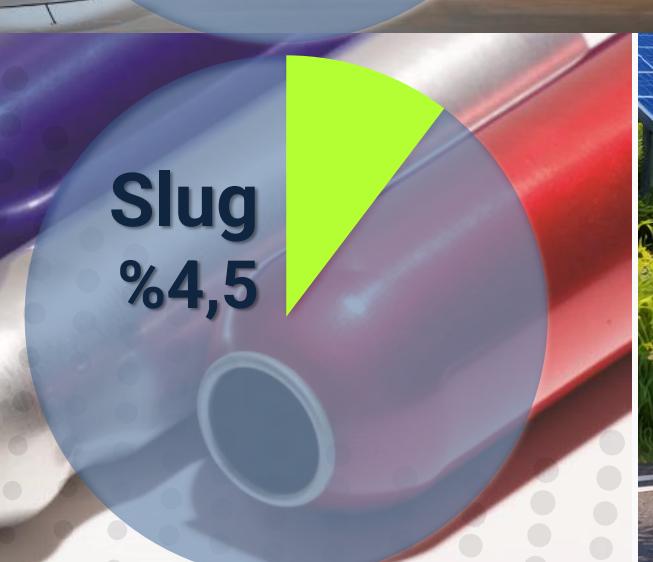
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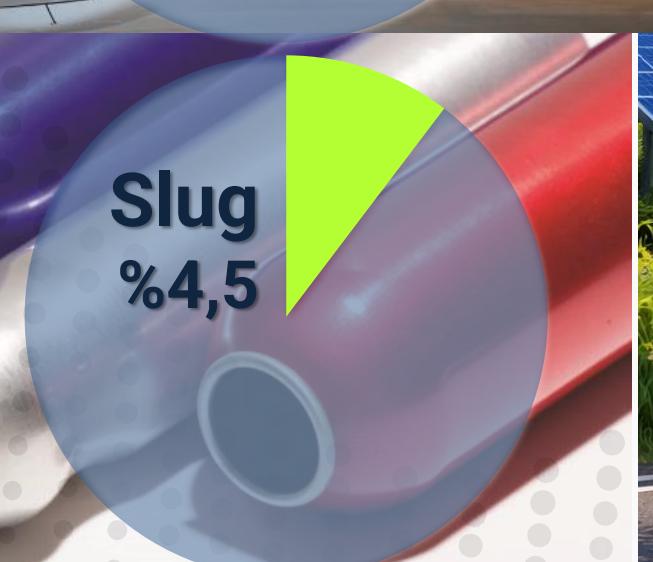
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Construction Architecture



Construction Architecture



Construction Architecture



03 About Us

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

BRANDS



VERTA SMS

Almesan Aluminum operates in all markets under its registered “Almesan” brand and is recognized in the industry for its quality, reliability, and sustainable production approach. In line with our company’s vision for sustainable product development, “ECO2ALL – Ecologic and Economic Alloys” has been positioned as an innovative brand aiming to offer alloys with a low carbon footprint. In addition, the “Verta” and “SMS” brands are among our registered trademarks, developed in line with customer needs and designed to address different technical requirements and areas of application.

Almesan Aluminum adopts a holistic approach not only to product quality but also to all operational steps involved in delivering its products to customers. In this context, product packaging is carried out in accordance with mutually agreed packaging standards with customers, as well as sustainability criteria and shipment requirements. During packaging processes, factors such as material selection, waste reduction, and recyclability are taken into consideration, with priority given to methods that minimize environmental impact.

Almesan Aluminum acts with a commitment to transparency, traceability, and continuous improvement in its packaging and logistics processes, as in all its operations. In line with its sustainability strategies, the company continues to enhance its supply chain management, offering an environmentally responsible production and delivery model.



03 About Us

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

Customer Health and Safety

Almesan Alüminyum adopts a production approach that places the **highest priority on customer health and product safety**, particularly in its sales to the cookware sector. No chemical processes or practices that could pose a risk to human health are used in the production processes; all products are manufactured in compliance with **international hygiene and food contact standards**.

In this context, the food contact compliance of the products is regularly verified through **migration tests** conducted by **accredited and independent laboratories**. In addition, content test results demonstrating the **absence of heavy metals or harmful components in the products** are shared transparently with customers. Almesan Alüminyum operates on the principle of **transparency and full traceability** regarding chemical safety, material compliance, and consumer health.

03.07 Customer Satisfaction

[GRI 102-6 | GRI 416-1/-2 | GRI 417-1/-2/-3 | GRI 418-1 | GRI 103-1/-2/-3]

Inspections are conducted either by the retail chains' own expert auditors or by independent international auditing organizations. These comprehensive evaluations document Almesan Alüminyum's commitment to **sustainable production, social responsibility, and high-quality assurance**, while strengthening the company's position within the global supply chain.

Almesan Alüminyum does not limit its approach to product safety and sustainability to legal requirements alone; it continuously improves its processes in line with international best practices, adopting as a core objective the delivery of **reliable, healthy, sustainable, and environmentally responsible products** to its customers.





03 About Us

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

03.07 Customer Satisfaction

[GRI 102-6 | GRI 416-1/-2 | GRI 417-1/-2/-3 | GRI 418-1 | GRI 103-1/-2/-3]

