

SUSTAINABILITY REPORT

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ABOUT THE REPORT



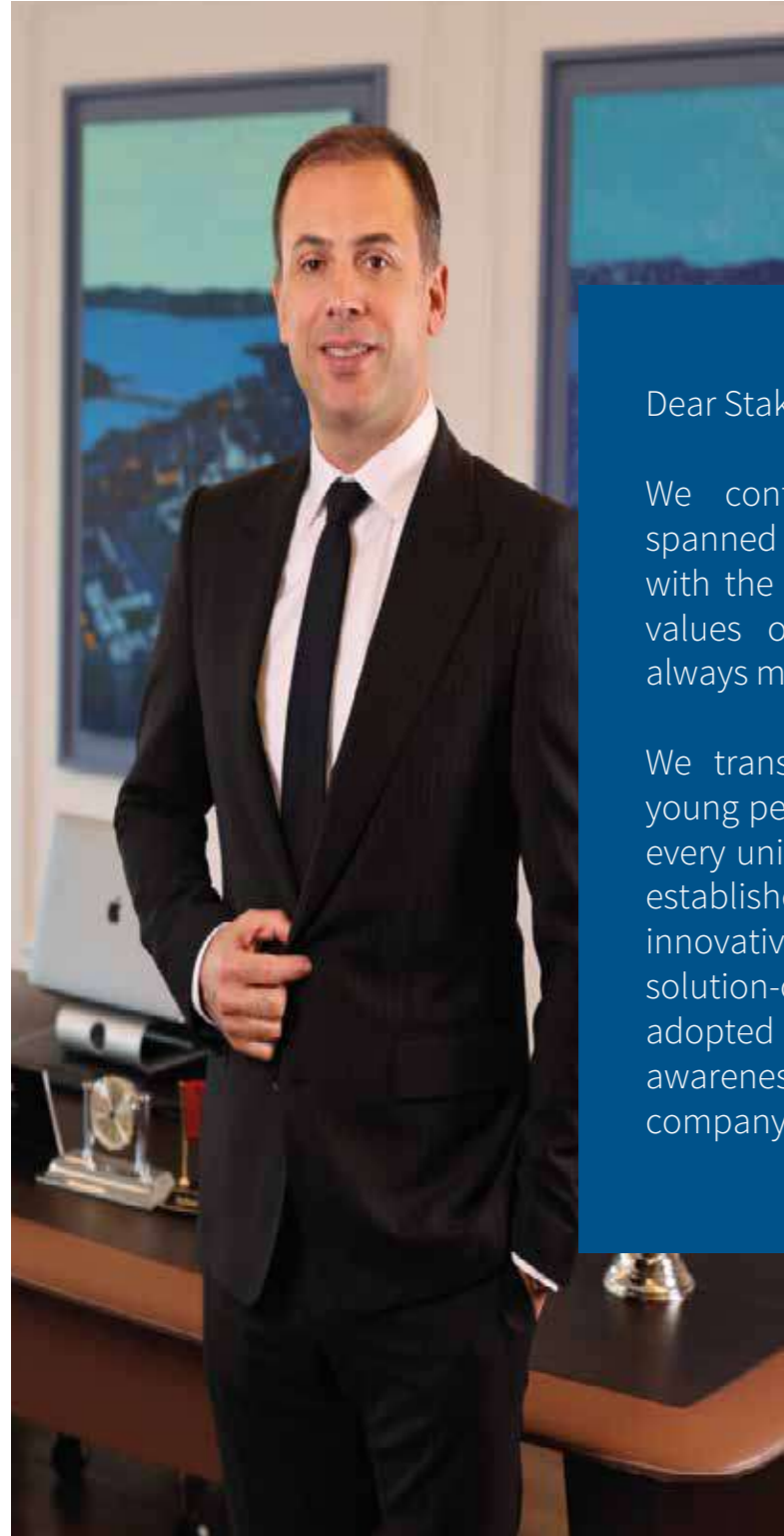
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Our report has been prepared in accordance with **GRI Standards**, taking into account the data for **01.01.2022-31.12.2022**.

As the Sistem Alüminyum Family, we have addressed the work we have done since 1994 with its social, environmental and economic dimensions. Today, we present our first sustainability report to our stakeholders, reflecting our understanding of sustainability in order to leave a better world for future generations.

The opinions and suggestions of all our stakeholders are valuable to us. You can contact us at sustainability@sistemal.com for your comments and suggestions about our report.

CEO MESSAGE



Dear Stakeholders,

We continue our journey, which has spanned a quarter of a century since 1994, with the strength we derive from our core values of continuous improvement and always moving our business forward.

We transfer these values to the trained young people we have added to our staff in every unit. With Sistem Academy, which we established in 2022, we aim to train innovative, productive and solution-oriented employees who have adopted the continuous development awareness needed in parallel with the company strategy and goals.

We produce 103 thousand tons of profiles and 6 million square meters of composite panels annually and lead our industry with more than 1200 employees who write the success story of our company that grows year by year.

With 9 extrusion presses, 2 forging presses and 2 composite panel lines, we develop special products and solutions for sectors such as construction, automotive, aviation, marine, white goods, lighting and energy. With our rich mold archive of over 23 thousand molds, we provide added value to the national economy.

By adopting a production approach that is both human-oriented and environmentally sensitive, we meet the expectations of our stakeholders at the highest level and aim to be the most reliable and innovative solution partner in every field where aluminium is used. In 2022, we are working to achieve significant results with our Sustainability Committee and Sustainability Working Group.

With our GES investment in 2022, we aim to generate approximately one fourth of the electricity we consume from renewable energy sources.

In order to control and reduce our environmental impact, we started EPD (Environmental Product Declaration) studies for raw, painted, anodized and mechanically treated aluminium profiles and composite panels.

With the emission management process and energy management process developed in line with the sustainability approach we have adopted, we aim to reduce our carbon footprint by 55 percent in 2030 and become carbon neutral in 2050.

With our digital transformation project, we are focusing on more innovative products with the awareness of responsible production and consumption, which have started to take up more space in our lives.

We are pleased to present you our 1st Sustainability Report, which will serve as a roadmap for all our stakeholders on our sustainable development journey that will carry all these efforts even further.

Best regards,

Ayhan Yerekaban

Sistem Alüminyum Chief Executive Officer



ABOUT US

As Sistem Alüminyum Sanayi ve Ticaret A.Ş., we are one of the leading aluminium extrusion profile and composite panel manufacturer companies in Türkiye. Started in 1994, we continue to serve as a fully integrated designer and manufacturer of aluminium profiles for aluminium architectural systems and industrial applications.

Our integrated facilities include foundry, molding, aluminium extrusion press, aluminium composite panel and forging lines. With more than 1200 employees in total, we continue to add value to the sector with our fully integrated anodizing, electrostatic powder coating, mechanical processing and transfer surface coating facilities.

We produce in two main product groups: aluminium extrusion profiles used in architectural and industrial sectors and aluminium composite panels for facade applications. In addition to these, our forged aluminium facility has been commissioned as of 2021.

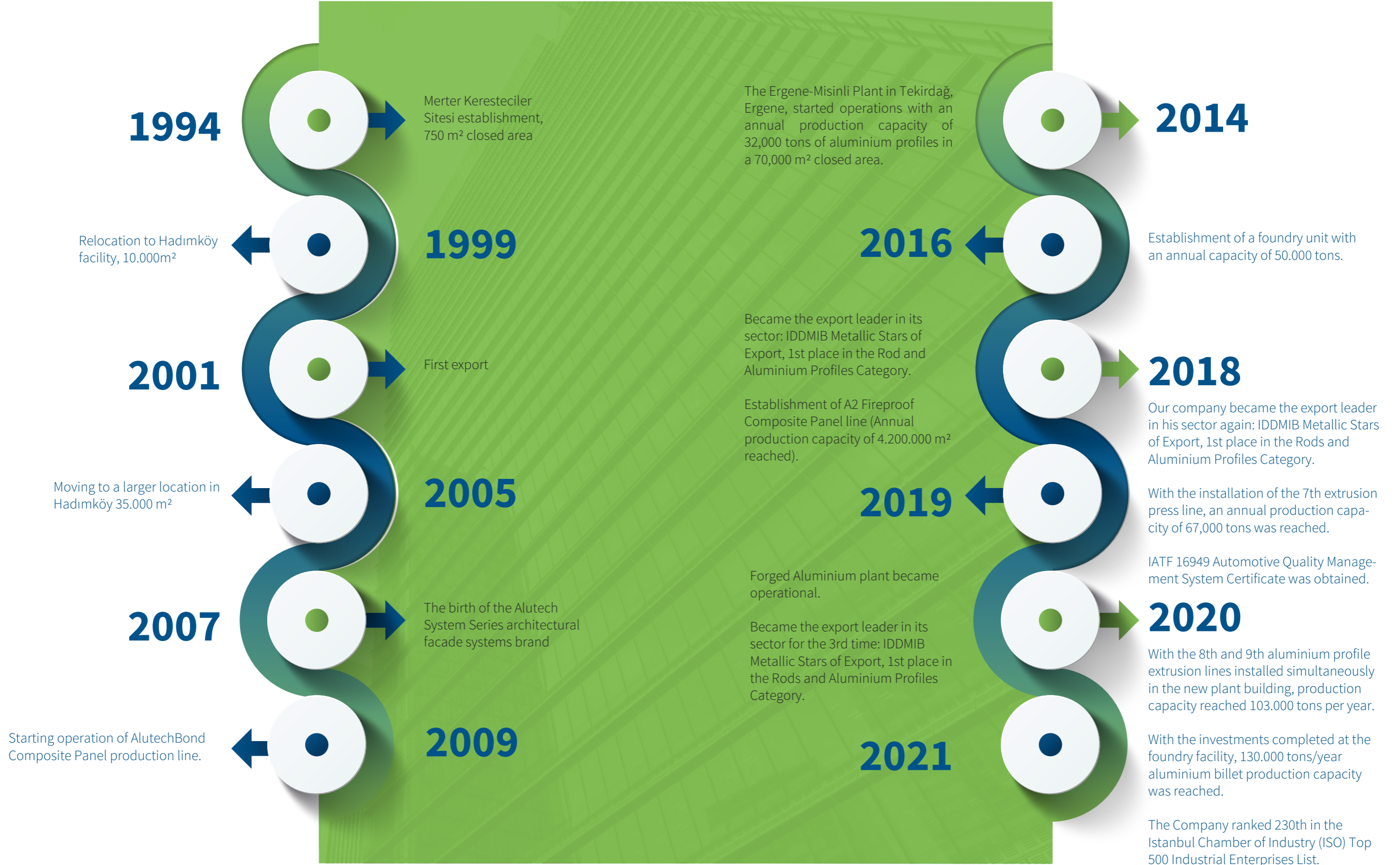
As a result of our 29 years of growth momentum, as of 2022, we have carried out commercial activities with more than 70 countries in Europe, North America, Middle East and North Africa regions. The milestones of this success date back to the past years. In 2018, 2019, 2020 and 2022, we were awarded the "IDDMIB - Metallic Stars of Export: Category First Prize" in 2018, 2019, 2020 and 2022, we became the company that exported the most in our sector.



Exporting to more than 70 countries, Sistem Alüminyum has been awarded the **IDDMIB-Metallic Stars of Export four times in a row in 2018, 2019, 2020 and 2022: Category First Prize.**



SİSTEM ALÜMİNYUM FROM PAST TO PRESENT



SİSTEM ALÜMİNYUM WITH DATA



OUR CERTIFICATES

	Automotive	Aviation	Defence	Construction	White Goods	Energy	Electronic
ISO 9001	✓	✓	✓	✓	✓	✓	✓
ISO 14001	✓	✓	✓	✓	✓	✓	✓
ISO 45001	✓	✓	✓	✓	✓	✓	✓
ISO 50001	✓	✓	✓	✓	✓	✓	✓
ISO 27001	✓	✓	✓	✓	✓	✓	✓
IATF 16949	✓						
TSE				✓	✓	✓	✓
CE				✓	✓	✓	✓
UKCA				✓	✓	✓	✓
AS 9100		✓	✓				
QUALANOD				✓	✓	✓	✓
QUALICOAT				✓	✓	✓	✓
RICH	✓	✓	✓	✓	✓	✓	✓
ROHS	✓	✓	✓	✓	✓	✓	✓
YY5				✓	✓	✓	✓
MADE IN TÜRKİYE				✓	✓	✓	✓

OUR CERTIFICATES BUSINESS ASSOCIATIONS AND MEMBERSHIPS



OUR BRANDS

We produce industrial and architectural aluminium profiles in our facilities with an annual capacity of **103 thousand tons**. We are positioned as a pioneering export leader in our sector.



