

Sistem Al
ALÜMİNYUM

2024

SUSTAINABILITY REPORT

“Inspired by nature,
Enriched by people,
Carried into the future.”

www.sistemal.com

YOUR **FULLY INTEGRATED** SOLUTION PARTNER IN ALUMINIUM!

With our production lines, product diversity, consistent quality and export achievements, we have become a pioneer in our industry, established ourselves as a hub for the most innovative technologies through our R&D investments, and adopted sustainable growth as a principle.



Sistem Al
ALÜMİNYUM

With a human-centered and environmentally conscious approach, at every step we not only aim ror our own success but also strive to add value to our country, embrace the responsibility of shaping the future, and continue this journey with great determination and enthusiasm.

WITH THE LIGHT OF 3 0 YEARS OF EXPERIENCE

moving forward at every step!

www.sistemal.com

SİSTEM ALÜMİNYUM

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Sistem Alüminyum Sustainability Report 2024

What's in our sustainability report?



ABOUT THE REPORT

Traces of the 30th Year in Our Sustainability Journey

As Sistem Alüminyum, we welcome 2024 with the pride of celebrating our 30th year in the industry, considering it an important milestone in our sustainability journey. In this meaningful year, we are very pleased to share our third sustainability report with all our stakeholders, transparently presenting our performance in environmental, social and governance (ESG) areas.

This report covers our activities between January 1, 2024 and December 31, 2024, and has been prepared in line with the Global Reporting Initiative (GRI) Standards and the United Nations Sustainable Development Goals (SDGs). The information presented in the report covers our production facility in Ergene and our headquarters in Istanbul.

By blending our 30 years of industry experience with our sustainability vision, we aim to clearly and comprehensively convey our future commitments and tangible achievements. In this context, we continue to strengthen our commitment to circular economy principles in order to minimize our environmental impacts. Our renewable energy investments, the increase in our recycling rates, and our determined steps to reduce our carbon footprint form the foundation of this vision.

In line with our commitment to providing our employees with an equal, inclusive and safe working environment, we prioritize human-centered practices. At the same time, through social responsibility projects aimed at creating social benefit, we continue to contribute to all segments of society.

This report not only reflects our activities for 2024 but also encompasses our sustainability goals and strategies for the coming years.
With the strength of our 30 years of experience, we once again affirm our determination to continue working towards building a more sustainable future.

On this journey, the contributions and feedback of you, our valued stakeholders, are of great importance to us. Should you wish to share your views and suggestions, you can contact us at sustainability@sistemal.com

MESSAGE TO OUR STAKEHOLDERS

Dear Stakeholders,

When we set out as Sistem Alüminyum in 1994, our aim was not only to manufacture but also to become a brand that provides reliable and innovative solutions shaping the industry. Today, looking back, we take pride in seeing that we have taken significant steps toward this goal and established a strong position in the sector. Since our foundation, we have achieved an average annual growth rate of 30 percent, setting an example in sustainable success.

Currently, with more than 1,200 employees who are the cornerstone of our achievements, we operate in our production facility established on an area of 330,000 m^2 , of which 120,000 m^2 is enclosed. We deliver specialized products and solutions to numerous industries, including construction, automotive, energy, aviation, white goods, marine and lighting. Our production facilities house state-of-the-art machinery in the sector. With 9 presses, we produce 103,000 tons of aluminum profiles annually, while our billet casting line reaches an annual production capacity of 130,000 tons. In anodizing, we perform 30,000 tons and 12 million pieces of special anodizing annually, and in our electrostatic powder coating line, we achieve an annual capacity of 50,000 tons. Our machining plant manages precision processes with a total of 17 CNC machines, including 9-axis, 5-axis, 4-axis and 3-axis systems. In forging, we reach an annual capacity of 7,000 tons, and in aluminum composite panel production, 9 million m^2 . Additionally, we produce 4,000 molds annually and support our production processes with an extensive mold archive of 25,000 units. With our product diversity and production capacity, we strengthen our position not only in Türkiye but also in the global arena.



MESSAGE TO OUR STAKEHOLDERS

Since our establishment, we have been exporting to more than 75 countries across 4 continents, and over the past 6 years we have tripled our exports, contributing to the industry and economy of our country. In 2024, our company, which has played a key role in making Türkiye the leading address for aluminum solutions, was included in the **Turquality Brand Support Program.** Through this program, we aim to make our strong production capacity and export potential felt much more effectively in global markets.

As a company, we continuously advance our production and economic performance through our investments. In 2024, we achieved a turnover exceeding 7 billion TL and realized an investment of 20 million USD in the same year. At this point, with the commissioning of our **Vertical Coating Line**, we accelerated surface treatment processes and began offering our customers a wider variety of higher-quality products in shorter lead times. By implementing our **High-Capacity Storage Facility**, we enabled products coming from production to be stored automatically and quickly directed to the next stage. We increased our composite panel production capacity by more than 50 percent and became able to manufacture panels up to 2 meters in length. We consolidated all our forging machines and processes within a dedicated 2,000 m^2 facility. Thanks to our new forging facility, which represents a strategic inve

Along with all these initiatives, we believe that success is measured not only by production volumes or economic performance but also by environmental and social responsibilities. We place sustainability at the core of our business to leave a more livable world for future generations. With our Sustainability Committee and Working Group established in 2022, we carry out our efforts in this area, and last year we published our second sustainability report. At this point, we stand out in our sector with the importance we attach to renewable energy sources. Thanks to our Solar Power Plant (SPP) project, we generate one-fourth of the energy consumed in our factory from renewable sources.

We are also working diligently to comply with the Carbon Border Adjustment Mechanism, which is part of the European Green Deal. By adopting circular economy principles, we improve our waste management and continue our R&D studies without interruption to reduce the use of primary aluminum and increase the proportion of recycled aluminum. In 2023, we successfully completed the Life Cycle Assessment (LCA) and Environmental Product Declaration (EPD) certification process for our aluminum profile and composite panel product groups. As a result of these efforts, we shared the environmental impacts of our products transparently with all our stakeholders.