Customer Privacy

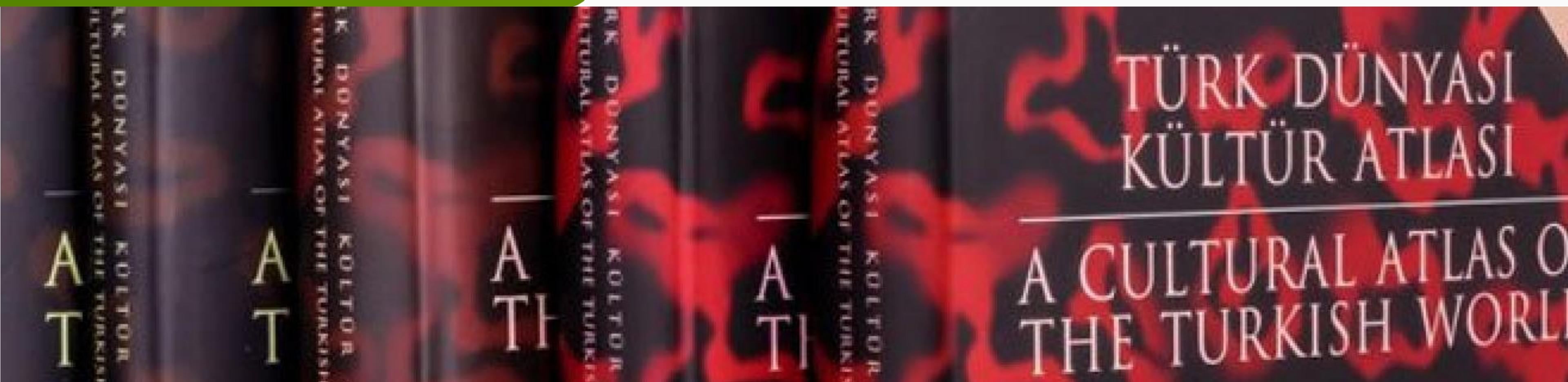
Almesan Alüminyum places information security at the core of all its operations and treats the protection of customer information as a strategic priority. The company implements a comprehensive management system to safeguard the confidentiality, integrity, and availability of its information assets by fully complying with the ISO 27001 Information Security Management System, AEO specifications requirements, and the provisions of the Turkish Personal Data Protection Law (KVKK). In this context, the processes for processing, storing, and protecting personal and commercial data are carried out in accordance with international standards; data security risks are regularly analyzed, and the necessary technical and administrative measures are implemented.

Non-disclosure of customer information to third parties is one of Almesan Alüminyum's fundamental security policies. Data sharing is carried out only in cases of legal obligation or with the explicit consent of the relevant individual. The company continuously enhances its information security management system through robust internal control mechanisms, access authorization systems, encrypted data storage infrastructure, and regular information security training for employees. In doing so, it commits to providing its customers with a reliable, transparent service that fully complies with legal requirements.



03 About Us

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



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]



immib

İstanbul Moden ve Metaller
İhracatçı Birlikleri



**TURKISH
METAL
EXPORTERS**

İSTANBUL DEMİR VE DEMİR DİŞİ
METALLER İHRACATÇILARI BİRLİĞİ

TALSAD 50 YIL
TÜRKİYE ALÜMİNYUM SANAYİCİLERİ DERNEĞİ

SAHA
İSTANBUL
SAHAFİYAH, YAKAŞIL ve YÜK KİMLİĞİNDEN YOLCU



KOCAELİ SANAYİ ODASI
KOCaeli Chamber of Industry



**İSTANBUL
TİCARET
ODASI** 1882



**KOCAELİ
TİCARET
ODASI** 1897

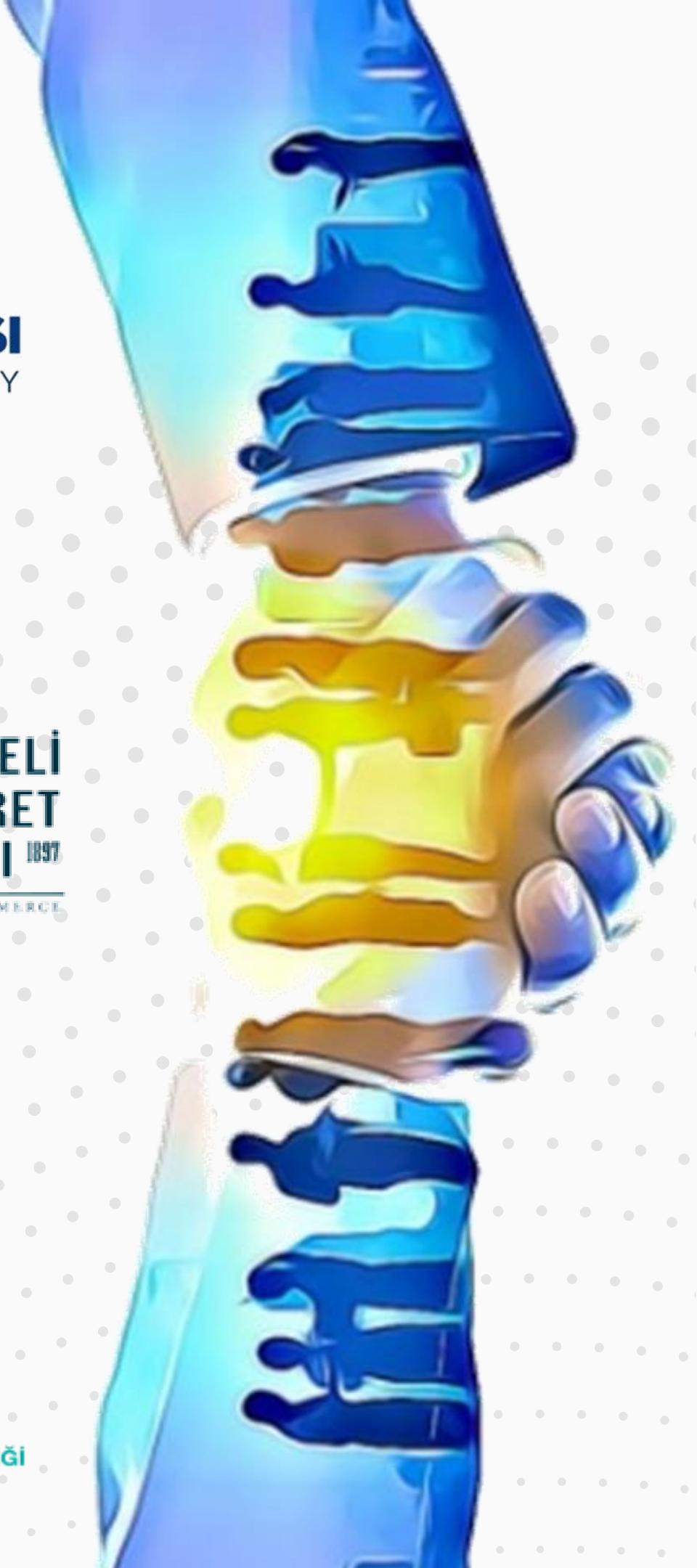
KOCaeli Chamber of Commerce



TAŞIT ARAÇLARI TEDARİK SANAYİCİLERİ DERNEĞİ
tausad
AUTOMOTIVE SUPPLIERS ASSOCIATION OF TÜRKİYE



KalDer
TÜRKİYE KALİTE DERNEĞİ



03.09 Cooperations and Memberships

[GRI 102-12-13]



05 Corporate Governance

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

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.