In our facilities with an annual production capacity of 103.000 tons, industrial aluminium profiles are produced for sectors such as aviation, marine, automotive, construction, white goods, lighting and energy under our "Sistem Alüminyum" brand.

Aluminium extrusion solutions for the building sector:

Alutech System Series® is our architectural aluminium profile systems brand that covers our sub-carrier system products for curtain wall systems, insulated and non-insulated joinery, sliding systems, skylight systems, steel reinforced facades, office partitions, composite and ceramic-stone-granite coating facade applications. Our architectural systems offered to the sector have undergone engineering tests at every stage and compatibility with all accessories in European (EN) norms has been ensured.

Alutechbond® Aluminium Composite Panel for creative facade applications:

Alutechbond® is the brand name of our Aluminium Composite Panel (ACP) products, an indispensable part of facades that can respond to your creative ideas, different design and application requests. In our facility consisting of two lines with a total annual production capacity of 6.000.000 m²; aluminium composite panels are produced in flat, patterned or textured options in dozens of metallic or matte color options and in desired sizes for your exterior and interior facade applications. The panels we produce in A2 (Flame Resistant), B1-FR (Late Flammable) and B2 Standard type classes comply with European Quality Standards (EN).

Sistem Alüminyum Forging:

Sistem Alüminyum Forging is an ideal solution partner for all your applications and product demands in industrial sectors such as the machinery industry, where a hard but at the same time lightweight part is required to exhibit high performance. In our facility, which has 2 presses with 2.500 and 4.000 tons forging power, all kinds of aluminium parts are hot forged and shaped with an annual capacity of 7.000 tons.



OUR PROMOTION ACTIVITIES

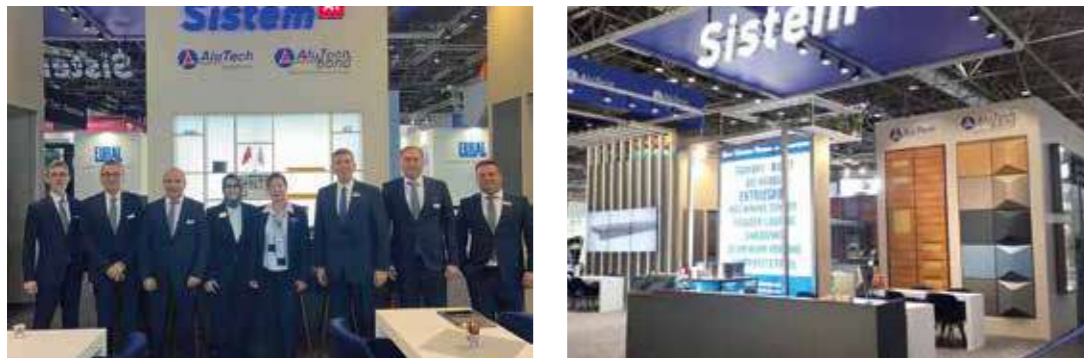
NAHB IBS 2022 ORLANDO-USA: Building Fair February 8-10



BAU 2022 MUNICH: April 17-22



ALUMINIUM DUSSELDORF 2022 GERMANY: Aluminium Fair September 27-29



BATIMAT PARIS 2022 FRANCE: Building Fair October 3-6



CONSTRUCTION WEEK 2022 ENGLAND: Building Fair October 4-6



SAHA EXPO 2022 ISTANBUL: October 25-28



EURASIA DOOR-WINDOW FAIR 2022- TUYAP-ISTANBUL November 12-16



THE BUILDING SHOW- CANADA: November 30-December 2



OUR QUALITY MANAGEMENT

In the aluminium profile sector, we focus on quality system studies with our goal of continuous development and being a pioneer. A good quality management not only fully meets customer expectations but also guarantees the implementation of the desired product features. For this reason, as Sistem Alüminyum, we always take care to maintain the highest product quality with our increasing product range.

The expectations of the following standards are met:

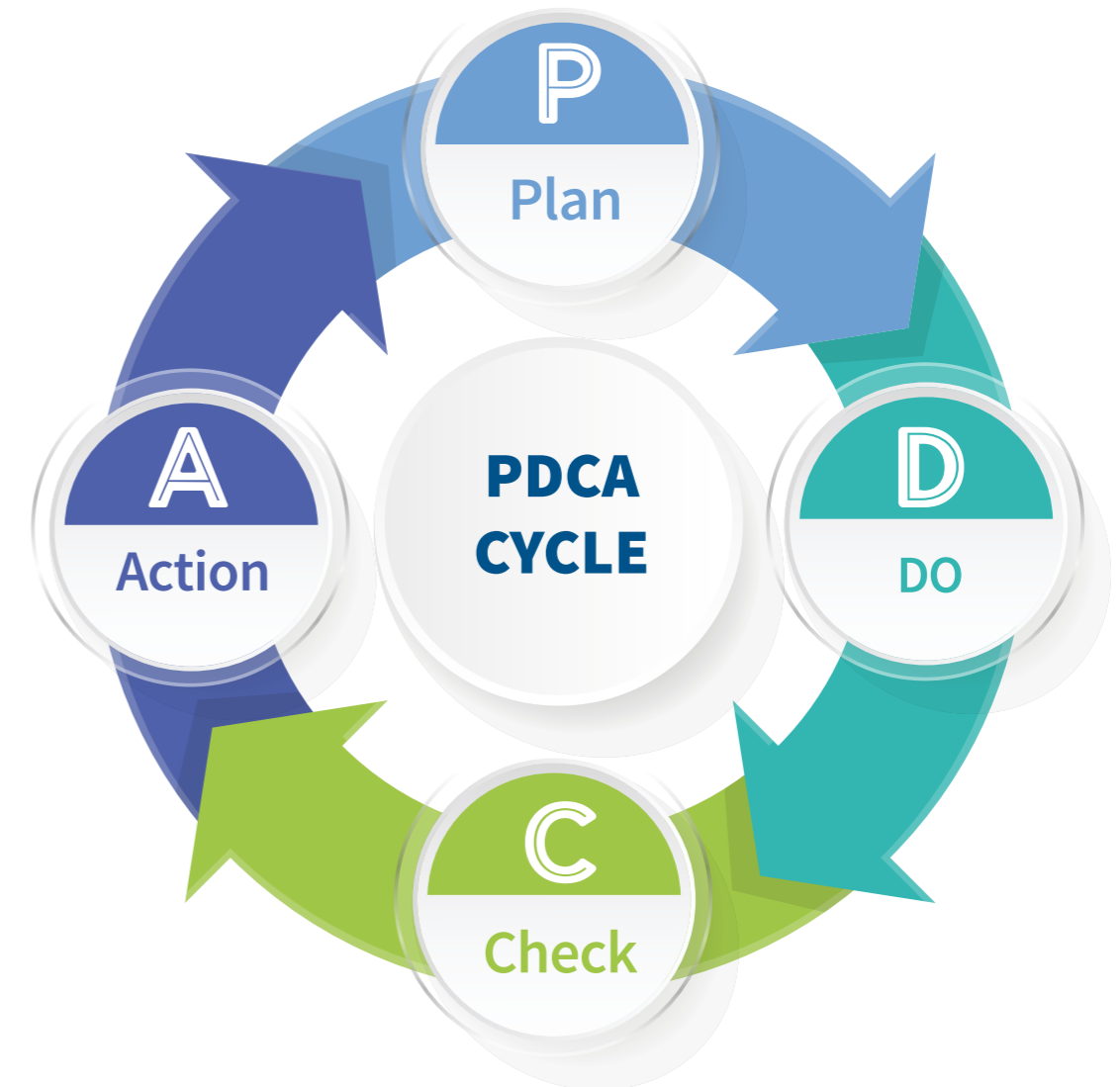
- Automotive sector quality expectations with IATF 16949 Automotive quality management systems certificate,
- Aerospace, defense and space quality expectations with AS 9100 quality management systems certification,
- Expectations of European quality standards of products with CE certificate,
- UK quality standards expectations of products with UKCA certificate,
- Quality standards expectations of our painted products with Qualicoat certificate,
- Qualanod certificate and quality standards expectations for our anodized products,
- Environmental management system standard expectations with ISO 14001 certificate,
- Occupational health and safety management system standard expectations with ISO 45001 certificate,
- Energy management system standard expectations with ISO 50001 certificate,
- Information security standard expectations with ISO 27001 certificate.

On the other hand, we comply with REACH and ROHS requirements, which are mandatory chemicals to be used for surface treatments in products that adopt production methods that respect people and the environment.

In the quality management system we have established, we ensure that our designs comply with our quality requirements. We control the effectiveness of quality management systems through certification and internal audits. In this way, we ensure the continuity of quality.

In our relations with our customers, we respond to their requests and technological needs and continue to support them in solving all problems. We also have a product safety and compliance representative in our company. In all our related quality processes, we analyze, evaluate and monitor risks with reference to the ISO 31000 standard. At the end of these steps, we report the findings to the Corporate Sustainability Director directly responsible for quality. Our quality standards encourage forward thinking in all scopes.

We are based on the IATF 16949 framework for the automotive quality management system and AS 9100 for the aerospace, defense and space quality management system. Our strategy is based on bringing all business and production processes to a high level of maturity and continuous improvement. Our quality strategy is based on a zero-defect philosophy. We integrate the PDCA cycle into all processes and the quality management system as a whole. Based on these principles, we create framework plans in cooperation with all units. These plans include individual excellence targets and related initiatives, as well as a quality assessment to determine the respective state of excellence.



OUR MANAGEMENT APPROACH

As Sistem Alüminyum; we adopt a corporate governance approach that is reputable, innovative, reliable, environmentally sensitive, values people, attaches importance to information, adopts common sense, customer and solution-oriented and sustainable growth.

Our Board of Directors leads all decision-making processes with a sustainable management model based on our company vision and board strategy. Our Board of Directors consists of 6 members, including the Chairman of the Board of Directors, Vice Chairman of the Board of Directors, 3 members of the Board of Directors and independent members of the Board of Directors.

OUR MISSION

To meet the expectations of our stakeholders at the highest level by leading the sector with sustainable innovative solutions, people-oriented and environmentally sensitive approaches.

OUR VISION

To be the most reliable, innovative and the first solution partner that comes to mind in every field where aluminium is used.

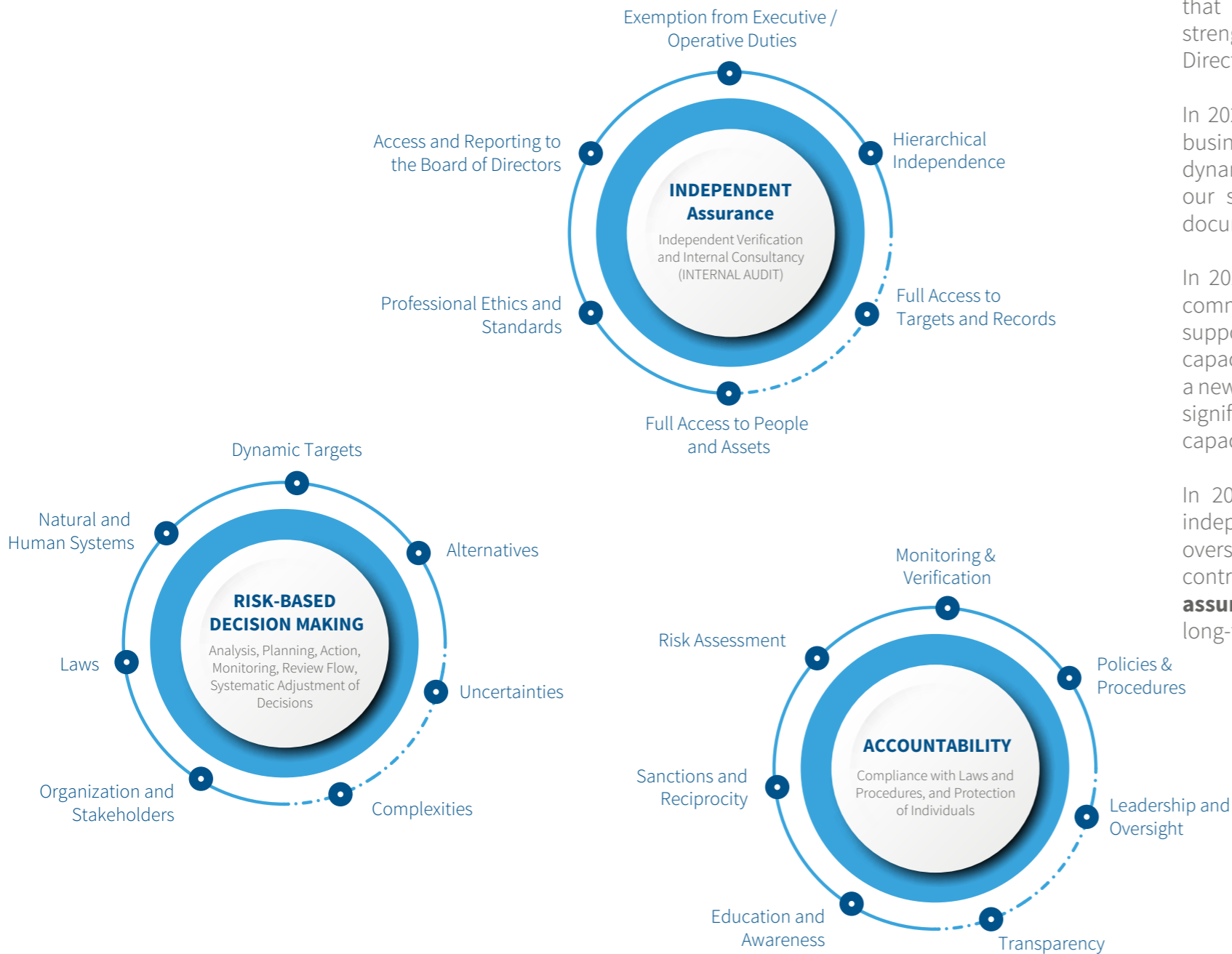
Board of Directors

Akın YEREKABAN	<i>Chairman of the Board of Directors</i>
Aydın YEREKABAN	<i>Vice Chairman of the Board of Directors</i>
Engin YEREKABAN	<i>Member of the Board of Directors</i>
Ayhan YEREKABAN	<i>Member of the Board of Directors</i>
Yaşar YEREKABAN	<i>Member of the Board of Directors</i>
A. Fatih TAMAY	<i>Member of the Board of Directors (Independent)</i>