MESSAGE TO OUR STAKEHOLDERS

We are continuously advancing our responsible production approach year by year. In 2024, we recovered 99 percent of our waste.

At Sistem Alüminyum, we manage the energy processes in our facilities within the framework of the ISO 50001 Energy Management System. **In line with our carbon emission reduction targets, we aim to cut our carbon footprint by 55 percent by 2030 and to achieve carbon neutrality by 2050.**

In this era of rapidly advancing technology, we see digital transformation not only as a necessity but also as a significant opportunity. By successfully completing the implementation of SAP, one of the most important projects of our digitalization program, we have become able to manage all our business processes on a single integrated platform, from production to sales, from human resources to finance. This allows us to operate based on a single source of data across the organization, analyze this data, and make fast and accurate decisions. As of 2025, in the second phase of our digital transformation program, we aim to implement process automation through **RPA (Robotic Process Automation)** technology, strengthen our strategic reporting processes with AI-supported analytical reporting tools, and enable robotic systems to perform physically demanding tasks that were previously carried out by humans.

Another key area is reinforcing our sustainable production vision through our investments in R&D and innovation. Most recently, we plan to complete the first phase of our “low-carbon product” project in 2025 with the production of “Türkiye’s lowest-carbon aluminum billet” under the brand VERDEX. Our VERDEX billets will contain a much higher proportion of scrap aluminum, thereby reducing dependence on newly processed secondary aluminum.

As we leave 30 years behind,

we grow not only with our achievements but also with our responsibilities, working to carry our industry, our environment and our society toward a sustainable future. With this awareness, we are pleased to share our third Sustainability Report with you.

> “**Green and strong tomorrows will be the work of all of us...**”

Sincerely,

Ayhan Yerekaban
Sistem Alüminyum Chief Executive Officer

www.sistemal.com

01- AN OVERVIEW OF SİSTEM ALÜMİNYUM



ABOUT US

With 30 years of experience and an innovative vision, Sistem Alüminyum leads its field and continues its production activities in its facilities located in Tekirdağ Ergene, established on a total area of 330,000 square meters, including 120,000 square meters of enclosed space. The production hub, which stands out with its fully integrated structure, encompasses mold production, foundry – aluminum billet, extrusion lines, electrostatic powder coating and anodizing facilities, wood coating unit, machining plant and composite panel production lines.

Sistem Alüminyum manufactures in two main product groups: aluminum extrusion profiles and façade systems used in architectural and industrial applications, and aluminum composite panels. In addition, as of 2021, the company has also commissioned its Forging Aluminum Plant.

With its export sales figures, Sistem Alüminyum has been honored at the **"Metal Stars of Export"** award ceremonies organized by İDDMİB, receiving first place in the **"Aluminum Bars and Profiles" category in 2018, 2019, 2020, 2022 and 2024, and second place in 2021 and 2023.** Today, the company exports to more than 75 countries across 4 continents. In the **"Türkiye's Top 500 Industrial Enterprises"** list prepared by the **Istanbul Chamber of Industry,** Sistem Alüminyum ranked 313th in 2024.



Sistem Alüminyum, with its annual production capacity of 103,000 tons of aluminum profiles, develops products and services for many sectors including construction, aviation, marine, automotive, white goods, electrical and energy.

Holding CE, TSE, QUALICOAT (powder coating applications) and QUALANOD (anodizing applications) certifications, Sistem Alüminyum was included in the state-supported Turquality Brand Support Program in 2024.