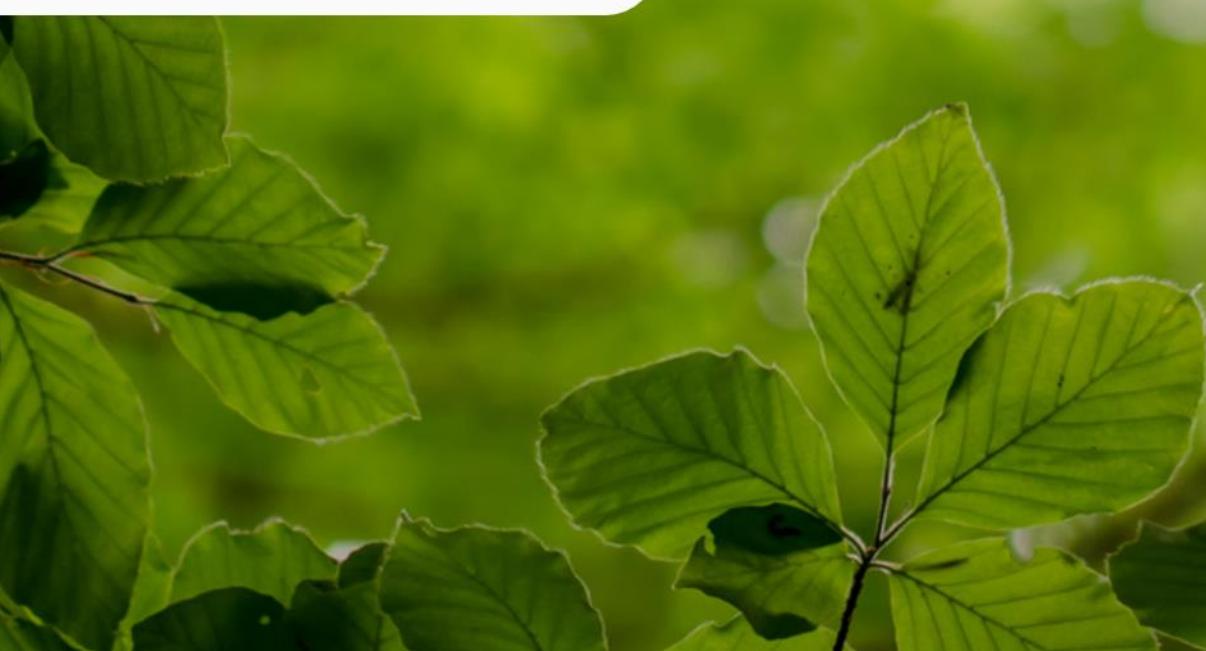
The first and main goal is to be a reliable and respected company that strengthens its position in the market by ensuring the satisfaction of its customers while also ensuring the satisfaction of its stakeholders. In the challenging competitive conditions of the global market, Almesan Alüminyum always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

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

05.01 Our Corporate Values

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

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.



05 Corporate Governance

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

05.03 Councils and Committees

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

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

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

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.

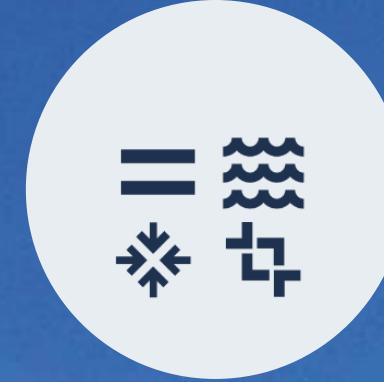


05 Corporate Governance

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

05.03 Councils and Committees

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



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.