OUR CORPORATE RISK MANAGEMENT

For Sistem Alüminyum, **corporate risk management** is to **make it part of its culture** to discuss the **uncertainties** related to the processes of generating, preserving and monetizing value with transparency and courage from the strategy formulation stage, thus ensuring that the company's decision-making mechanisms work more **prudently and accurately**.

Launched in 2019, the corporate governance transformation initiative is designed to promote **accountability, risk-based decision-making** and focused on strengthening three risk management capacities: **independent verification**.



Sistem Alüminyum Corporate Risk Management Focus Illustration (2022)

In the same year, the separation of our executive board from our Board of Directors and the clarification of our Board's guiding leadership and oversight roles made a significant contribution to our **accountability** and **risk-based decision-making** capacities by reducing natural conflicts of interest and increasing transparency.

The appointment of our non-executive board member, who is experienced in our industry and has the background and qualifications in line with global capital market regulations and standards, to our Board of Directors and his subsequent election as the chairman of multiple new board subcommittees that have a significant impact on our decision-making processes have strengthened the ethical **leadership and oversight** capacities of our Board of Directors.

In 2021, we launched our first **five-year strategic plan**, which clarifies our business model, target infrastructures, product lines and markets. This dynamic plan is also the primary risk-based decision-making tool that makes our strategic focus and big picture transparent to all stakeholders as a document that reveals our key enterprise risks.

In 2022, we established our corporate governance and early risk detection committees, laying the foundations of a risk management organization that supports our company's **accountability** and **risk-based decision-making** capacities. Also in 2022, we launched our ethics and gender equality board with a new structure that gives employees a voice. Our committees and boards have significantly supported our transparency, risk awareness and risk management capacities.

In 2022, our board also launched our internal audit committee and an independent internal audit unit reporting directly to it, updating its executive oversight and decision-making capabilities. Our internal audit organization contributes to our **risk-based decision-making** and **independent assurance** capacities by providing independent confirmation of our long-term progress and actual performance against our strategies.



The launch of our ethics and gender equality board (with periodic staff involvement) with a unique and effective structure makes a significant contribution to our **accountability** capacities by enabling more independent decisions to be taken on the basis of ethical maturity, fairness and criminal sanctions against ethical violations.

In 2022, in order to increase our **risk-based decision-making and accountability** capabilities in resource and project management processes, our company also updated its risk-based planning and financial discipline competencies by moving our budget unit to the directorate level.

In addition, our Board of Directors made an important decision to strengthen our legal risk management infrastructure and thus our **risk-based decision-making** capabilities by establishing an internal legal unit or providing integrated legal consultancy services in 2022 for early detection of legal risks brought about by growth and more effective legal compliance.

OUR NEW CORPORATE RISK MANAGEMENT ORGANIZATION [Triple Defense Line]

The three-line risk management organization model and role distribution model, which aims to continuously inform our Board of Directors about risks, was adopted and put into effect in 2022.

Accordingly, our operational risks are handled in three separate lines of our organization:

Risk Ownership

Executive functions [*Managers and the Executive Committee*] who assume the highest responsibility for mitigating risks while creating and executing business models, strategies and plans

Risk Monitoring

Specialized risk functions with partly operational functions assigned by management [*Budget, Quality, Financial Control, IT Control, Lean, Security, OHS, Legal, etc.*].

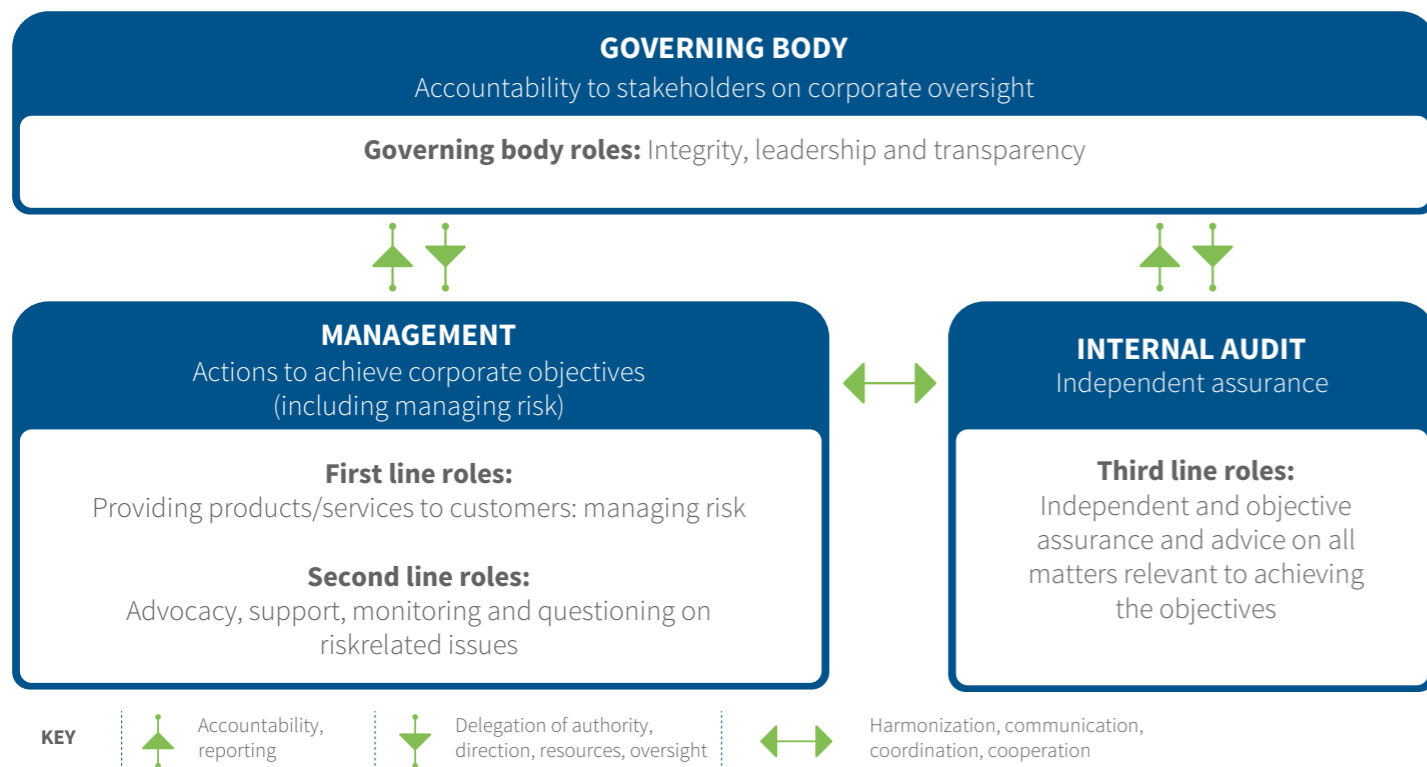
Validation of Risk Activity

An oversight function that is exempt from operational responsibility, reports to the Board of Directors and independently verifies the company's risk management activities [*Internal Audit*]

First line roles are directly linked to the delivery of products and/or services to our customers and include the roles of Porterian support functions in the organization, in short, these roles refer to the roles of senior managers.

Second line roles work exclusively on risk management. Some second-line roles may be assigned to specialists to provide complementary expertise, support, monitoring and, at times, motivational challenge to those with first-line roles. Second-line roles may focus on specific part objectives of risk management (*for example: ensuring compliance with laws, regulations and acceptable ethical behavior, internal control, information and technology security, sustainability stewardship and quality assurance*). However, responsibility for risk management ultimately remains part of first-line roles and within the scope of duties of senior executives.

To enhance their capacity to defend against risk, our company outsources functions that complement the resource gaps of lines 2 and 3, including those that are legally required, such as independent auditing, as a **4th assurance** element to this 3-part internal organization. These functions usually report directly to our Board of Directors (*market surveys and studies, external payroll checks, IT infrastructure security tests, customer satisfaction surveys, insurance and reinsurance brokerages, other independent risk & control opinion providers and consultancies, etc*)



Sistem Alüminyum Risk Management Organizational Model (Triple Defense Line, IIA,2020)



OUR CORPORATE RISK MANAGEMENT CONCEPTS

Sistem Alüminyum corporate risk management framework;

- (I) Strategy Development,
- (II) Setting Goals and
- (III) Integrated with our performance processes.

It facilitates effective risk management at all three stages. This framework of 20 principles aims to increase the total value of our company by:

- (a) Consolidating and reducing the costs of risk management,
- (b) Optimizing our performance by making our risks visible; and
- (c) Gaining competitive advantage by producing clearer risk solutions than our competitors .



Sistem Alüminyum Risk Management Model and 20 Principles (COSO Spiral, COSO ERM, 2017)

20 risk management principles are integrated into our daily business processes through our **corporate governance document set** (*). Our corporate governance document set, consisting of policies and procedures, makes **accountability, risk-based decision-making** and **independent assurance** practices mandatory for us as guiding controls that determine our corporate governance practices and are designed to prevent risk at its source.

(*): 5-Year Strategic Plan, Corporate Governance Policy, Sustainability Policy, Open Door and Non-Retaliation Policy, Respect for Employees and Anti-Harassment Policy, Employment and Succession Policy, Incentive and Remuneration Policy, IFRS Policy, Pricing Policy for Products and Services, Insurance, Collateral and Hedging Policy, Corporate Governance Committee Regulation, Early Risk Detection Committee Regulation, These include our Internal Audit Committee Regulation, Ethics and Gender Equality Board Regulation, Internal Audit Regulation, Scrapping and Disposal Committee Regulation, Code of Ethics, Supplier Code of Conduct, Risk Management Guide, Anti-Fraud Guide, Whistleblowing and Investigation Procedure, Fixed Asset and Inventory Management Procedure and Procurement Procedures.

Taxonomy (Method and Classification)

Sistem Alüminyum uses the "Risk Assessment and Pricing" techniques determined by the Early Risk Detection Committee.

In addition, we evaluate the risks under 83 headings using a single risk classification model and evaluate the defense actions against them in 28 classes using a single model. The fact that each risk and risk response is precisely categorized in our organization makes our risk management processes "more understandable" and easier for all our employees.

OUR RISK ASSESSMENT METHODOLOGY

Any unit assigned by our Company to complete any business process is a Risk Officer, who is responsible for managing the **risk associated** with that process.

Risk Officers continuously measure the risk level of their work using the techniques recommended by our Early Risk Detection Committee and report the historical trend of the risk level to a reporting line connected to the Early Risk Detection Committee. We call the historical value level of the risk the **Risk Indicator (RI)** of the relevant unit and monitor it continuously.

Sistem Alüminyum **Early Risk Detection Committee** has determined the operational and financial risk assessment methods of our company as follows. Updates regarding our methods are made only by the Early Risk Detection Committee; Risk Officers cannot determine risk assessment methods individually.