ABOUT US

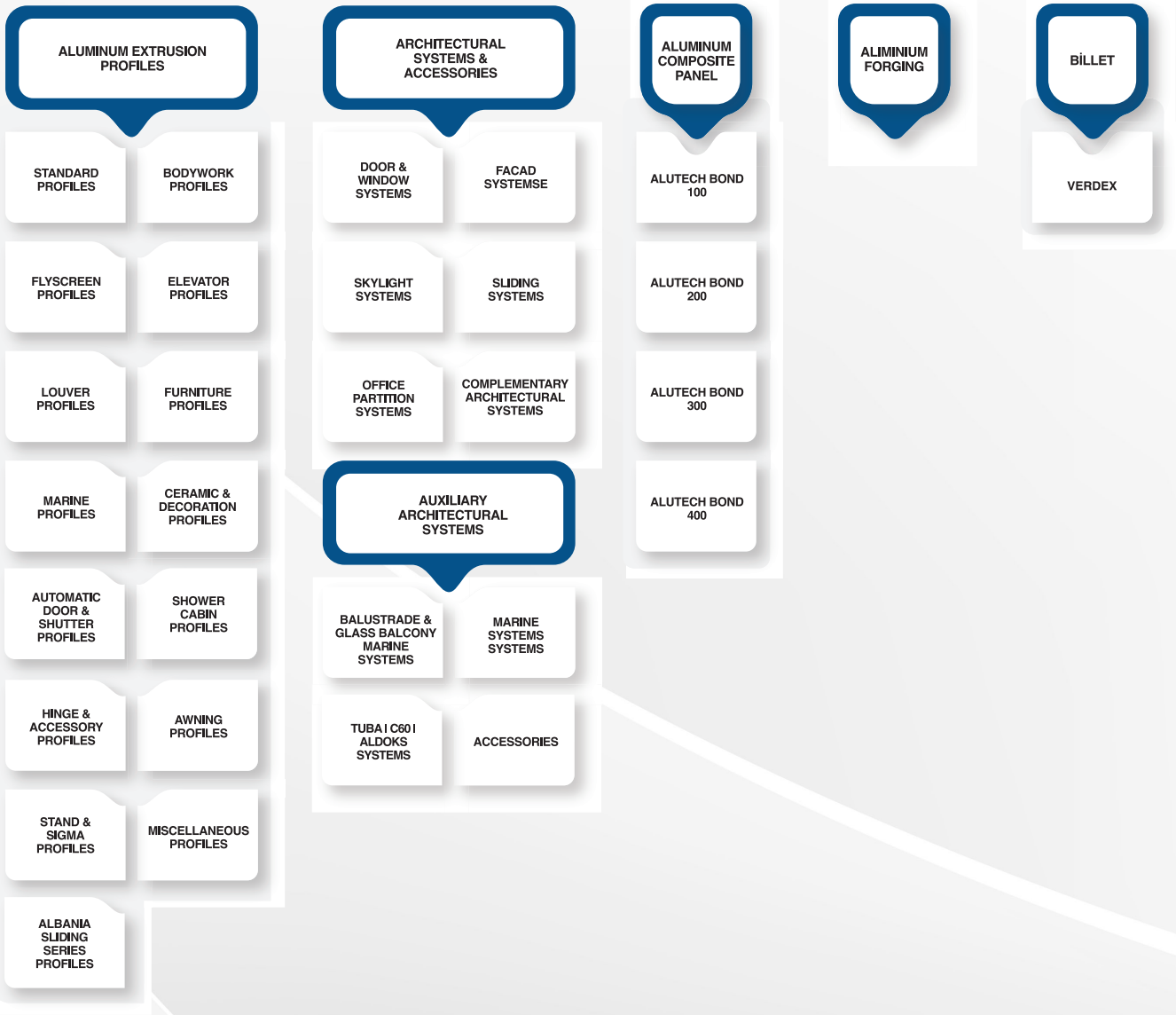


It also holds the following management system certifications:

- **ATF 16949 Automotive Quality Management System**
- **AS 9100 Aerospace, Defense and Space Quality Management System**
- **ISO 9001 Quality Management System**
- **ISO 14001 Environmental Management System**
- **ISO 45001 Occupational Health and Safety Management System**
- **ISO 50001 Energy Management System**
- **ISO/IEC 27001 Information Security Management System**

Sistem Alüminyum ensures product quality with CE, UKCA and TSE certifications. In addition, the company commits to using chemicals that may contain heavy metals only within legal limits and in compliance with **REACH and RoHS** restrictions, adopting an environmentally responsible production approach. Upon customer request, **QUALICOAT** certification is provided for powder coating applications and **QUALANOD** certification for anodizing applications. With the Authorized Economic Operator (AEO) certificate, Sistem Alüminyum carries out its export activities in line with reliability and compliance principles in international trade.

PRODUCT GROUPS



CONSTRUCTION

Solutions:

- Cold forming
- Precision machining
- Flexible and aesthetic solutions tailored to designs
- High efficiency, high test values
- Superior insulation
- Low emission release – clean environment – recycling
- Laser marking
- Colored part anodizing
- 3D measurement capability
- Project-specific solutions
- Innovative design through R&D and Product Development

Competencies:

- Structural profiles and semi-finished products
- Interior cabins and components
- Impact absorption systems
- Special metallurgical solutions for specific requirements
- Product traceability
- ISO 9001 certificate
- Precision CNC cutting
- 5-axis CNC milling
- 9-axis mill-turn machine
- 3D measurement capability
- Drilling and forming
- CNC and NC bending
- Supply of accessory materials and delivery of assembled finished products
- Production of machining fixtures, design and manufacturing of control gauges
- Anodizing and powder coating processes
- Part anodizing and hard anodizing capability
- Final product assembly
- Kit preparation (grouping products with numbered packaging) and special packaging

AUTOMOTIVE

Solutions:

- Cold forming
- Precision machining
- Flexible solutions tailored to designs
- High efficiency
- High performance
- Low emission release – clean environment
- Recycling
- Impact absorption capability
- Laser marking
- Ability to develop custom alloys
- 3D measurement capability

Competencies:

- Structural profiles and semi-finished products
- Interior cabins and components
- Impact absorption systems
- Special metallurgical solutions for specific requirements
- Product traceability
- ISO 9001 and IATF 16949 certifications
- Precision CNC cutting
- 5-axis CNC milling
- 9-axis mill-turn machine
- 3D measurement capability
- Drilling and forming
- CNC and NC bending
- Supply of accessory materials and delivery of assembled finished products
- Machining fixture production, design and manufacturing of control gauges
- Anodizing and powder coating processes
- Part anodizing and hard anodizing capability
- Final product assembly
- Kit preparation (grouping products with numbered packaging) and special packaging

ENERGY SECTOR

Solutions:

- Cold forming
- Precision machining
- Flexible solutions tailored to designs
- High efficiency
- High performance
- Low emission release – clean environment
- Recycling
- Impact absorption capability
- Laser marking

Yetkinliklerimiz:

- Structural profiles and semi-finished products
- Interior cabins and components
- Impact absorption systems
- Special metallurgical solutions for specific requirements
- Product traceability
- ISO 9001 certificate
- Precision CNC cutting
- 5-axis CNC milling
- 9-axis mill-turn machine
- Drilling and forming
- CNC and NC bending
- Supply of accessory materials and delivery of assembled finished products
- Machining fixture production, design and manufacturing of control gauges
- Anodizing and powder coating processes
- Part anodizing and hard anodizing capability
- Final product assembly
- Kit preparation (grouping products with numbered packaging) and special packaging

WHITE GOODS & FURNITURE

Solutions:

- Cold forming
- Precision machining
- Flexible solutions tailored to designs
- High efficiency
- High performance
- Low emission release – clean environment
- Recycling
- Impact absorption capability
- Laser marking
- Colored part anodizing

Competencies:

- Structural profiles and semi-finished products
- Interior cabins and components
- Impact absorption systems
- Special metallurgical solutions for specific requirements
- Product traceability
- ISO 9001 certificate
- Precision CNC cutting
- 5-axis CNC milling
- 9-axis mill-turn machine
- Drilling and forming
- CNC and NC bending
- Supply of accessory materials and delivery of assembled finished products
- Machining fixture production, design and manufacturing of control gauges
- Anodizing and powder coating processes
- Part anodizing and hard anodizing capability
- Final product assembly
- Kit preparation (grouping products with numbered packaging) and special packaging

AVIATION SECTOR

Solutions:

- Cold forming
- Precision machining
- Flexible solutions tailored to designs
- High efficiency
- High performance
- Low emission release – clean environment
- Recycling
- Impact absorption capability
- Laser marking
- Colored part anodizing
- Ability to develop custom alloys
- Hot forming
- 3D measurement capability

Competencies:

- Structural profiles and semi-finished products
- Interior cabins and components
- Impact absorption systems
- Special metallurgical solutions for specific requirements
- Product traceability
- ISO 9001 and AS9001 certificates
- Precision CNC cutting
- 5-axis CNC milling
- 9-axis mill-turn machine
- 3D measurement capability
- Drilling and forming
- CNC and NC bending
- Supply of accessory materials and delivery of assembled finished products
- Machining fixture production, design and manufacturing of control gauges
- Anodizing and powder coating processes
- Part anodizing and hard anodizing capability
- Final product assembly
- Kit preparation (grouping products with numbered packaging) and special packaging

MARINE SECTOR

Solutions:

- Cold forming
- Precision machining
- Flexible solutions tailored to designs
- High efficiency
- High performance
- Low emission release – clean environment
- Recycling
- Impact absorption capability
- Laser marking
- Hard anodizing
- Hot forming
- Alloy development

Competencies:

- Structural profiles and semi-finished products
- Interior cabins and components
- Impact absorption systems
- Special metallurgical solutions for specific requirements
- Product traceability
- ISO 9001 certificate
- Precision CNC cutting
- 5-axis CNC milling
- 9-axis mill-turn machine
- Drilling and forming
- CNC and NC bending
- Supply of accessory materials and delivery of assembled finished products
- Machining fixture production, design and manufacturing of control gauges
- Anodizing and powder coating processes
- Part anodizing and hard anodizing capability
- Final product assembly
- Kit preparation (grouping products with numbered packaging) and special packaging

LIGHTING

Solutions:

- Cold forming
- Precision machining
- Flexible solutions tailored to designs
- High efficiency
- High performance
- Low emission release – clean environment
- Recycling
- Impact absorption capability
- Laser marking
- Colored part anodizing

Competencies:

- Structural profiles and semi-finished products
- Interior cabins and components
- Impact absorption systems
- Special metallurgical solutions for specific requirements
- Product traceability
- ISO 9001 certificate
- Precision CNC cutting
- 5-axis CNC milling
- 9-axis mill-turn machine
- Drilling and forming
- CNC and NC bending
- Supply of accessory materials and delivery of assembled finished products
- Machining fixture production, design and manufacturing of control gauges
- Anodizing and powder coating processes
- Part anodizing and hard anodizing capability
- Final product assembly
- Kit preparation (grouping products with numbered packaging) and special packaging

FROM THE PAST TO THE PRESENT
SİSTEM ALÜMİNYUM

1994
Merter Timber Market Establishment, **750 m² indoor area**

1999
Relocation to Hadımköy Facility, **10,000 m²**

2001
First Export

2005
New Location in Hadımköy, **35,000 m²**

2007
AluTech System Series

2009
AluTech bond Aluminium Composite Panel

2014
Tekirdağ Factory Production, **70,000 m² indoor area**

2016
Foundry Establishment, **50,000 tons/year**

2018
Establishment of A2 Non-Combustible Composite Panel Line, **4,200,000 m² annual production capacity**

2019
7th Extrusion Press Line, 67,000 tons annual production capacity

IATF 16949 Automotive Quality Management System Certificate

2020
Forged Aluminum Plant

2021
8th and 9th Aluminum Profile Extrusion Lines

103,000 tons annual production capacity

Foundry Investments
with 103,000 tons annual aluminum billet production capacity

2022
Solar Power Plant (SPP) Investment

2023
Expanded Machinery Fleet with New CNC Investments

Forging Investment Initiation

2024
SAP

TURQUALITY

Turquality Brand Support Program

High-Capacity Storage Facility

Automatic Transfer Coating Line

Vertical Powder Coating Line Investment

Composite Panel Line Investment

Sistem Al Alüminyum 30

SİSTEM ALÜMİNYUM IN FIGURES

330,000 m² Fully Integrated Production Facility

Total area of 330,000 m² ,including 120,000 m² of indoor space.

Export Championship Award

TURKISH METAL EXPORTERS

At the "Metallic Stars of Export" Awards, we won first place in the "Aluminum Rods and Profiles" category in 2024 with our export figures.

Renewable Energy

We have a solar power plant capacity of 6.5 MW.

313th Place in the Top 500 Industrial Enterprises List

TÜRKİYE'NİN SOKUĞUN SANAYİ KURULUŞU 2016

In 2024, we ranked 313th in the Istanbul Chamber of Industry (ISO) Top 500 Industrial Enterprises List.

1,200 Employees

Number of employees: 1,200.

Eco-Friendly Production

We have started working on the EPD certificate for our low-carbon emission VERDEX product.

Turkish Exporters Assembly

TİM TÜRKİYE İHRACATÇILAR MECLİSİ

We ranked 266th in the Turkish Exporters Assembly list.

TURQUALITY

In 2024, we launched initiatives within the Turquality Brand Support Program.

Our 2024 Turnover

Our 2024 turnover: $209,438,704.

2024 Training Hours

Total training hours in 2024: 22.81 hours per employee.

Our 2024 Export Network

We export to more than 75 countries.

Domestic Capital

100% domestic capital.