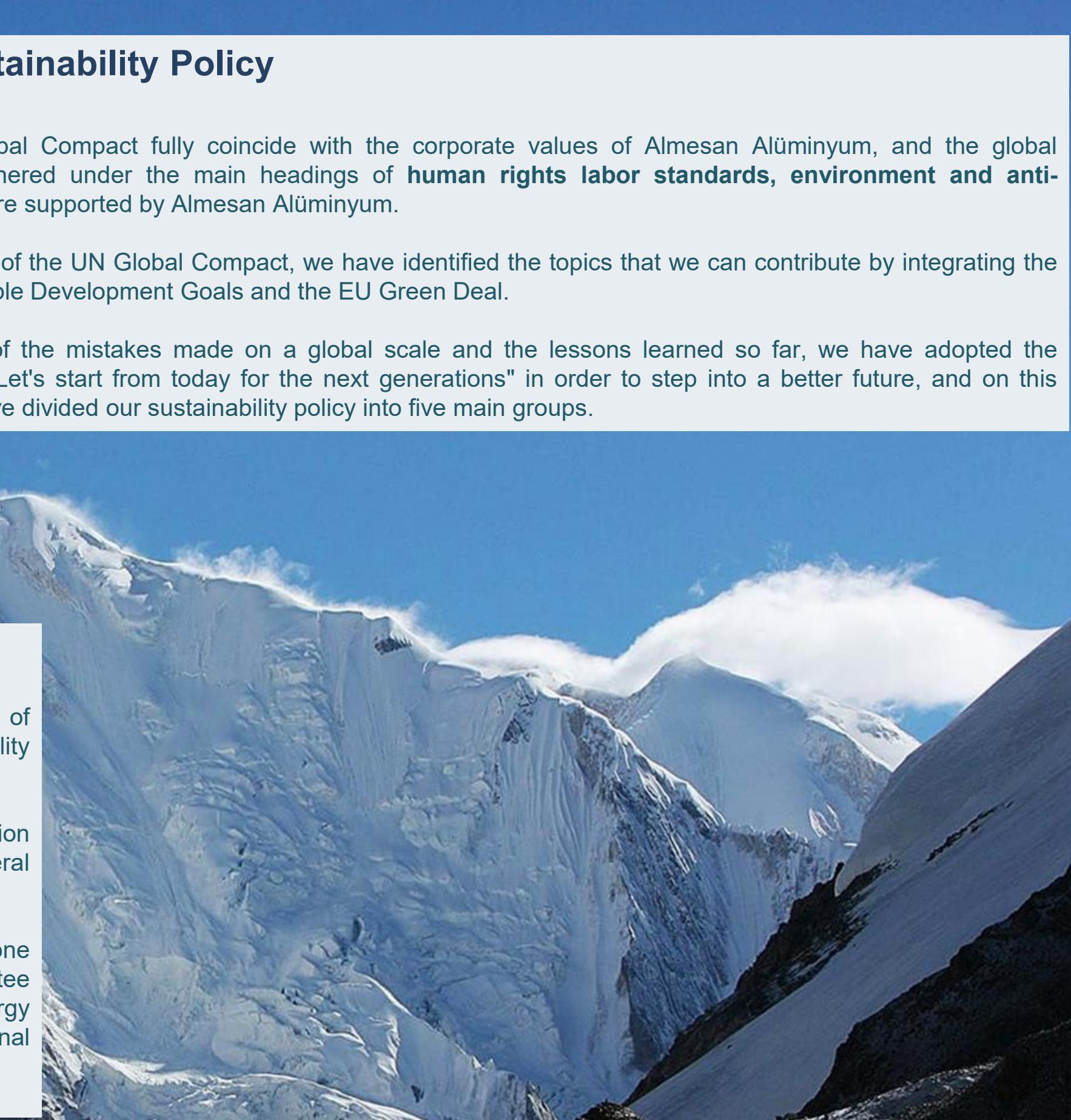


Governance Structure

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.

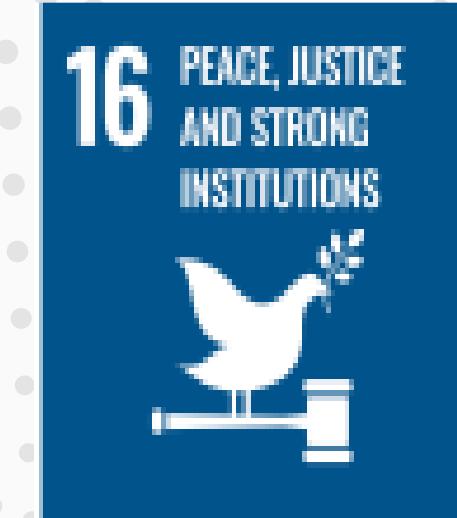
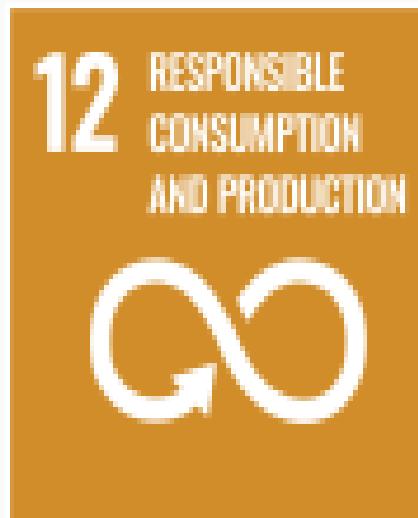
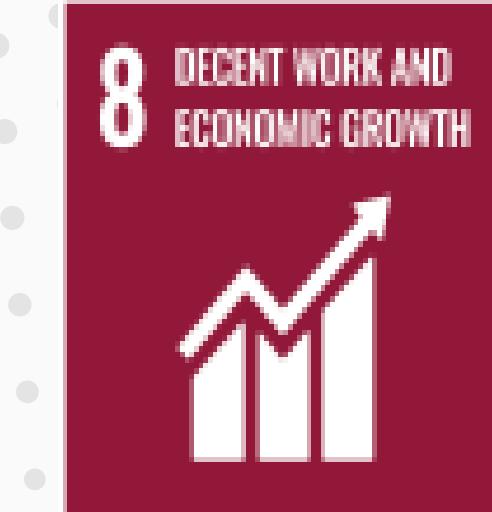
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06 Sustainability Management

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





06 Sustainability Management

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



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:

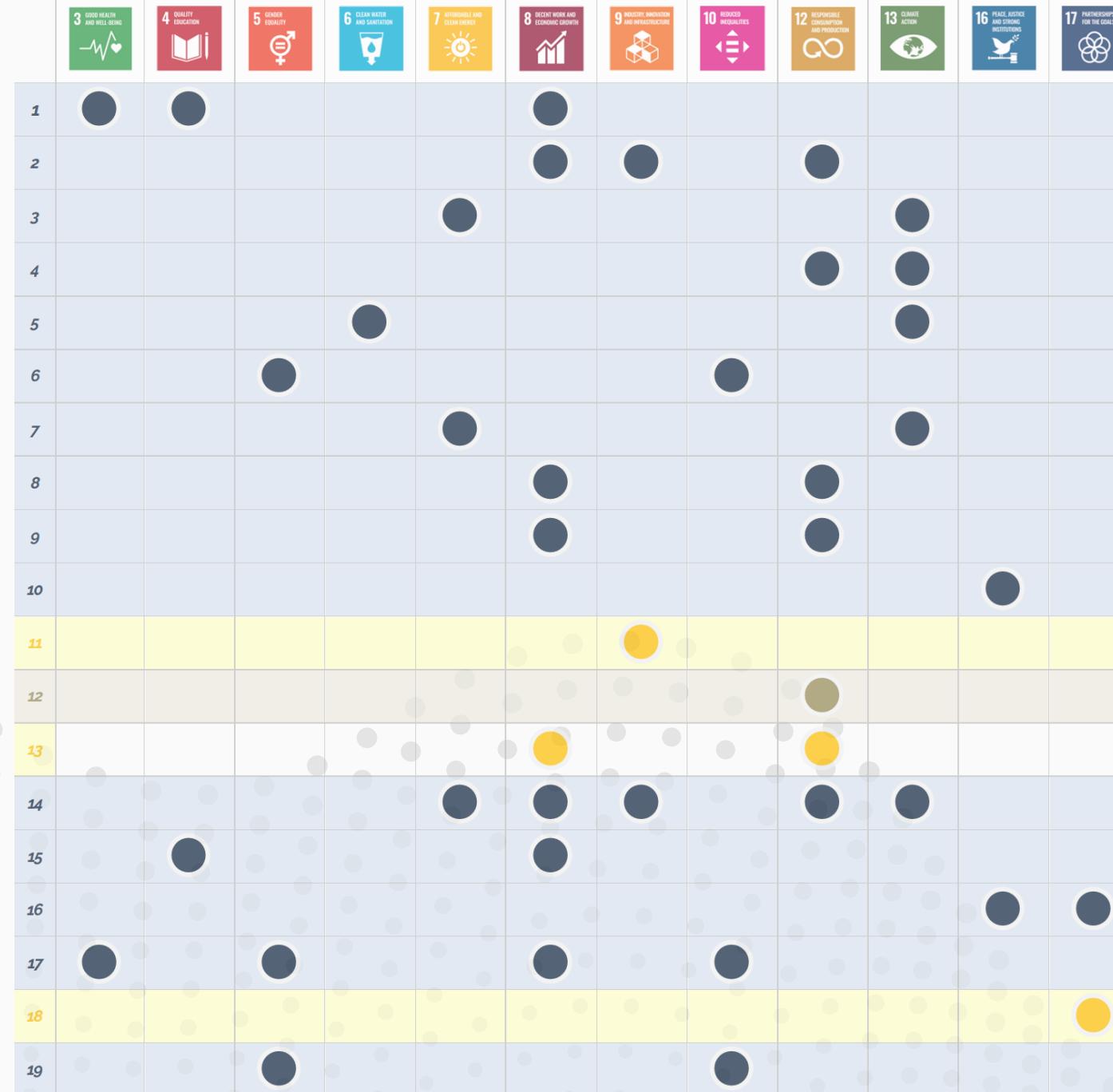
- 1 Occupational Health and Safety | 2 Risk Management | 3 Energy Management | 4 Waste Management | 5 Water Management | 6 Anti-Discrimination and Equal Opportunity | 7 Green House Gases Emissions | 8 Customer Satisfaction | 9 Product Quality and Safety | 10 Anti-Bribery and Anti-Corruption | 11 Information 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]