EVALUATION TYPE	NUMERICAL RISK ASSESSMENT/ ESTIMATION	JUDICIAL RISK ASSESSMENT
Technical Tools to be used in Risk Assessment processes	<ul style="list-style-type: none"> Correlation and MAPE Probabilistic Estimation with Confidence Intervals Forecasting with the Bayesian method Regression and Trend Analysis Other Classification Analyses NPV, EVA, ROI, NOPAT, WACC Financial Indicator Trends ALD Integrated Loss Analysis Monte Carlo Analysis Clustering (Anomaly) Analysis 	<ul style="list-style-type: none"> FMEA / FMECA Failure Mode and Effects Analysis HAZOP RCA Root Cause Analysis Event Tree Analysis PEST/STEP Brainstorms CSA - Unit-based Self-Assessment Meetings
Risk Assessment Methods	<ul style="list-style-type: none"> Anomaly Analysis Uncertainty and Break-even Analysis Sensitivity and Tolerance Analysis Scenario Analysis and Stress Tests V@R Value at Risk R@R Income at Risk Suret Performance Analysis Identifying/Selecting Risk Indicator 	<ul style="list-style-type: none"> Critical Factor Analysis Position Analysis 6 Element Cavity Analysis Causal Scenario Analysis Risk-Control-Test Matrices Checklists Delphi Method [All types of Internal and External] Surveys
Risk Classes that We Evaluate by Using Methods ⁽¹⁾	<p>Assessment of the following risks, including but not limited to:</p> <p>Financial Risks Price, Interest, Currency, Commodity, Cash Flow, Credit Default (Counterparty), Collections, Swaps, Sensitivity, Opportunity Cost</p> <p>Operational Risks Market, Resource Shortages, Business Interruptions, Capacity, Inefficiencies, Scaling, Product and Service Failures, Product and Service Pricing Failures, Natural Disasters, Performance Incentives</p>	<p>Assessment of the following risks, including but not limited to:</p> <p>Operational Risks (OHS, Environmental Safety, Accident and Damage, Legal Compliance, Customer Satisfaction, Fraud, Taxation, Organizational Culture, Human Resources, IT Risks)</p>

Sistem Alüminyum Risk Assessment Methodology and Corporate KRIs whose trends are continuously monitored (2022)

HOW WE MANAGE RISK and OPPORTUNITY?

We manage our **financial** risks with a basket mentality, where if the value level of one risk increases, we can turn another risk into an opportunity. Our financial risks are not independent from our operational risks. We assess our market risk integrated with our currency, price (commodity) and interest rate risk and take into account our capital prices and liquidity ratios. We monitor our market risk using specific models and scenario analysis and take necessary measures.



Currency Risk: Sistem Alüminyum's net foreign currency position is positive due to the natural balance of our imported and domestic production inputs and the high share of foreign currency denominated sales in our sales. Unless there is an expectation of a decline in foreign currency prices, we naturally maintain our positive position by balancing the foreign currency ratios contained in other assets and liabilities. In any situation where we cannot maintain a positive position or there is an expectation of a decline in foreign exchange prices, we resort to derivative transactions that change the type of foreign currency or fix the exchange rate in our business processes within the scope of our **"Insurance, Collateral and Hedging Policy"**.

01

Interest Rate Risk: We pursue a balanced portfolio strategy that ensures that the interest burden on our total liabilities does not exceed the interest yield on our total assets. The resources we allocate for investment are also planned with this motto. Thus, we maintain a natural hedge structure in interest rates. In cases where we cannot maintain this structure, we use derivative instruments that fix interest rates. Our finance department is responsible for closely monitoring restructuring opportunities in order to minimize the interest on our liabilities. The criteria and calculation methods to be used in restructuring negotiations are determined by our Early Risk Detection Committee.

02

Price Risk: Changes in commodity prices that constitute our inputs may adversely affect our business from time to time. We take fixed provision actions against these changes within the scope of our **"Insurance, Collateral and Hedging Policy"**. Our sales contracts are created with a dynamic pricing method based on the London Metal Exchange (LME) variable prices, which largely determine the price of our raw material inputs. We use commodity price-fixing derivative instruments to ensure that each order we receive on any given date is delivered to our customers with a certain minimum level of profitability. We reflect our derivative transaction costs in our prices as a risk premium for the quality of service we provide. Our inventory management methods, based on our sales forecasts, allow us to stock input commodities at optimum levels, especially against price increases.

03

Liquidity Risk: Sistem Alüminyum works with high liquidity ratios to meet its 3-month obligations. We closely monitor liquidity ratios and use scientific Cash Cycle Optimization methods to prevent negative developments in this area "without putting our customer satisfaction and competitiveness in the background in maturity management".

04

Receivables (Default) Risk: Sistem Alüminyum insures its foreign receivables. Within the scope of our **"Insurance, Collateral and Hedging Policy"**, it is essential that our receivables are collateralized and sales where the default risk is minimized are rewarded more in accordance with our performance incentive system. We try to obtain the financial profiles of our customers through independent financial intelligence institutions to the extent necessary to ensure total market confidence and we do not make risky sales from the beginning.

05

BUSINESS MANAGEMENT TOOLS THAT SUPPORT ENTERPRISE RISK MANAGEMENT

Business management tools are a set of systems, applications, controls, accounting solutions and methodologies that companies use to cope with changing markets, maintain a competitive position in markets and improve business performance, ensuring that risk is accounted for from the outset.

Business management tools serve the above-mentioned purposes while increasing overall accountability and risk-based decision-making capacities. The business management tools integrated or planned to be integrated into Sistem Alüminyum are listed below.



Internal Management Tool	Description	Progress at SİSTEM ALÜMİNYUM (0-4)
Agile Management	Agile Management increases the value of innovation by using adaptive methods pioneered by Japanese manufacturers and popularized by software developers. Although methods such as Kanban, Lean Development and Lean Start-up are also widely used, SCRUM is by far the most common Agile Management approach. We integrate these approaches into our operation step by step.	 <ul style="list-style-type: none"> Recurrent Innovation Lean Development DevOps Scrum
Balanced Scorecard Model (BSC)	The Balanced Scorecard tool translates the Mission and Vision into a comprehensive set of goals and performance measures that can be measured and evaluated. Our Company has adopted the balanced scorecard model since 2022 and distributed performance incentives according to this model for the first time at the date of this report.	 <ul style="list-style-type: none"> Mission and Vision Management by Objectives Performance Incentives Strategic Balance Sheet
Customer Journey Analytics (CJA)	Today, Customer Journey Analytics is the ability to extract key insights from large amounts of historical customer and operations data, enabling the identification of complex customer patterns. We use the Net Promoter method to measure customer satisfaction and other CRM analytics to see beyond.	 <ul style="list-style-type: none"> Net Promoter System Advanced Customer Analytics Dish (Customer Protection) System Customer Experience Maps
Digital Transformation	To focus our business on opportunities to combine the best of both the digital and physical worlds. In our digital transformation story, driven by the transition to SAP ERP system, we are rapidly integrating digital technologies into our company's strategy and operations.	 <ul style="list-style-type: none"> Wind of Digital Disruption Digitalization Internet of Things SAP Innovation
Collaborative Supply Chain Management (CSCM)	The approach relies on data processing, often with the help of technology, to enable the seamless exchange of information, goods and services across organizational boundaries. It establishes much closer relationships between all links in the value chain to deliver the right products, to the right places, at the right time, at the right costs. SİSTEM ALÜMİNYUM carries out CSCM activities by integrating the SCOR model, one of the value chain analysis techniques, into its structure step by step.	 <ul style="list-style-type: none"> Borderless Institution Collaborative Physical Trade Open Ledger (Transparent Costs) Value-Chain Analysis (SCOR)
Price Optimization Models	Price Optimization Models are mathematical tools that calculate how demand changes at different price levels and then combine this data with information on costs and inventory levels to recommend prices that optimize customer satisfaction and turnover/profit. SİSTEM ALÜMİNYUM continues to work on the effective design and use of such a model. Revenue optimization is carried out with the motto of "right price and right market share in the right market". We started our work by determining the qualifications and specifications of the customers who reacted negatively to our prices together with environmental factors.	 <ul style="list-style-type: none"> Demand-Based Management Pricing Strategy Revenue Development Customer Migration Analysis

Sistem Alüminyum Management Methodologies - Our Management Tools that enable us to follow trends without interruption (2022)

OUR ETHICAL MANAGEMENT

For Sistem Alüminyum, **ethical management** is the easiest way to gain **customer trust**, which we define as "the extra demand of the customer towards the seller that the customer believes will not exhibit opportunism". In short, maintaining our high ethical standards is synonymous with protecting our revenues.

Corporate governance theory defines high ethical behavior specifically in terms of the priority of "avoiding conflicts of interest". High ethical behavior is therefore often characterized as a culture that trickles down from boards of directors, where power is distributed and balanced first-hand.

Internal injustice, disrespect for employees, exploitation of labor and lack of internal controls are all known to undermine a high ethical attitude in companies.

The widespread scientific opinion is that adequate implementation of corporate governance principles will strengthen ethical behavior. With the same conviction, Sistem Alüminyum responds to unethical attitudes within its organization by adopting and implementing corporate governance principles.

Conditions of Corporate Governance	Contribution to our Ethical Maturation
Fair Performance Measurement, Fair Career Opportunities, Fair Wage and Resource Allocation, Humanistic Behavior, Participation, Accessible Information (Transparency)	Increased Employee Engagement
Financial Transparency, Measurable-Discussable Strategic Positioning and Realistic Targets	Reduced Situational Pressure
Segregation of Duties, Internal Control, Matrix Organization (Accountability), Continuous Performance (hence Anomaly) Measurement	Diminishing Opportunities

In this context, the guiding documents, regulations, directives and policies of all our boards and committees are integrated with our **corporate governance principles** (*fairness, transparency, accountability and social responsibility*), which are basically determined by our corporate governance committee regulation.

Our management and staff are required to conduct their activities in accordance with these documents (**Corporate Governance Document Set**).

Our Corporate Governance, Early Risk Detection and Internal Audit Committees, which were launched in 2022 under the chairmanship of a non-executive member of our Board of Directors, are our leadership infrastructures that spread ethical behavior from the top down, reduce conflicts of interest, and directly affect the decision-making mechanisms of our company.

Our 2022 policies on **open door and anti-retaliation, respect for employees and prevention of harassment** set out important new ethical principles and bases for our commitment to the public.

With these two policies and our corporate governance regulation, Sistem Alüminyum has determined the ethical standards (1) that it accepts and will adhere to.

(1) Convention on the Right to Organise and Collective Bargaining (C98), International Labour Organization - Guidelines on Responsible Supply Chain Compliance for Mines in High-Risk and High-Accident Areas, United Nations - Convention on the Rights of the Child, United Nations, International Labour Organization - Convention on Minimum Requirements for Admission to Employment (C138) International Labour Organization

Our **Ethics and Gender Equality board** was established in 2022 to have a unique structure. Some members of our Ethics and Gender Equality board are elected periodically from among the system aluminium personnel, and periodic board members have equal voting rights with other members.

Ethical sanction decisions taken by the board to prevent and punish ethical violations such as **disciplinary punishment, rotation, change of duty, termination of relations with customers and suppliers** are binding for the executive.

Our Early Risk Detection Committee is obliged to take into account the warnings and recommendations of our Ethics and Gender Equality Board, especially regarding risks that create vulnerability to ethical violations. This obligation is recorded in the regulations of both bodies.

Our Ethics and Gender Equality Board has also determined our 2022-2025 **Ethical Maturity Program** (ethical compliance program) and decided to continuously update it according to the needs. Compliance with this program and progress is monitored and evaluated by our board, which meets monthly. At the time of the preparation of this report, our "independent" ethics hotline has been launched in accordance with the program and made accessible to the public, and our disciplinary regulations have been updated within the scope of the ethical maturation program.



Ethics Training Programs are conducted by our Human Resources Department under the supervision of our Ethics and Gender Equality Board.

Department-based Ethical Audits will be implemented under the supervision of the Internal Audit Unit starting in the last quarter of 2023 and will be reported directly to the Ethics and Gender Equality Board.

At the minimum, Departmental Ethics Audits include the following aspects:

- Compliance with the Separation of Duties
- Incentives and Penalties
- Working Hours, Leave and Travel
- Compliance with Expenditure Authorization Matrix
- Proximity/Relationships (with each other)

The ethics hotline, which we have established with the support of the international consultancy company KPMG, is available 24/7 for all members of the public, without exception, to make verbal and written ethics reports and notifications. The phone number and web page providing service in this regard are fully under the control of KPMG and our company does not have access to this phone number and web page.



Reports and notifications made to **our ethics hotline** can be made anonymously according to preference, and within the scope of the contract between Sistem Alüminyum and KPMG, the identity of the reporters who choose to hide their identity is not disclosed to our company.

Don't turn a blind eye, take action!