YOUR **FULLY INTEGRATED** SOLUTION
PARTNER IN ALUMINIUM!

Sistem Al
ALÜMİNYUM



www.sistemal.com

SİSTEM ALÜMİNYUM

30 Years of Building the Future

Our Investment and Sustainability Journey

We tripled our exports in 6 years



As Sistem Alüminyum celebrates its 30th year in the industry, we continue to grow with investments that shape the future. With a total investment of 20 million USD to be completed by the end of 2024, we are accelerating our growth strategy. Over the past 6 years, we have tripled our export volume, and last year we delivered 64 percent of our total production abroad. Through our investments in production and digitalization, we continue to strengthen our position in both local and global markets.

By developing specialized products and solutions for many sectors such as construction, automotive, aviation, marine, white goods, lighting and energy, we are further consolidating our leadership in the industry in our 30th year. With our new investments and sustainability-focused steps, we are moving decisively toward the future.

In 2024, by further reinforcing our growth strategies, we are maintaining our leadership in the sector with our facility that houses Türkiye's largest aluminum forging press. With our focus on innovation and quality, we continue to set new standards for the industry both in Türkiye and international markets.

In Our 30th Year, We Are Investing in the Future

"The future of the world will bear the mark of aluminum, and the future of aluminum will bear the mark of Sistem Alüminyum."

We aim to close 2024 with a turnover of 7.6 billion TL. With more than 1,300 employees, we continue our operations with an annual production capacity of 103,000 tons of profiles, 9 million square meters of composite panels and 7,000 tons of aluminum forging. With our production strength and product diversity, we are expanding in international markets every day.

This year, we relocated our forging facility to a new 2,000 m^2 area, increasing our capacity. As of 2024, we have made digitalization one of our priority investment areas. At the beginning of the year, we transitioned to the SAP system to make all our business processes more efficient, faster and measurable.

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for
Our Brand Story

Scan the QR code.

Follow us on social media

Wherever there is aluminum, 30 years with confidence...

Sistem Al Alüminyum

“

Preparing for the Future with Our Investments

”

Among our 2024 investments, the vertical coating line, high-capacity storage facility, new composite panel production line, new factory site and capacity increase in our forging plant stand out. In addition, we are placing significant focus on digitalization and institutionalization. By the end of the year, we expect our total investment amount to reach 20 million USD.

“We Have Türkiye’s Largest Aluminum Forging Press Facility”

With our 4,000 and 2,500-ton aluminum forging presses, we achieve high-quality production for heavier and more technical parts. With our new facility, we have increased our forging production capacity by 65 percent.

In line with our R&D and Product Development activities, we are able to develop special alloys for many different fields, particularly automotive, energy, defense and aviation. In this way, we contribute to the wider adoption of aluminum in production and raw material selection.

“We Meet 25% of Our Electricity Consumption from Solar Energy”

We place sustainability at the core of all our business processes. We meet 25 percent of the electricity needs of our fully integrated production facility in Ergene from our solar power plants. With the sustainability reports we have published regularly for the past two years, we document our commitment in this area.

With our strategic production investments, renewed digital infrastructure, multi-sector solutions and sustainability vision, we aim for strong growth both in Türkiye and worldwide. Since 2022, we have held the Zero Waste Certificate. We aim to reduce our carbon footprint by 55 percent by 2030 and to achieve carbon neutrality by 2050.

REFLECTIONS OF 30 YEARS

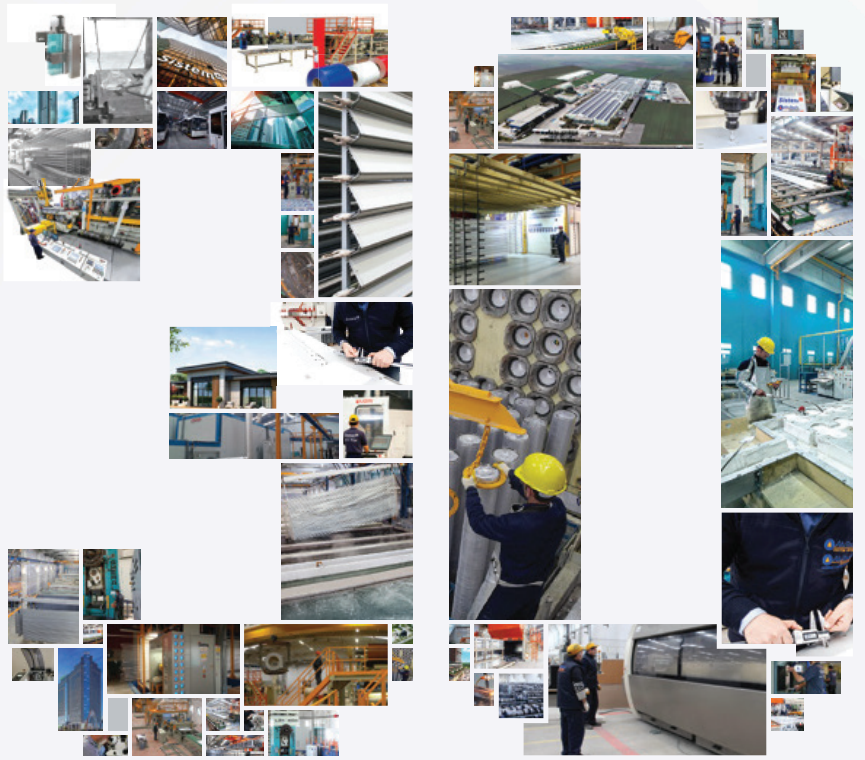
Your Fully Integrated Solution Partner in Aluminium

With our production lines, product diversity, consistent quality and export achievements, we have become a pioneer in our industry, established ourselves as a hub for the most innovative technologies through our R&D investments, and adopted sustainable growth as a principle.