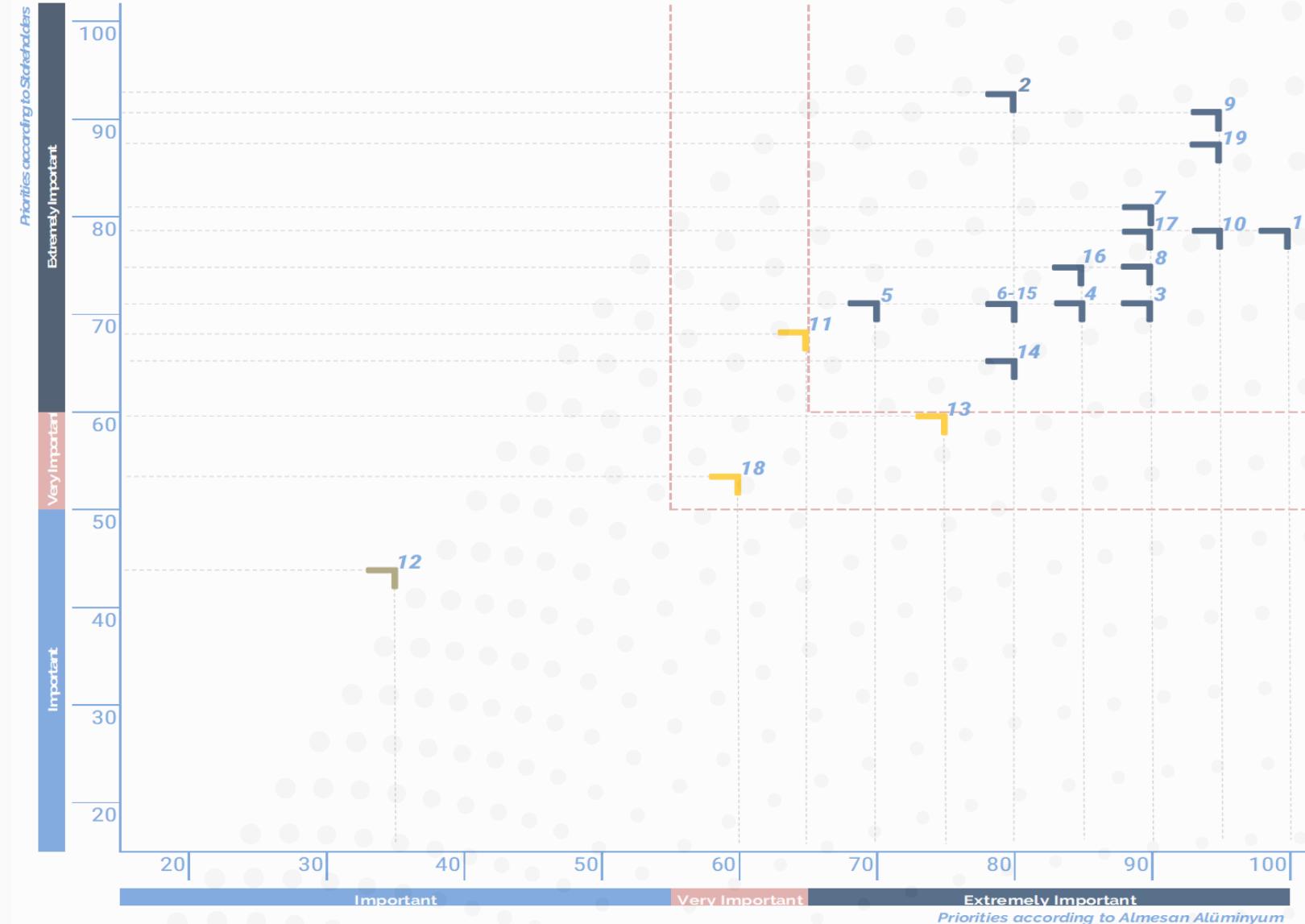
Coloring was used to define degrees of importance. It can be clearly seen in the Materiality Matrix. The SDG contribution and relationship table is below.



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 Stakeholders	> 55 > 50	55 - 65 50 - 60	≤ 65 ≤ 60



07 Engagement of Stakeholders

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



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]

5 Customers

Stakeholding Relation

Direct and indirect buyers of manufactured products

Direct user or seller

Stakeholding Context

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

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)

Materiality References

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

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

6 Suppliers

Stakeholding Relation

Product and Service Procurement

Stakeholding Context

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

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)

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

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

7 Selçuklu Holding

Stakeholding Relation

Parent Organization of The Group of Companies

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



07 Engagement of Stakeholders

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

12 Universities and Research Institutions

Stakeholding Relation

Laws and regulations

Training and Education

Research

Stakeholding Context

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

13 Financial Institutions

Stakeholding Relation

Banking operations

Loans

Financial management

Stakeholding Context

Financing and agreements

14 Sectoral Institutions

Stakeholding Relation

Laws and regulations

Membership agreements and registrations

Stakeholding Context

Laws and regulations

Communication Method

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

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

15 Society

Stakeholding Relation

Laws and regulations

Common values

Joint responsibilities

Membership agreements and registrations

Stakeholding Context

Legal and societal rules

16 Local Community

Stakeholding Relation

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

Stakeholding Relation

Laws and regulations

Stakeholding Context

Waste Management and Disposal Environmental Management

Health of Employee

20 Hazardous Goods Safety Consulting Company

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 | Communication with stakeholders | Business Ethics and Transparency

21 Waste Disposal Company

Communication Method

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

Stakeholding Relation

Management System Standards

Technical Specifications, customer demands

Laws and regulations

Stakeholding Context

Audit, Supervision and Certification

22 Joint Health and Safety Unit

Materiality References

All articles of materiality matrix

Stakeholding Relation

Management System Standards

Technical Specifications, customer demands

Laws and regulations

Stakeholding Context

Audit, Supervision and Certification

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]



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.