Report all unethical behavior such as corruption and fraud to the **KPMG Ethics Hotline.**

Sistem Alüminyum & KPMG Ethics Hotline Promotional Posters (2023)



OUR INTEGRATED MANAGEMENT SYSTEM POLICY

As Sistem Alüminyum family, we focus on the principles of customer orientation, leadership, employee commitment, process approach, improvement, evidence-based decision making and relationship management in our integrated management system. Our system aims to protect the environment, which we see as "the trust of generations", prevent environmental pollution, use natural resources efficiently, minimize waste and ensure that it is disposed of in accordance with the legislation. In addition to these, we prioritize fulfilling legal requirements completely and keeping up to date with the relevant laws.

Within the framework of our policy, we are undertaking to do the following:

- To be preferred by our customers by understanding customer expectations and needs correctly and responding quickly,
- To have the responsibility to maintain and improve customer satisfaction,
- Continuous improvement of the quality management system and progress towards professional excellence by improving the production processes,
- In order to increase the motivation of employees, to act fairly in the activities carried out and to develop and expand the knowledge, skills, awareness and responsibility behaviors of our employees in parallel,
- To use our limited natural resources and energy efficiently by minimizing the negative environmental impacts arising from our activities and to be transparent while carrying out all our activities with a human and environmental focus,
- To accept compliance with all legislation and administrative regulations related to occupational health and safety as a basic requirement and to take necessary measures to prevent occupational/environmental accidents and occupational diseases,
- To contribute to the development of our existing suppliers in order to be reliable while continuing our work,
- To source energy efficient products and services from our suppliers,
- We will fully comply with national/international legal regulations,
- To manage our business risks effectively to make our integrated management system more efficient and effective,
- To reduce wastes at source within the framework of the life cycle; to ensure reuse, recycling and legal disposal of the necessary ones,
- To set an example for all our competitors and stakeholders, including product safety, by leading the way in our sector; to continuously review our quality, environmental and occupational health and safety practices together with our policy with a risk and opportunity-oriented approach, taking into account technological developments, stakeholders' demands, expectations and requirements,
- To provide information and necessary resources for the realization of goals and objectives.

We are committed to establishing and maintaining the concept of total quality in our company in line with our policies and values with all our employees.



OUR BOARDS AND COMMITTEES

For Sistem Alüminyum, **boards and committees** are not only organs that control the execution on the axis of the proxy problem or save time for the Board of Directors with their technical expertise, but also organs that are expected to contribute directly to the guiding leadership role of our Board of Directors.

BOARDS

• Ethics and Gender Equality Board

The purpose of our Ethics and Gender Equality Board:

To provide employees with a work environment where they can feel safe and focus on work by eliminating motivations that undermine fairness, honesty and transparency throughout the company, and to spread a high culture of ethical behavior within and around the company by ensuring that an adequate Corporate Ethics Maturation Program is followed.

• Disciplinary Board

The purpose of our Disciplinary Board:

To ensure that we act in accordance with our policy and management, and to protect the confidentiality of the issues and files that come to the board.

• Information Security Board

The purpose of our Information Security Board:

To support the information security culture of our employees to ensure the security of information in physical and electronic environments, to reduce risks and to continuously improve the information security management system.



• Occupational Health and Safety Board

The purpose of our Occupational Health and Safety Board:

To ensure the implementation of work accidents, causes of work accidents, occupational diseases, possible risks within the scope of OHS and to determine the measures to be taken.

• Energy Board

The purpose of our Energy Board:

To ensure KPI evaluation by conducting department-based energy monitoring on a monthly basis for energy efficiency, to create energy efficiency projects based on the current situation analysis and to ensure the follow-up of the issues.

• Environment Board

The purpose of our Environment Board:

To maintain compliance with environmental legislation, to determine environmental actions within the scope of current environmental situation analysis and to contribute to raising awareness of employees on environmental issues.



COMMITTEES

• Corporate Governance Committee

The purpose of our Corporate Governance Committee:

To safeguard sustainable growth by defining our business model and long-term plans, addressing stakeholder concerns, undertaking social responsibilities beyond this and establishing an effective risk management framework.

To create a dynamic governance framework by establishing a well-functioning board of directors with a balance of power, employing competent executives, evaluating compliance with plans, creating an ethicsbased corporate culture, and establishing infrastructures that support good decision-making.

To build trust by developing effective communication with shareholders and other stakeholders.

• Early Risk Detection Committee

The purpose of our Early Risk Detection Committee:

To incorporate risk management processes into the operation and functions of the company from the design and planning stages of strategies, and thus to ensure that decision-making mechanisms work more prudently and more accurately for the benefit of all stakeholders.

• Internal Audit Committee

The purpose of our Internal Audit Committee:

To add value to operations and organization by systematically monitoring governance, risk management and control actions on behalf of the Board of Directors, verifying the actual performance of the executive and independent of the administrative hierarchy.

• Sustainability Committee

The purpose of our Sustainability Committee:

To identify and control changes within the scope of sustainability, important issues that will affect the company, risks, opportunities and measures to be taken.

• Strategic Planning Committee

The purpose of our Strategic Planning Committee:

To prepare the strategic business plan of the company in the light of the objectives of the Board of Directors of Sistem Alüminyum, to ensure that all strategy activities to be carried out for strategy purposes proceed in a controlled manner and to make recommendations.

• Supply Chain Committee

The purpose of our Supply Chain Committee:

To ensure the creation of strategies and business models that will increase customer satisfaction by ensuring the integration of the basic business processes in the chain that ensure the flow of materials and information so that the right product and service reaches the customer at the right time, in the right place, at the lowest possible cost for the entire supply chain.

• Innovation / Suggestion Evaluation Committee

The purpose of our Innovation / Suggestion Evaluation Committee:

To ensure the development, planning and research of new products that Sistem Alüminyum plans to introduce to the market as a result of market conditions, competition, market share analysis and R&D activities.

• Digitalization Committee

The aim of our Digitalization Committee:

To support Sistem Alüminyum to adapt to today's digital transformation process and to support them to prepare technologically in their target markets as global players.

• Personal Data Protection Law Committee

The purpose of our Personal Data Protection Law Committee:

To ensure that the processes of protection, storage, processing and destruction of personal data are carried out in accordance with the Personal Data Protection Law Committee Legislation and Policies.

OUR CORPORATE SUSTAINABILITY POLICY

We consider our company's corporate sustainability policy as fulfilling our responsibility towards our stakeholders in the region where Sistem Alüminyum facilities are located and throughout the country. For this reason, we consider the **"sustainability"** approach and **"corporate social responsibility"** practices together in line with the creation of a value integrity with suppliers, dealer network and all stakeholders.

Our corporate sustainability policy covers the following principles on the basis of environmental, social and corporate governance:

- To continuously improve all processes by managing risks effectively,
- To work with the principle of zero accidents in occupational health and safety,
- To improve company performance and the efficiency of production,
- To provide an open communication environment by encouraging employees to actively participate,
- To use energy efficiently, to protect environmental balance and natural resources,
- To increase stakeholders' knowledge and social awareness on climate change,
- To pursue a sustainable environmental management policy based on national environmental legislation, relevant environmental standards and the best technologies in this field,
- To ensure information security and business continuity in all its activities,
- To comply with national and international regulatory requirements,
- To manage relations with stakeholders in a transparent manner and with common sense,
- To ensure continuity in customer satisfaction,
- Developing its suppliers towards sustainability practices,
- To share sustainable environmental policy practices with the public in a transparent manner,
- To present corporate social responsibility activities to stakeholders in line with company strategies, goals and priorities,
- To adopt corporate governance principles, especially ethical values, as a corporate culture.

Our Corporate Social Responsibility Approach:

- We carry out our sustainability approach both within the organization and within the framework of social activities for the community, taking into account the criteria of corporate social responsibility and impact on society.
- Within the framework of sustainability governance, we focus on topics such as climate change activities and emission rates, product portfolio and product strategies, markets and customer satisfaction, R&D management, world-class production and management standards, energy efficiency, environmental management systems, occupational health and safety, working environment and talent management, supply chain management, and dealer network. We consider the preparation of sustainability reports on climate change, environment, occupational health and safety, corporate governance, ethical values, supply chain and social responsibility as the basic assessment of sustainability policy.



OUR PERSPECTIVE ON SUSTAINABILITY

In accordance with the sustainability policy we have adopted; we embrace the understanding of **"Continuous Improvement and Moving to Further Goals"**. With this understanding, we create a sustainable corporate culture in all our processes and take into account sustainable development goals in the environmental, social and economic context. We aim to contribute to global sustainable development and global sustainable growth with all our actions.

As Sistem Alüminyum, with the participation of our stakeholders, we have established our sustainability strategy by determining our sustainable development goals in the environmental, social and economic context.

ENVIRONMENTAL



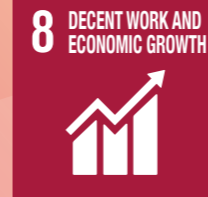
Realizing production in accordance with climate change and energy management issues in order to leave a better world for future generations.



SOCIAL



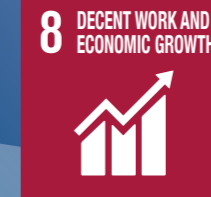
Ensuring corporate governance by giving importance to employee satisfaction, occupational health and safety, equal opportunity and diversity.



ECONOMICAL



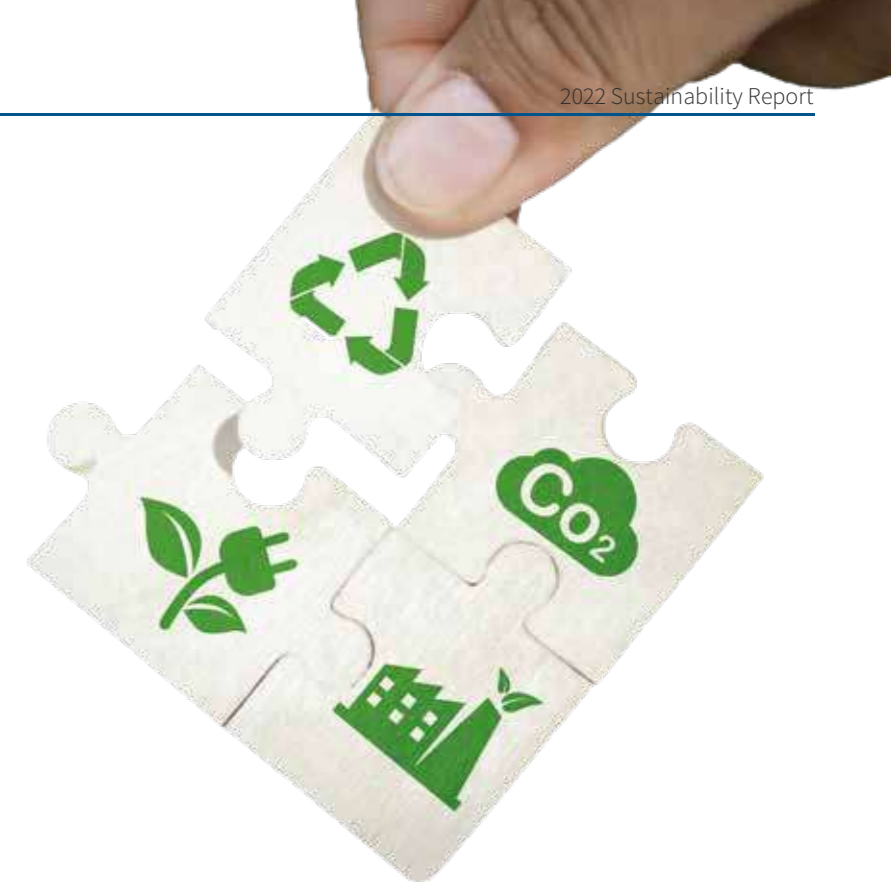
Ensuring economic growth based on economic performance, digital transformation and customer satisfaction in accordance with the circular economic model.



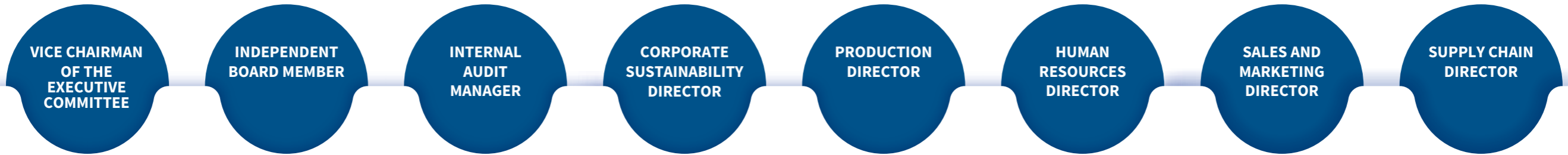
SUSTAINABILITY MANAGEMENT

Established in 2022, the Sustainability Committee and the Sustainability Working Group carry out important environmental, economic and social activities. We aim to ensure the continuity of the sustainability culture within our company.