With a human-centered and environmentally conscious approach, at every step we not only aim for our own success but also strive to add value to our country, embrace the responsibility of shaping the future, and continue this journey with great determination and enthusiasm.

With the light of 30 years of experience, moving forward at every step!

Sistem Al ALÜMİNYUM 30 Years



REFLECTIONS OF 30 YEARS



30th Anniversary Gala Night

Detaylar için tıklayınız.



CGI project

Detaylar için tıklayınız.



Cnbc-e Business World Program

Detaylar için tıklayınız.



NTV Business Agenda Program

Detaylar için tıklayınız.



National Press Conference

Detaylar için tıklayınız.



Sectoral Press Factory Tour

Detaylar için tıklayınız.

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Follow us on social media

for

Our 30th Anniversary Adversiting (CGI) Project

Scan the QR code.

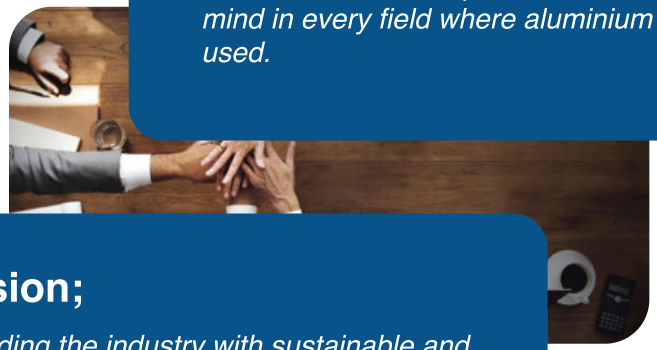


27- CORPORATE GOVERNANCE



OUR MANAGEMENT APPROACH

Our Values;;
As Sistem Alüminyum San. Ve Tic. A.Ş. olarak;
we are a company that is transparent, fair, accountable, responsible, reputable, innonative, reliable, environmentally conscious, people-oriented, knowledge driven, embracing collective wisdom, **customer and solution focused,** and committed to sustainable grpwth.



Vision;

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

Mission;

By leading the industry with sustainable and innovative solutions as well as human-centered and environmentally conscious approaches, it meets the expectations of our stakeholders at the highest level.

Click here for detailed information about our values.

OUR MANAGEMENT APPROACH

As Sistem Alüminyum, we build our corporate governance approach on the principles of transparency, accountability, participation and sustainable value creation. We see adhering to ethical principles in all our business processes, establishing long-term trust-based relationships with our stakeholders, and ensuring fairness in our decision-making mechanisms as our fundamental responsibilities.

We shape our management model with a holistic approach that takes into account not only financial success but also our environmental, social and governance (ESG) performance. We continuously enhance our organizational structure and strengthen our corporate resilience through digitalization, process efficiency and data-driven management practices.

In our decision-making processes, we take into account the expectations of our employees, business partners and society, adopting a multi-stakeholder governance structure. In this context, while defining our company strategies, we evaluate both short-term operational efficiency and our long-term sustainability goals in a balanced manner.

Sistem Alüminyum's management approach is not only about managing today but also reflects an innovative, fair and responsible vision that will shape the future. With this approach, we both strengthen our leadership in the industry and contribute to sustainable development.

Click here for detailed information about the Management Policy.



OUR MANAGEMENT APPROACH

The Board of Directors of Sistem Alüminyum is the company's highest decision-making body. It is responsible for the overall strategic direction of the company and for overseeing its performance. The Board adopts sustainability principles as a fundamental part of the way we conduct business and ensures their integration into our long-term strategies. By assessing environmental, social and economic impacts, it defines and implements the policies necessary for the company to achieve its sustainability goals. In addition, it manages stakeholder engagement and places great importance on the principle of transparency. Our Board of Directors consists of six members: the Chairperson, the Vice Chairperson, three Board Members and one Independent Board Member.

The Executive Committee of Sistem Alüminyum is responsible for managing the company's operations and ensuring the implementation of strategic decisions. It is tasked with bringing sustainability principles into practice at the business level. Reporting to the Board of Directors, our Executive Committee closely monitors environmental, social and economic impacts and takes the necessary steps to implement the company's sustainability policies at the operational level. It also encourages employee participation, supports diversity and ensures the integration of social responsibility into the company's activities. The departments reporting to the Executive Committee work in coordination with one another, ensuring the efficient and effective management of their respective processes.



BOARDS, COMMITTEES AND COMMISSIONS

As Sistem Alüminyum, we view sustainability principles not only as a goal but also as an integral part of the way we conduct business. From production to sales, from supply chain to social impact, we prioritize sustainability in all our processes and place our environmental and social responsibility at the core of our corporate strategy.

Our perspective on the future **is based on a holistic approach that encompasses environmental, social and economic dimensions.**

- To reduce our environmental impacts, we are committed to increasing energy efficiency, minimizing waste and emissions, and turning to renewable resources.
- With full awareness of our social responsibility, we prioritize the well-being and safety of our employees, promote diversity, and actively contribute to projects that generate social benefit.
- Economically, we focus on sustainable growth, financial stability and long-term value creation.

We systematically support this sustainability approach through our internal boards, committees and commissions. These structures:

- Play an active role in disseminating our sustainability strategies across the organization,
- Regularly monitoring our environmental, social and governance (ESG) impacts,
- Analyzing risks and opportunities to guide our areas of improvement.

Under the leadership of our Board of Directors, we rigorously apply sustainability principles in our decision-making processes through our sustainability, ethics, audit and internal control committees. When defining our corporate goals, we strive to create long-term value and to fulfill our responsibilities toward our stakeholders in the best possible way, guided by these structures.

We act with consideration not only for today but also for the future. We embrace sustainability principles for a world where future generations can live, and we continue to regard these principles as the cornerstone of our business culture and governance structure.