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]

As Almesan, we consider sustainable supply chain management to be one of the core focus areas of our sustainability strategy. We carry out comprehensive efforts to ensure that our environmental, social, and governance (ESG) priorities are monitored, implemented, improved, and integrated throughout the entire supply chain and across the value chain.

While aiming to extend sustainability to all stakeholders we engage with across our value chain through more effective and responsible supply chain management, we position the roadmap we have developed within the framework of the following key pillars:

- **Supplier Onboarding and Offboarding Systems**
- **Supplier Performance Evaluation Mechanisms**
- **Supplier Development and Improvement Practices**
- **Supplier Segmentation and Risk Analysis Studies**
- **Supplier Sustainability Development Program**
- **General Terms and Conditions of Procurement**
- **Almesan Supplier Code of Conduct**
- **Almesan Code of Ethics and Business Principles**

Through this structure, we aim to enhance both our operational efficiency and the sustainability performance of our suppliers, thereby positively improving our environmental and social impacts across the entire value chain.



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				



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]

As Almesan, we manage our supplier application and evaluation processes through our digital infrastructure, and we expect our suppliers to adopt the Almesan Supplier Code of Conduct and the Almesan Code of Ethics. We consider it a fundamental principle that all stakeholders within our supply chain operate in a manner that respects human rights, complies with ethical values, and acts responsibly toward third parties.

We apply a zero-tolerance policy against discrimination, child labor, and forced labor in supplier operations, and we closely monitor the effective implementation of these requirements on the ground.

Within the scope of the Almesan 2030 Sustainability Strategy, we aim to establish a value chain in which all our suppliers fully comply with our ethical rules, working principles, and sustainability requirements.

This approach both strengthens our long-term collaboration culture with our suppliers and contributes to increasing our environmental and social impact across the entire value chain.





09 Procurement Management

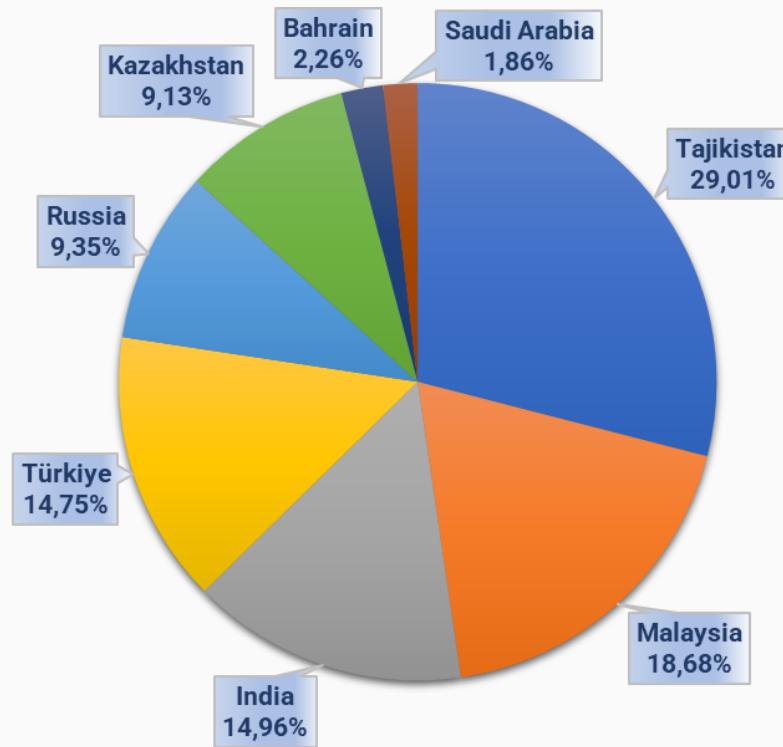
[GRI 102-9/10 | GRI 204-1 | GRI 308-1/2 | GRI 407-1]
[GRI 408-1/2 | GRI 409-1 | GRI 414-1/2 | GRI 103-1/2/3]

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.



Supply Chain of Aluminium



Yerel Tedarik Zinciri

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.





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]

10.01 Recruitment Process

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

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.



Employee Satisfaction

At Almesan Alüminyum, the feedbacks given by the employees have 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 2024 a satisfaction rate of 57% emerged.





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

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.

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.



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 priorly 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 engagement 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, 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]



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]

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	2024
Direct Energy Consumption	193.792,06	178.828,30	159.900,63	166.248,00
Natural Gas	190.592,23	176.287,62	151.848,28	164.195,00
Diesel [Indoor Operations]	2.269,64	1.901,69	1.635,74	1.632,00
Industrial Gas [LPG,Propane]	356,41	188,40	89,22	76,95
Company Cars [Diesel Gasoline]	573,78	450,59	327,40	345,00
Indirect Energy Consumption	45.361,97	40.696,36	37.370,85	43.846,00
Electricity[Conventional Renewable]	45.361,97	40.696,36	37.370,85	43.846,00
Renewable Electricity Ratio	38,77	39,40	42,00	43,30
Renewable Electricity	17.586,83	16.034,36	15.034,36	18.895,00
Total Energy Consumption	239.154,03	219.524,66	191.271,48	210.094,00

Usage of Energy Sources [%]

	2021	2022	2023	2024
Direct Energy Consumption	81,03%	81,46%	80,46%	79,10%
Natural Gas	79,69%	80,30%	79,39%	78,00%
Diesel [Indoor Operations]	0,95%	0,87%	0,86%	0,88%
Industrial Gas [LPG,Propane]	0,15%	0,09%	0,05%	0,05%
Company Cars [Diesel Gasoline]	0,24%	0,21%	0,17%	0,17%
Indirect Energy Consumption	18,97%	18,54%	19,54%	20,90%
Electricity[Conventional Renewable]	18,97%	18,54%	19,54%	20,90%
Renewable Electricity Ratio	7,35%	7,30%	8,21%	8,23%



13 Energy

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

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

	2021	2022	2023	2024
Direct SEC	10,734	12,177	10,759	12,73
Natural SEC	10,557	12,004	10,615	12,59
Diesel Gasoline SEC	0,157	0,160	0,137	0,130
Industrial Gas SEC	0,020	0,013	0,006	0,01
Indirect SEC	2,51	2,77	2,61	3,42
Electricity SEC	2,51	2,77	2,61	3,42
Renewable SEC	0,97	1,09	1,10	1,20
Total SEC	13,25	14,95	13,37	16,15

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.