Our sustainability committee consists of 9 people, including the chief executive officer, deputy chief executive officer, independent board member, internal audit manager, corporate sustainability director, production director, human resources director, sales and marketing director and supply chain director. Our committee identifies and controls changes in the scope of sustainability, important issues that will affect the company, risks, opportunities and measures to be taken.



COMMITTEE CHAIRMAN CHIEF EXECUTIVE OFFICER



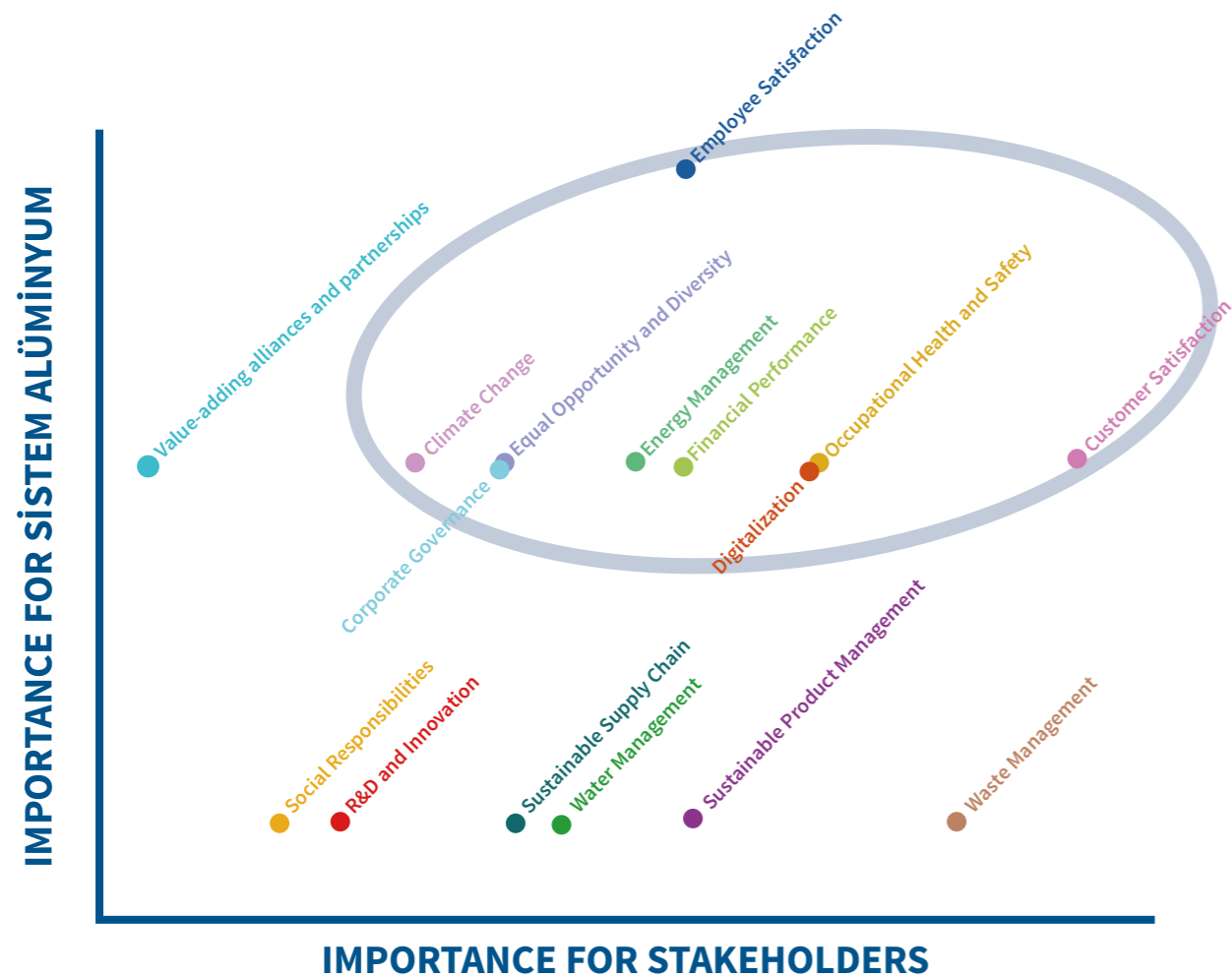
Our sustainability working group consists of 9 people: quality manager, quality management systems manager, environmental engineer, occupational health and safety manager, recruitment and performance manager, marketing and business development manager, purchasing manager, logistics and foreign trade manager and strategic planning manager. Our working group works in an integrated manner with the committee and carries out activities in the context of sustainability.

SUSTAINABILITY WORKING GROUP



OUR SUSTAINABILITY PRIORITIES

While creating our roadmap in our sustainability journey, we identified the most important issues within the framework of our activities and prioritized them in line with the expectations and needs of all our stakeholders. We conducted the materiality study through surveys we organized for our customers, suppliers, employees and Board of Directors. In our study, we identified our strategic sustainability goals by addressing the material issues for our stakeholders and us in an environmental, economic and social context.



OUR SUSTAINABILITY STRATEGY

	Priority Issues at Sistem Alüminyum	UN Sustainable Development Goals	Strategic Objective
ENVIRONMENTAL	Climate Change	7 ACCESSIBLE AND CLEAN ENERGY	Accessible and Clean Energy Corporate and Environmental Sustainability, Ensuring Corporate Sustainability by Managing All Risks
	Energy Management	13 CLIMATE ACTION	Climate Action Corporate and Environmental Sustainability, Ensuring Corporate Sustainability by Managing All Risks
SOCIAL	Occupational Health and Safety	3 HEALTHY AND QUALITY LIFE	Healthy and Quality Life Ensuring Corporate and Environmental Sustainability, Occupational and Worker Safety
	Equal Opportunity and Diversity	5 GENDER EQUALITY	Gender Equality Motivated, High Performance, Creating Human Resources Aligned with Strategy
	Employee Satisfaction	8 DECENT WORK AND ECONOMIC GROWTH	Decent Work and Economic Growth Maintaining Continuous Development Systematic, Developing a Performance-Based Sustainable Wage and Benefits Policy, Creating a Flexible and Agile Working Environment
	Corporate Governance	8 DECENT WORK AND ECONOMIC GROWTH	Corporate Governance Developing a Performance-Based Sustainable Wage and Benefits Policy and Creating a Flexible and Agile Working Environment, To Complete the Preparations for the Establishment of the Official R&D Center
ECONOMICAL	Financial Performance	8 DECENT WORK AND ECONOMIC GROWTH	Decent Work and Economic Growth Increasing Sustainable Profit, Increasing Corporate Value, Ensuring Asset Efficiency, Growing in Existing Markets, Chasing Opportunities in New Markets, Target Customer, Product and Growing in Markets, Implementing Marketing Activities,
	Digitalization	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Industry, Innovation and Infrastructure Establishing the Informatics Infrastructure to Feed Decision Support Processes Accurately and Quickly
	Customer Satisfaction	12 RESPONSIBLE PRODUCTION AND CONSUMPTION	Responsible Production and Consumption Increasing New Product Development Efficiency, Improving Customer Relationship Management Efficiency by Establishing CRM Infrastructure, Ensuring Effective Management of Customer Projects, Ensuring Service Excellence, Reducing Quality Losses, Increasing Operational Efficiency, Securing Appropriate Raw Material and Logistics Supply

Our target

As the Sistem Alüminyum family, within the scope of our sustainability priorities; we aim to reduce our carbon footprint by 55 percent in 2030 with the emission management process and energy management process and to be carbon neutral in 2050, to ensure corporate governance by prioritizing employee suggestions, employee satisfaction and equal opportunity, to realize innovative product production that will ensure customer satisfaction with responsible production and consumption awareness with the digital transformation project we continue.

“BY 2050, WE AIM TO BE CARBON NEUTRAL.”

CO₂

Our Works

- We started our work for Environmental Product Declaration (EPD) for Raw Aluminium Profile, Anodized Aluminium Profile, Painted Aluminium Profile and Aluminium Composite Panel.
- We realized our carbon footprint calculations in 2020, 2021 and 2022 within the scope of ISO 14064-1 standard. We verified our carbon footprint calculation for 2022 within the scope of ISO ISO 14064-3. We have created our action plan to reduce and control our emissions.
- In order to ensure energy efficiency and reduce our emissions, we started our work to establish a GES with our green energy investment in 2022. With our investment, we aim to use 25% of our energy from renewable energy sources.
- In 2021 and 2022, we made our ISO 14046 water footprint calculation studies. We verified our 2022 water footprint calculation within the scope of ISO 14046. We have created our water footprint reduction action plan to ensure water efficiency.
- In 2022, we made improvements in our social areas with 297 suggestions received from our employees.
- Within the scope of occupational health and safety, we prepared a risk booklet and raised awareness of our employees about past accidents and potential accident risks.
- We made improvements to our production lines within the scope of occupational health and safety through production-based risk analyzes.



DIGITAL TRANSFORMATION

In our digital transformation project, which we started in 2022, we worked meticulously to determine our digital transformation strategies and our appropriate target operational model. In this process, we considered our improvement targets as a whole regarding maturity analysis studies, global mega trends, sustainability goals, internal external risks and other global issues. Then we created our mission model, value model, business model and digital transformation model.

Digital Transformation Strategy: Digital transformation strategy is to realize the plateaus we target with the transformation principles we have determined by considering the operational model, target competencies, processes, way of doing business, organizational culture of Sistem Alüminyum beyond technology applications, political, economic, socio-cultural, environmental analysis, maturity analysis, risks and trends in the world, best practices in technology, taking into account the current strategic goals.

Digital Transformation Vision: We aim for industry leadership and global competitive advantage by offering first-class Aluminium Products and best-in-class industrial solutions with digital technology, customer focus, ethics, legal compliance, safety, business partner integrity and commitment to sustainable environment.

Digital Transformation Goals

In line with the mission and value model, we have identified transformation expectations and initiatives under 5 main goals. With these 5 main goals, we aim to complete the first phase of our digital transformation plan.

These 5 main goals are as follows:

1. Digital Engagement
2. Digital Service Optimization
3. Digital Ecosystem
4. Governance, Sustainability and Energy
5. Digital Operation Model

In order to achieve the goal of digital transformation and create a sustainable business model, we first determined the most appropriate business model and aligned these goals that we want to achieve in the technology architecture. In this direction, we studied not only the economic model, but also the Social Stakeholder Model and Environmental Sustainability Models.

TRANSFORMATION FROM PLANNING TO EXECUTION





R&D AND INNOVATION

As Sistem Alüminyum, we produce products with an innovative perspective for different sectors such as aviation, maritime, automotive, construction, white goods, lighting and energy. We work by developing our projects in line with sector and market needs. Our goal is to produce high value-added products by combining R&D and innovation with a sustainability perspective and by adding our outputs resulting from our production activities to the circular economy.

In our R&D laboratory within our factory; Aluminium billet structure, casting methods, process improvement studies, especially extrusion and forging methods, raw material development studies, heat treatment studies and TÜBİTAK Projects are carried out. There is a casting line where test castings are made, metallography laboratory, heat treatment furnaces, mechanical tests laboratory.



ECONOMICAL PERFORMANCE

As a fully integrated facility in Türkiye with 5 melting furnaces, 22.000 mold archive, 9 press lines, 3 anodizing plants, 2 electrostatic powder coating plants, 4-station heat treatment plant, 5-axis CNC machining center, 2 forging press lines and 2 composite panel lines; in addition to its aesthetic and highperformance solutions in the architectural field, it develops special solutions for many sectors from automotive to white goods, from maritime to aviation, 130.000 tons/year billet, 4,000 pieces/year mold, 103.000 tons/year profile, 24.000 tons/year anodized profile, 12.000.000 pieces/year special anodized profile, 20,000 electrostatic powder coated profile, 600 tons/year wood transfer coating, 5.000 pieces/day aluminium forging press and 6.000.000 m²/year composite panel production capacity.

As of 2022, we have conducted commercial activities in over 70 countries. In 2018, 2019, 2020 and 2022, we were selected as an export leader organization by receiving the "IDDMMB - Metallic Stars of Export: Category First Prize" in 2018, 2019, 2020 and 2022.



Thanks to our sustainable growth-oriented investments, we have doubled our sales in the last 6 years and **increased our turnover to over 310 million dollars in 2022.**

We will continue to grow in 2023 with the special solutions we offer to our customers, our 29 years of experience and our innovative vision.



SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Our "Sustainable Supply Chain" perspective shapes the basis of our business responsibilities. We expect this approach from all our suppliers and stakeholders and we build our relationships within the framework of ethical rules in environmental, social and economic dimensions. Our environmental actions include minimizing the use of natural resources such as water and energy, reducing waste, using recycled materials and products, and reducing greenhouse gas emissions. Our social actions focus on topics such as improving working conditions, reducing accidents, ensuring occupational health and safety, increasing employment and training. On the other hand, our economic actions focus on issues such as increasing productivity with the value chain, reducing costs, ensuring customer service standards, market compatibility, localization, innovation and digital transformation.