BOARDS, COMMITTEES AND COMMISSIONS

Board	Board of Directors	**Committees**	Corporate Governance Committee	**Commission**	Investment Commission
	Executive Board		Audit Committee		Scrap Seperation and Write-Off Commission
			Early Risk Detection Committee		Innovation and Award Proposal Commission
			Appointment, Promotion, and Remuneration Com.		Sustainability Working Commission
			Ethics Committee		Energy Management System Commission
			Occupational Health and Safety (OHS) Committee		Information Security Commission
			Disciplinary Committee		Strategic Planning Commission
			Sustainability Committee		
			Personal Data Protection Committee		

All our committees and commissions work with great dedication to strengthen our company's sustainability vision, embed it as a fundamental part of the way we do business, engage with stakeholders, and implement the necessary business plans to achieve our long-term strategic goals.

Our Goal;
is to build a
sustainable world for future generations.

RISK MANAGEMENT

As Sistem Alüminyum, we recognize that one of the most fundamental elements supporting our sustainable growth objective is effective and proactive risk management. We view risks not only as threats but also as key inputs that guide our strategic decisions and contribute to our corporate value creation processes.

We integrate risk management into our business processes through a decision support system, making it an inseparable part of both short- and long-term strategic planning stages. In this way, we make more forward-looking decisions and ensure that our company reaches its goals in a safe, stable and sustainable manner.

Our corporate risk management approach is based on the internationally recognized COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework. Within this scope, we systematically identify, assess, monitor and control risks, and we carry out our processes with a disciplined, structured and transparent management model.

We structured our risk organization in line with the **"Triple Line of Defense"** model:

- **Risk Ownership:** Ensuring that business units directly assume ownership of process-based risks
- **Risk Monitoring:** Tracking risks through compliance and internal control functions
- **Risk Activity Verification:** Independently reviewing risk activities through internal audit mechanisms

In line with this structure, the **Early Risk Detection Committee** operates under the chairmanship of our independent board member, regularly assessing risks of critical importance to our company and defining necessary measures. **The Internal Audit Committee** provides assurance by independently reviewing the effectiveness of our risk management practices.

We manage our financial risks (such as currency, interest, price, market, etc.) with advanced modeling techniques, while continuously strengthening our policies and procedures, organizational structure, reporting systems and technological infrastructure to address operational risks. Where necessary, we focus on minimizing risks through **natural and financial hedging instruments.**

Throughout all these processes, we see it as a core responsibility to promote a **risk-based thinking culture** and to enhance the awareness and competencies of our employees. We support this approach with training and development programs, addressing risks not only in terms of financial losses but also in terms of **reputation, employee health, the environment and stakeholder safety.**

With a risk management system shaped by clearly defined roles, responsibilities and methods, transparent, fully compliant with regulations and open to continuous improvement, we safeguard our operations. We firmly believe that this system will continue to contribute to our corporate resilience and our goal of sustainable success.

Click here for detailed information about the Risk Management Policy.

ETHICAL MANAGEMENT

At Sistem Alüminyum, we believe that sustainable growth is possible not only through economic success but also with a strong ethical culture. We make ethical values an integral part of the way we conduct business, shaping all our stakeholder relations on the foundations of transparency, accountability, integrity and respect for human rights.

As an integral component of our corporate governance model, we implement our ethical management system with a holistic approach focused on defining, adopting, monitoring and continuously improving ethical values. In this context, through the Ethics and Gender Equality Board, which currently operates in parallel with the disciplinary board, we institutionalize our ethical culture, aim to enhance inclusivity, monitor the effectiveness of practices and implement necessary improvements.



Our Ethical Rules and Compliance Culture

We define our organization-wide common expectations and principles regarding ethical conduct through **the Code of Ethics Handbook and the Supplier Code of Conduct.** These documents;

- **Full compliance with laws,**
- **Combating bribery and corruption**
- **Prevention of conflicts of interest**
- **Commercial integrity**
- **Fair labor practices**
- **Environmental responsibility**
- **Data security**
- **In addition, by defining the conflict of interest situations that we do not accept and the gift standards that we do accept, we bring both our employees and our suppliers within the ethical framework.**

These rules aim not only to ensure compliance with legal requirements but also to strengthen a business approach that is sensitive to society and the environment. To help our employees internalize an ethical perspective in their decision-making processes, we conduct training programs, information sessions and internal communication activities.

ETHICAL MANAGEMENT

Our Ethics Reporting and Consultation Mechanism

- We have established a secure and transparent reporting channel to ensure the effectiveness of our ethical principles. **The Ethics Helpline** serves as an independent platform where our employees and all stakeholders can receive support regarding ethical dilemmas they encounter and report any suspicious situations.

- **Managed by KPMG,** this **helpline** ensures that all reported matters are handled impartially with a strict commitment to confidentiality. Its 24/7 accessibility fosters a “speak up” culture, thereby enhancing the overall level of ethical maturity across the organization.

Our Policy Infrastructure and Corporate Structure

We do not confine our ethics management approach solely to rules; we reinforce it with practical, implementation-oriented policies.

- Open Door and Anti-Retaliation Policy,

- Through practices such as the **Respect for Employees and Prevention of Harassment Policy**, we commit to providing our employees with a safe and respectful working environment. At the corporate level,

- we proactively manage ethical risks through structures such as the **Corporate Governance Committee, the Internal Audit Committee, and the Early Detection of Risk Committee**, while enhancing the effectiveness of this system through a continuous cycle of monitoring and improvement.

Compliance with International Standards

We do not confine our ethics management system solely to national legislation;

- ILO Conventions,

- United Nations Global Compact,

- OECD Due Diligence Guidance for Responsible Supply Chains,

- UNICEF Convention on the Rights of the Child are among the international standards we also take into account.

Across our global supply chain and in all regions where we operate, we act in line with these principles and embrace ethical compliance as a fundamental value.