Specific Water Consumption [m³/product-ton]





15 Biodiversity Approach

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

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 CO₂ to the nature and causes the ozone layer to become thinner with the increase in CO₂ 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 2024 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 - 2024 (CO₂
equivalent-ton/pack-ton)**



[These values do not include the embedded CO₂ of raw material (aluminium). Scope 1, Scope 2 and fuels used for company vehicles are included when calculating CO₂ values.]

GHG gases emissions have been calculated CO₂ equivalent base, although total production quantity is lower at 2023 and also there are products which have to be 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.



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/-6/-7 | 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 2024, 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 2024.

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

	2021	2022	2023	2024
Total N.o. Employees	241	239	227	213
N.o.Direct Employees	222	220	208	194
Female	33	39	39	36
Male	189	200	188	158
N.o.Subcontractor Employees	19	19	19	19
Female	4	4	4	4
Male	15	15	15	15

Maternity and Paternity Leave	2021	2022	2023	2024
N.o.Employees for Maternity Leave	2	0	3	0
N.o.Employees for Paternity Leave	10	11	6	3
N.o.Returning Employees for Maternity Leave	0	1	3	0
N.o.Returning Employees for Paternity Leave	10	11	6	3

	2021	2022	2023	2024
N.o. Whitecollars	39	38	39	34
Female	17	16	17	16
Male	22	22	23	18
N.o. Bluecollars	183	201	188	160
Female	16	23	23	20
Male	167	178	165	140

Training Information	2021	2022	2023	2024
Total n.o.Training Organized	72	81	63	64
Total n.o.Participants	179	523	492	623
Training Man-hours	1.261	991	3491	2163,4
Training Ratio (man-hour/n.o.employees)	5,68	4,30	15,38	11,15

Employee Distribution by Age Ranges	2021	2022	2023	2024
N.o.Employees Under 30	67	46	42	24
N.o.Employees Between 30 – 50	162	189	149	123
N.o Employees aged 50 and over	4	4	9	5

- "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	2024
N.o. Employees under the rule of OH&S	241	239	227	213
N.o. Direct Employees	222	220	208	194
Female	33	39	39	36
Male	189	200	188	158
N.o. Subcontractor Employees	19	19	19	19
Female	4	4	4	4
Male	15	15	15	15

	2021	2022	2023	2024
N.o. Injuries	48	47	45	38
Female	4	5	3	5
Male	44	42	42	33
Accident Severity Rate	4,48	6,48	10,45	10,42
Accident Frequency Rate	83,54	76,84	79,05	97,45
Occupational Disease Rate (%)	0	0	0	0
N.o. Work-Related Deaths	0	0	0	0
N.o. Lost Days	441	666	960	670

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.

$$\text{Accident Frequency Rate} = \frac{\text{Total Number of Occupational Accidents}}{(\text{Total Working Days} - \text{Total Non-Working Days}) \times \text{Daily Working Hours}} \times \frac{1}{1.000.000}$$

OH&S Trainings	2021	2022	2023	2024
Total OH&S Trainings (man-hour)	3.372	826	4558	1470
N.o. Participants to OH&S Trainings	281	78	552	337
OH&S Training Rate (man-hour/n.o.employees)	12	3,4	8,25	4,36

OH&S Management	2021	2022	2023	2024
N.o. OH&S Board	1	1	1	1
N.o. Members at OH&S Board	7	7	10	10
N.o. Active Working Members at OH&S Board	2	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.



18 Environment

Waste Management	2021	2022	2023	2024
Total Water Discharge (m³/day)	95,54	75,41	69,14	57,43
Water Discharge to Natural Receiving Media (m³/day)	0	0	0	0
Discharge to Waste Water Line (m³/day)	95,54	75,41	69,14	57,43
Total Hazardous Waste (ton/year)	1108,68	1002,18	670,59	626,363
Aluminium Dross Quantity (ton/year)	797,16	591,25	547,52	494,18
Hazardous Waste Sent to Energy Recovery (ton/year)	290,47	305,67	145,76	132,17
Hazardous Waste Energy Recovery Rate (%)	26,20	30,50	21,74	21,1
Hazardous Waste Recycling Rate (%)	73,80	59,03	78,26	78,9
Non-Hazardous Waste (ton/year)	114,67	106,68	120,56	167,33
Non-Hazardous Waste Recycling Rate (%)	100	100	100	100
Hazardous Waste Temporary Storage Capacity (m³)	100	100	100	100

Environmental Trainings	2021	2022	2023	2024
Total Environmental Trainings (man-hour)	189	62	62	102
N.o. Employees Attending Environmental Trainings	189	62	62	102
N.o. Subcontractor Employees Attending Environmental Trainings	19	19	19	0
Environmental Training Rate (man-hour/n.o.employees)	1	0,26	0,27	0,64

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 m³ with a height of 3 m sitting on a 50 m² 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 m³ has been decided to be appropriate.