By integrating the United Nations (UN) Sustainable Development Goals into our supply chain processes, we reference the topics of "human rights", "labor standards", "environment" and "anti-corruption" in the selection and evaluation criteria of our suppliers. We are expanding our practices to support the sub-goals of the United Nations Sustainable Development Goals. We evaluate laws and standards such as the German Supply Chain Act, Ecovadis, ISO 24000, ISO 28000 in terms of "Sustainable Supply Chain Management".

We complete the links of the Sustainable Supply Chain from end to end with practices such as "Green Purchasing", "Efficient Resource Planning", "Green and Reverse Logistics" within our Purchasing, Planning, Logistics and Foreign Trade Directorates. We instantly monitor all risks that may threaten our Sustainable Supply Chain through "PESTEL" and "RAQSCI" analyses, and take the necessary actions as soon as possible to ensure the continuity of the chain. We shape our supply chain operational excellence according to the SCOR DS Model criteria.



We have selection criteria and an approved evaluation list to include our suppliers, who are our solution partners for sustainable supply chain management, in our portfolio. At this stage, we attach importance to certain factors such as the financial structure, technological competence, references and sustainability strategy of our suppliers. We select our suppliers by evaluating them according to the supply of products that meet the conditions. The products we purchase include all products and services that affect customer requirements. We monitor supplier performance with data such as fulfillment of the requirements of the shipped product, customer processes that allow blocking and stopping delivery, delivery performance, number of freight incidents, customer exception notifications (quality level drops), field returns, audit score and supplier document status. We contribute to the development of our suppliers through audits and performance evaluations we conduct with them. We intensively prefer local suppliers to add value to the national economy. In 2022, we procured 94% of our products from domestic and 6% from foreign companies.



STAKEHOLDER RELATIONS

We define each individual and group that affects or is affected by the achievement of our company goals as our stakeholders. Our interaction with our stakeholders is important to us. We manage our relationships with stakeholders properly in order to be financially, socially and environmentally successful in the long term and to create sustainable policies.

Our aim is to assess the needs of all our stakeholders through different engagement processes and ensure that they are appropriately transferred to the market.



MANAGEMENT

Executive Committee Meetings
Board of Directors Meetings
Stakeholder Analysis Survey

CUSTOMERS

Fairs
Customer Audits
Customer Satisfaction Surveys
Stakeholder Analysis Survey

EMPLOYEES

Department Meetings
Employee Satisfaction Surveys
Stakeholder Analysis Survey

SUPPLIERS

Supplier Audits
Supplier Visits
Stakeholder Analysis Survey

OCCUPATIONAL HEALTH AND SAFETY

As Sistem Alüminyum, the health and safety of our employees is of utmost importance to us. In accordance with our integrated management system; we see it as a basic requirement to comply with all legislation and administrative regulations regarding occupational health and safety. We take the necessary measures to prevent occupational/environmental accidents and occupational diseases and carry out improvement works.

Within the scope of occupational health and safety, we routinely conduct risk analysis to identify risks in the field and take necessary actions. In 2022, we prepared a comprehensive risk booklet specific to all our production departments by compiling data on occupational accidents, risk analysis reports, near-miss incidents and nonconformities detected during field inspections in previous years. In this context, we aim to raise the awareness of our employees on occupational health and safety and to raise awareness of all our personnel in order to prevent possible accidents, injuries, occupational diseases, dangerous actions and behaviors.



Our employees are recruited by an occupational safety specialist in accordance with the Regulation on the Procedures and Principles of Occupational Health and Safety Training of Employees. In addition, we take care to ensure that all our employees complete Basic Occupational Health and Safety Trainings before starting work.

In 2022, we provided occupational safety training to 553 personnel, occupational health training to 393 personnel, emergency teams training to 88 personnel, notification of occupational accidents and legal obligation trainings to 55 managers, and contributed to raising awareness on this issue. In accordance with the OHS Law, we completed the OHS renewal trainings of 514 personnel who started work in 2019-2020 and before. In 2022, we provided a total of 7915 man-days of training. In addition, we provided 100 personnel with simulator-supported safe forklift use and 213 personnel with OHS awareness trainings with creative drama.



EMPLOYMENT IN SİSTEM ALÜMİNYUM

On the road we set out with the goal of sustainable corporate growth, we include value-added colleagues to our family with our motto "WE, not me". At Sistem Alüminyum, our priority in employment processes is to protect the health and safety of employees, support their personal and professional development, and provide them with a fair working environment where all their rights are protected.

In the employment processes, we stay in contact with the employee even before he/she starts work, inform him/her about the first day of work, organize all processes to ensure that he/she does not feel out of place, and observe his/her motivation by staying in contact with our employees through the individual performance system we apply to our employees throughout their working life.

**Not Me
WE!**

SİSTEM ACADEMY

We established Sistem Academy in 2022 with the aim of becoming a developing organization with online and face-to-face training program structures and different training tools that will support the development of the company culture.

Vision

To train innovative, productive and solution-oriented employees who have adopted the continuous development awareness needed in parallel with the company's strategies and goals.

Misyon

To be an organization that develops together by raising qualified employees who are open to development, participatory, creative and positive thinking, who are experts in their work, through employee-oriented training and improvement activities.

WE TRANSFORMED OUR CLASSICAL TRAINING APPROACH INTO AN ACADEMY PERSPECTIVE!

Classical Training System

- Instant reactionary approach
- In a classroom setting, one time
- To develop short-term job competencies
- Targeting specific people

Academy Perspective

- A proactive, centralized structure
- Information linked to business strategy
- An employee development-oriented structure that supports corporate development and growth
- Training programs where the added value of the results of the trainings can be measured



TRAINING AND DEVELOPMENT

The training and development activities carried out to train the human resources needed in parallel with the Company's strategies and targets are organized under 4 main headings under the roof of Sistem Academy.

These titles are as follows:



Professional Development

Programs carried out to improve the professional development of employees at all levels within the scope of training needs analysis

- Orientation Programs
- On-the-Job Training
- System and Process Trainings
- Occupational Health and Safety Trainings
- Legally Mandatory Vocational Programs
- Professional Seminars, Fairs, Congresses
- Master Programs

Leadership Development

Programs for senior and mid-level managers in line with the Company's strategies and targets

- Executive Development Program
- Director Development Program
- Coaching Program

Talent Development

Programs carried out for the development of employees within the scope of Talent and Career Management practices

- Internal Trainer Program
- Rotation and Job Changes
- Coaching Program

Personal Development

Within the scope of the training needs analysis, programs carried out to develop employees at all levels on personal issues regardless of their current role

- Personal Development Trainings



TRAINING AND DEVELOPMENT ACTIVITIES

- The orientation program, which was created as 20+ departments for white collars and 7 departments for blue collars, has been detailed, making it more efficient to understand the flow of processes.
- While the white-collar orientation program is being carried out, there are Department Orientation Officers and Buddy applications.
- Department Orientation Officers, who are designated for each department, convey the workflows they deem necessary for their departments to the new employee.
- Buddy is selected by the manager of the new employee. Buddy is a colleague of the new employee from the same department and is assigned to accompany the orientation process. It enables employees to spend their first weeks in the company in a comfortable way, to get to know the working environment and company culture quickly, and to learn the information or systems they may need first-hand. The aim is to ensure a productive and healthy employee experience.



Sistem Akademi



Sistem e-Academy is Online!

Valuable online trainings for Professional, Leadership, Talent and Personal development, which you can easily access anytime and anywhere, are waiting for you at Sistem e-Academy!

The Sistem Academy development catalog has been developed together with more than 40 experts and consists of more than 600 trainings.

The catalog contains different types of content such as subject specialists, dramatic and animated videos, book abstracts, articles, e-books, interactive content, audio files and simulations that can respond to different learning preferences.



OUR TRAINING ACTIVITIES IN 2022

In 2022, it is aimed to transfer knowledge and experience within the Company, and 34 internal trainers completed the "Internal Trainer Program".



Executive Development Program

It is aimed to use a common language on corporate culture and being a Sistem Alüminyum employee and to develop advanced managerial competencies with coaching and mentoring methods for the executive level in the name of the company's corporate culture, performance and sustainability.

In 2022, 32 Days of Managerial Style Workshops were conducted. A total of 1558 hours of training was realized.

Detail	Total Training Hours
Competency Set Awareness Set Training was provided to the Human Resources Organizational Development Department (5 participants)	70
Personal Awareness, Emotional Intelligence and Relationship Management Training was held with the participation of 18 people	288
SistemAl Competency Library Information Training was held with the participation of 23 people	368
Personal Awareness, Emotional Intelligence and Relationship Management Classroom Workshop (Strength in Stress) was held with the participation of 19 people	304
Managerial Competencies: Coaching and Leadership Classroom Workshop was held with the participation of 1-17 people	272
Managerial Competencies / Coaching and Leadership Class was held with the participation of 2-16 people	256

2022 Training Hours	Target	Realized
White Collar	23	50,57
Blue Collar	15	15,79

In 2022, 17492 hours of internal training and 7966 hours of external training took place.



PRINCIPLES OF SUSTAINABLE WORKING LIFE

- We adopt sustainable growth as a principle.
- We adopt common sense, value people and give importance to knowledge.
- We appreciate achievements.
- We respect diversity and difference.

We Care About Our Employees' Ideas

We have activated the Sorwe application for our company so that our employees can reach the screen where they can make their feedback, thoughts and suggestions faster and easier. Thanks to the suggestion wall in Sorwe, our employees can anonymously share their thoughts and requests; celebrate each other's special days such as birthdays and anniversaries; participate in surveys created and quickly be informed about announcements created by the company.



Suggestion System

In our suggestion system, employees express their requests on topics such as cost improvement, increasing occupational safety, quality improvements, productivity increase, information security, new products and innovation, preventing job losses, improving office work, employee satisfaction, 5S, standardization, environment, physical space work, product development, customer satisfaction, maintenance-autonomous maintenance, energy efficiency, time saving and increasing the capacity of production equipment. In the system, which allows our employees to easily enter suggestions by scanning a QR code on their phones, suggestion verifications are carried out under the leadership of the lean office. Scores are evaluated by the relevant unit management based on the subject of the suggestion.

Employees are rewarded at the Kaizen Award Ceremony by requesting an award in line with the points they receive from their suggestions. In this context, 648 suggestions were completed in 2022. Since 2020, the number of suggestions has increased by 71%, and \$1 million 700 thousand was saved from company-wide improvement projects in 2022.



We Care About Our Employees



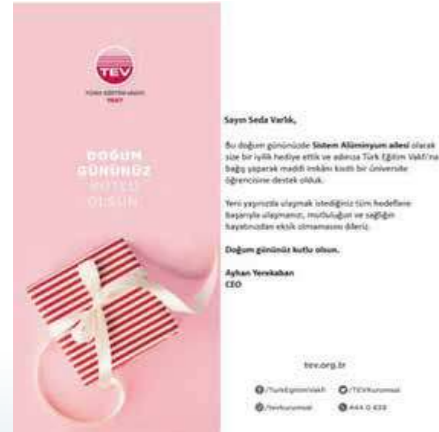
We reward our employees according to their years of seniority. We gave seniority awards to our employees over 5, 10, 15 and 20 years.



We started to give our new colleagues a "Welcome Package" containing the materials they will need.



On March 8 International Women's Day, we made a donation to Turkish Education Foundation in recognition of our female employees and their efforts and contributions to our organization.



With the awareness that skilled workforce will develop this country and that this power can be achieved through education, Sistem Alüminyum San. ve Tic. A.Ş. family, we made a donation to the Turkish Education Foundation on behalf of our colleagues for their birthdays in 2022.

SOCIAL ACTIVITIES

DRAGON FESTIVAL

In 2022, we took our place in the Dragon Rowing Festival, which we regularly participate in every year.



OCTOBER 29TH PAINTING CONTEST

On October 29th Republic Day, we organized a painting contest for the children of our employees.



OUR ENVIRONMENTAL MANAGEMENT SYSTEM

In the environmental context for climate change, which is one of the biggest problems of our time; we work to minimize the environmental impacts we create as a result of our production activities and to ensure the efficient use of resources with responsible production and consumption awareness. While the products are in the design phase, we determine their environmental impacts and take the necessary measures. We aim to minimize our environmental impact with the environmental targets we set for each production department.

With our ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 Integrated Management System, we carry out our activities within the scope of the Environmental Management system with a holistic approach integrated with Quality and Occupational Health and Safety.



In order to adopt environmental awareness and make environmental sustainability a corporate culture, we regularly provide environmental training to our employees.

As Sistem Alüminyum family; we carry out our activities in accordance with environmental laws, legislation and regulations. In this context, we did not receive any administrative sanctions during the reporting period.

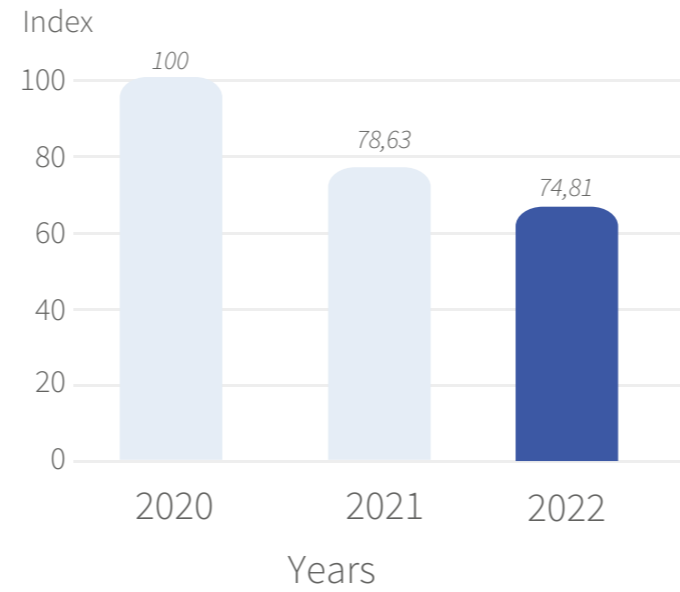


WASTE MANAGEMENT

As part of our sustainability strategy, we continue to work on climate change. The stage of aluminium production that has the highest impact on climate change is raw material production. In this context, in order to use natural resources efficiently, we aim to reduce the proportion of primary aluminium we use in aluminium production and increase the proportion of secondary aluminium use. Our aim is to contribute to industrial symbiosis studies for the reuse of waste with the awareness of circular economy.

There are waste collection bins specific to our production departments in our facility and we separate waste at the source. We keep track of our waste amounts by recording our wastes on a departmental and daily basis. In accordance with the waste management regulation, we store the waste in the temporary storage area and send it to licensed recovery/disposal companies. With the waste management process we have adopted, we were entitled to receive the Zero Waste Certificate issued by the Ministry of Environment, Urbanization and Climate Change in 2022.

Waste Density



Thanks to the waste management process we effectively manage as a result of all our production activities, we have reduced our waste per product by 25% since 2020.



EMISSION MANAGEMENT

With increasing population growth and industrialization, the demand for natural resources is increasing day by day, leaving us with the problem of climate change. In addition, as a result of the unconscious consumption of resources, the damages caused by human beings to nature continue exponentially. Due to these effects, climate change has become a global problem today.

As Sistem Alüminyum, we closely follow climate change, which is our global problem. We know the importance of renewable energy sources in this process, and we realize our investments in this context. With our GES investment, which started to be installed in 2022, we aim to obtain approximately 25% of our electricity from renewable energy sources.

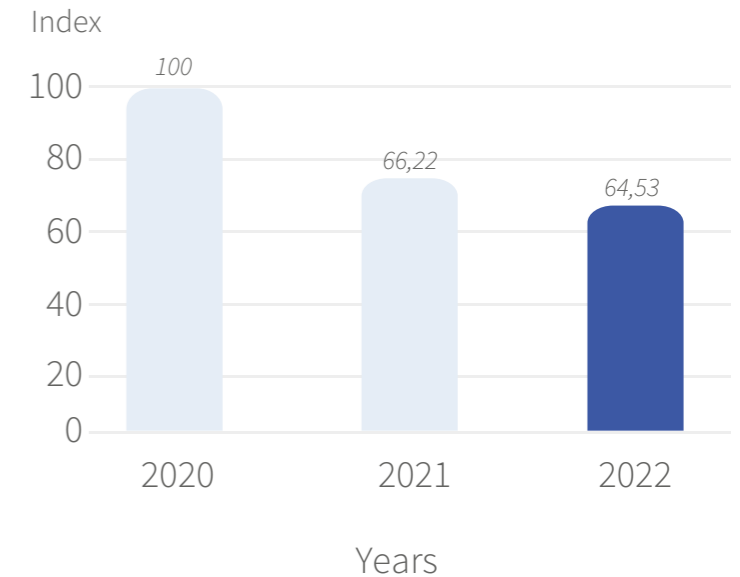


We regularly measure our emission sources to ensure the control of our emissions.

In order to monitor greenhouse gas emissions, we calculate and report our annual base greenhouse gas emissions. In 2020, 2021 and 2022, we performed our carbon footprint calculations within the scope of ISO 14064-1 standard. We had our 2022 carbon footprint calculation verified by an independent audit organization accredited by the EU within the scope of ISO 14064-3. We created our action plan to reduce and control our emissions.

We started Environmental Product Declaration (EPD) studies to measure our emissions on a product basis. We aim to obtain Environmental Product Declaration Certificates for Raw Aluminium Profile, Anodized Aluminium Profile, Painted Aluminium Profile and Aluminium Composite Panel in 2023.

Emission Density



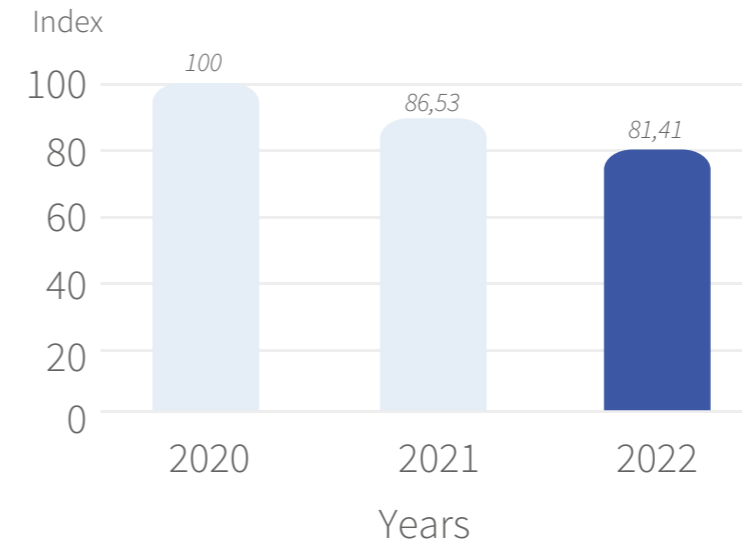
WATER MANAGEMENT

Water is the most important source of life for all living things. It is very important to ensure proper water management in order to use water resources efficiently and sustainably. In order to ensure sustainable water management effectively and accurately at our facility, we carried out our water footprint calculation studies in 2021 and 2022. At the same time, we monitor water consumption on a daily basis and calculate our water intensity with monthly reports.

The waste water generated by our production activities and domestic use is sent to the wastewater treatment plant of the organized industrial zone where our facility is located and treated based on our channel connection permit. We check our discharge standards with wastewater sample analyzes taken from the wastewater discharge point of our facility by a third party on a regular basis every week.

In production areas where water use is intensive, we work with production departments to ensure efficient and sustainable use of water. Since 2020, we have reduced water consumption per product by approximately 18%. In line with our sustainability policy, our goal is to realize our production by using optimum water.

Water Density



We reduced water consumption per product by **approximately 18%.**

ENERGY MANAGEMENT

The importance of energy resources is increasing day by day. Energy management is of great importance in the global fight against climate change. In this context, we carry out energy management processes within the framework of ISO 50001.

We monitor our department-based energy data on a monthly basis and hold monthly energy board meetings for evaluations.

Since the use of renewable energy sources is of great importance in energy management, we conduct research and feasibility studies on renewable energy sources.

Under the leadership of the Investment and Auxiliary Operations Unit, we carry out energy improvement works. In 2022, we achieved an average energy saving of 20-25% in all our production departments through improvements in engine systems, insulation works, improvements in cooling towers, prevention of air leaks, changes in holding times, etc.

We achieved an average **energy saving of 20-25%** in all our production departments.



ANNEXES

PERFORMANCE INDICATORS

	EMPLOYEE DEMOGRAPHICS		
	2020	2021	2022
TOTAL NUMBER OF EMPLOYEES	916	1.171	1.221
NUMBER OF FEMALE EMPLOYEES	147	144	155
NUMBER OF MALE EMPLOYEES	769	1.027	1.066
NUMBER OF WHITE-COLLAR EMPLOYEES	145	138	156
NUMBER OF FEMALE WHITE-COLLAR EMPLOYEES	42	51	48
NUMBER OF MALE WHITE-COLLAR EMPLOYEES	103	87	108
NUMBER OF BLUE COLLAR EMPLOYEES	771	1033	1065
NUMBER OF FEMALE BLUE-COLLAR EMPLOYEES	95	93	107
NUMBER OF MALE BLUE-COLLAR EMPLOYEES	676	940	958
NUMBER OF EMPLOYEES BY AGE GROUP			
30 YEARS AND UNDER	366	482	504
30-50 YEARS	477	571	664
50 YEARS AND OVER	73	118	53
	2020	2021	2022
TRAINING AND DEVELOPMENT	2020	2021	2022
EMPLOYEE TRAINING (NUMBER OF PEOPLE)	907	1.031	1.252
BLUE COLLAR	761	891	1.101
WHITE COLLAR	146	140	151
TOTAL EMPLOYEE TRAININGS (PERSON*HOUR)	11,26	26,08	20,23
BLUE COLLAR	10,42	25,69	15,79
WHITE COLLAR	15,68	28,59	50,57
	2020	2021	2022
OCCUPATIONAL HEALTH AND SAFETY	2020	2021	2022
ACCIDENT FREQUENCY RATE	11,47	13,09	11,79
ACCIDENT SEVERITY RATE	4,97	7,82	6,40
TOTAL HOURS OF OCCUPATIONAL HEALTH AND SAFETY TRAINING PROVIDED TO EMPLOYEES	3.326	7.915	11.930
NUMBER OF ESTABLISHED OCCUPATIONAL HEALTH AND SAFETY COMMITTEES	1	1	1
TOTAL NUMBER OF MEMBERS IN THE BOARD'S OCCUPATIONAL HEALTH AND SAFETY COMMITTEES	12	12	13
NUMBER OF EMPLOYEE REPRESENTATIVES IN ESTABLISHED OCCUPATIONAL HEALTH AND SAFETY COMMITTEES	1	1	1
	2020	2021	2022
EMPLOYEE PARTICIPATION	2020	2021	2022
NUMBER OF SUGGESTIONS	85	1449	3931
SUGGESTED YIELD (\$) a	-	607.000	1.764.000

SOCIAL PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS	TOTAL ENERGY CONSUMPTION			
		2020	2021	2022
	ELECTRICITY CONSUMPTION (kWh)	35.399.529	32.362.459	38.558.830
	NATURAL GAS CONSUMPTION (sm3)	7.673.358	11.236.407	12.401.832
	ELECTRIC ENERGY DENSITY (calculated based on index-2020)	100	76,84	80,07
	NATURAL GAS ENERGY DENSITY (calculated based on index-2020)	100	123,08	118,80
	WASTE MANAGEMENT			
		2020	2021	2022
	TOTAL WASTE AMOUNT (tons)	4.922,47	4.601,73	5.142,06
	HAZARDOUS WASTE AMOUNT (tons)	1.251,94	1.543,06	2.907,64
	NON-HAZARDOUS WASTE AMOUNT (tons)	3.670,53	3.058,67	2.234,42
	AMOUNT OF RECOVERED WASTE (tons)	3.024,35	3.289,50	4.730,59
	AMOUNT OF WASTE GOING TO DISPOSAL (REGULAR STORAGE) (tons)	0	0,002	222,36
	AMOUNT OF WASTE GOING TO DISPOSAL (ENERGY RECOVERY) (tons)	1.898,12	1.312,23	189,11
	WASTE DENSITY (index calculated based on year 2020)	100	78,63	74,81
	WATER MANAGEMENT			
		2020	2021	2022
	UNDERGROUND WATER USE (m3)	230.820	237.081	262.461
	WATER DENSITY (calculated based on index-2020)	100	86,53	81,41
	EMISSION MANAGEMENT			
	2020	2021	2022	
DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1) (tons CO2e)	32.612	22.232	26.028	
ENERGY INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 2) (tons CO2e)	15.930	16.014	16.966	
GREENHOUSE GAS EMISSION DENSITY (calculated based on index-2020)	100	66,22	64,53	

ECONOMICAL PERFORMANCE INDICATORS	FINANCIAL MANAGEMENT			
		2020	2021	2022
	NET SALES (₺)	969.000.000	2.007.000.000	5.050.000.000
SUPPLY CHAIN MANAGEMENT				
	2020	2021	2022	
DOMESTIC SUPPLIER RATIO (%)	94	94	94	

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