GRI 102-2016 General Disclosures		
I- Organizational Profile		V- Engagement of Stakeholders
102-1	Name of the organization	Almesan Alüminyum Sanayi ve Ticaret A.Ş.
102-2	Activities, brands, products, and services	03 About Us
102-3	Location of headquarters	01 About The Report
102-4	Location of operations	01 About The Report
102-5	Ownership and legal form	03 About Us
102-6	Markets served	03 About Us
102-7	Scale of the organization	0306 Market Status
102-8	Information on employees and other workers	0303 infoAlmesan, 04 Economic Performance
102-9	Supply chain	10 Working Life at Almesan Alüminyum
102-10	Significant changes to the organization and its supply chain	09 Procurement Management
102-11	Precautionary Principle or approach	09 Procurement Management
102-12	External initiatives	08 Business Ethics and Our Principles
102-13	Membership of associations	0308 Social Accountability Activities
II-	Strategy	0309 Cooperations and Memberships
102-14	Statement from senior decision-maker	0309 Cooperations and Memberships
III-	Ethics and integrity	02 Message from Top Management
102-16	Values, principles, standards, and norms of behavior	05 Corporate Governance
		08 Business Ethics and Our Principles
		10 Working Life at Almesan Alüminyum
IV-	Governance	05 Corporate Governance
102-18	Governance Structure	06 Sustainability Management
		102-40 List of stakeholder groups
		102-41 Collective bargaining agreements
		102-42 Identifying and selecting stakeholders
		102-43 Approach to stakeholder engagement
		102-44 Key topics and concerns raised
		VI- Reporting practice
		102-45 Entities included in the consolidated financial statements
		102-46 Defining report content and topic
		102-47 Boundaries
		102-47 List of material topics
		102-48 Restatements of information
		102-49 Changes in reporting
		102-50 Reporting period
		102-51 Date of most recent report
		102-52 Reporting cycle
		102-53 Contact point for questions regarding the report
		102-54 Claims of reporting in accordance with the GRI Standards
		102-55 GRI content index
		102-56 External assurance
		06 Sustainability Management, 07 Engagement of Stakeholders
		1004 Freedom of Association and Collective Bargaining
		06 Sustainability Management, 07 Engagement of Stakeholders
		06 Sustainability Management, 07 Engagement of Stakeholders
		06 Sustainability Management, 07 Engagement of Stakeholders
		06 Sustainability Management, 07 Engagement of Stakeholders
		01 About The Report
		01 About The Report
		06 Sustainability Management
		01 About The Report
		May 2023
		01 About The Report
		01 About The Report
		01 About The Report
		23 GRI Index
		No external assurance



GRI-103-2016 Management Approach		
I-	General requirements for reporting the management approach	
103-1	Explanation of the material topic and its Boundary	05 Corporate Governance 06 Sustainability Management
103-2	The management approach and its components	05 Corporate Governance 06 Sustainability Management
103-3	Evaluation of the management approach	05 Corporate Governance 06 Sustainability Management
GRI 200	Economic Standard Series	
GRI 201-2016	Economic Performance	
201-1	Direct economic value generated and distributed	0303 infoAlmesan, 04 Economic Performance
GRI 204-2016	Procurement Practices	
204-1	Proportion of spending on local suppliers	09 Procurement Management
GRI 205-2016	Anti-corruption	
205-1	Operations assessed for risks related to corruption	08 Business Ethics and Our Principles
205-2	Communication and training about anti-corruption policies and procedures	08 Business Ethics and Our Principles
205-3	Confirmed incidents of corruption and actions taken	08 Business Ethics and Our Principles
GRI 206-2016	Anti-competitive Behavior	
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	08 Business Ethics and Our Principles
GRI 300	Environmental Standard Series	
GRI 301-2016	Materials	
301-1	Materials used by weight or volume	0304 Production Product Management, 09 Procurement Management
301-2	Recycled input materials used	0304 Production Product Management, 09 Procurement Management,
301-3	Reclaimed products and their packaging materials	0304 Production Product Management, 09 Procurement Management, 17 Waste Management

GRI 302-2016 Energy		
302-1	Energy consumption within the organization	13 Energy
302-2	Energy consumption outside of the organization	13 Energy
302-3	Energy intensity	13 Energy
302-4	Reduction of energy consumption	13 Energy
302-5	Reductions in energy requirements of products and services	13 Energy
GRI 303-2018 Water and Effluents		
303-1	Interactions with water as a shared resource	14 Water Management
303-5	Water Consumption	18 Performance Indicators
GRI 304-2016 Biodiversity		
GRI 305-2016 Emissions		
305-1	Direct (Scope 1) GHG emissions	16 GHG Emission
305-2	Energy indirect (Scope 2) GHG emissions	16 GHG Emission
305-3	Other indirect (Scope 3) GHG emissions	16 GHG Emission
305-4	GHG emissions intensity	16 GHG Emission
305-5	Reduction of GHG emissions	16 GHG Emission
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	-
GRI 306-2020 Waste		
306-1	Waste generation and significant waste-related impacts	17 Waste Management
306-2	Management of significant waste-related impacts	17 Waste Management
306-3	Waste generated	18 Performance Indicators
306-4	Waste diverted from disposal	17 Waste Management
306-5	Waste directed to disposal	18 Performance Indicators
GRI 307-2016 Environmental Compliance		
GRI 308-2016 Supplier Environmental Assessment		
	12 Environment	
	09 Procurement Management	
	12 Environment	



GRI 400	Social Standard Series	
GRI 401-2016	Employment	10 Working Life at Almesan Alüminyum
GRI 402-2016	Labor/Management Relations	10 Working Life at Almesan Alüminyum
GRI 403-2018	Occupational Health and Safety	11 Occupational Health & Safety
GRI 404-2016	Training and Education	10 Working Life at Almesan Alüminyum 18 Performance Indicators 10 Working Life at Almesan Alüminyum
GRI 405-2016	Diversity and Equal Opportunity	1003 Equal Opportunity and Anti-discrimination 18 Performance Indicators 10 Working Life at Almesan Alüminyum
GRI 406-2016	Non-discrimination	1003 Equal Opportunity and Anti-discrimination 10 Working Life at Almesan Alüminyum
GRI 407-2016	Freedom of Association and Collective Bargaining	10 Working Life at Almesan Alüminyum 1004 Freedom of Association and Collective Bargaining 10 Working Life at Almesan Alüminyum
GRI 408-2016	Child Labor	1005 Child Labor 10 Working Life at Almesan Alüminyum
GRI 409-2016	Forced or Compulsory Labor	1006 Forced or Compulsory Labor 10 Working Life at Almesan Alüminyum
GRI 414-2016	Supplier Social Assessment	09 Procurement Management 0304 Production Product Management
GRI 416-2016	Customer Health and Safety	0306 Market Status 0307 Customer Satisfaction 0304 Production Product Management
GRI 417-2016	Marketing and Labeling	0306 Market Status 0307 Customer Satisfaction 0304 Production Product Management
GRI 418-2016	Customer Privacy	0306 Market Status 0307 Customer Satisfaction 06 Sustainability Management
GRI 419-2016	Socioeconomic Compliance	07 Engagement of Stakeholders 08 Business Ethics and Our Principles