Towards a Sustainable Future with Our Ethical Culture

We view ethics management not as a legal obligation, but as a cornerstone of our corporate sustainability. Through our strong ethical culture, we aim not only to transform the way we conduct business, but also our social and environmental impact. With our commitment to carrying our ethical principles into the future, we are building a fairer, more transparent, and more reliable corporate culture.

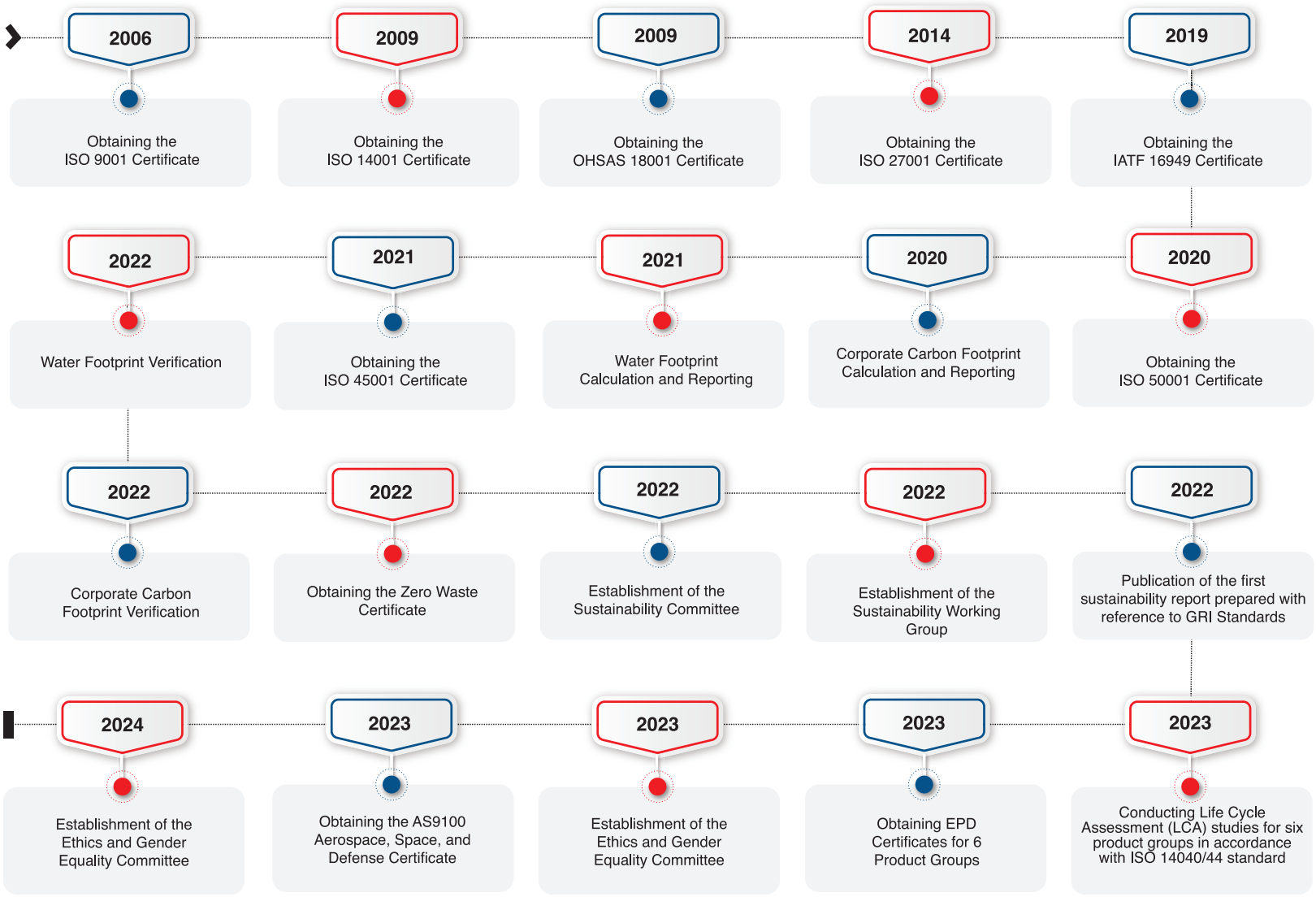
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36- SUSTAINABILITY MANAGEMENT



SUSTAINABILITY MILESTONES

THE BIRTH OF SİSTEM ALUMUNIUM AND ITS SUSTAINABILITY JOURNEY



SUSTAINABILITY MANAGEMENT

Our Sustainability Management

At Sistem Alüminyum, we regard sustainability not only as the management of our environmental, social, and economic impacts, but also as an integral part of our corporate culture and strategic priorities. In line with this approach, the Corporate Sustainability Directorate we have established is responsible for structuring our sustainability strategy at the corporate level and ensuring its effective implementation.

The Corporate Sustainability Directorate carries out the coordination role in setting sustainability targets, ensuring compliance with national and international standards, monitoring performance, and raising awareness among all our employees.

Our Governance Structure

Sustainability Committee

The Sustainability Committee, operating under the leadership of our CEO, is composed of board members and senior executives.
This structure;

- Develops our company's sustainability strategies,
- Assesses environmental and social risks,
- Identifies priority opportunity areas, and
- Oversees sustainability performance at the highest level.

The Sustainability Committee provides high-level ownership and governance within the organization, guiding our sustainability approach.

Sustainability Working Commission

The Sustainability Working Commission, responsible for implementing sustainability targets at the operational level, has a multidisciplinary structure with representatives from various functions such as quality, environment, human resources, occupational health and safety, procurement, and logistics.

This commission;

- Development of sustainability projects,
- Monitoring of implementation processes,
- Promotion of awareness across the organization,
  are carried out in coordination with the Committee

Integrated Structure, Corporate Strength

Thanks to the integrated functioning of our Committee and Commission structures, we successfully carry our sustainability approach from strategy to implementation. We not only define our strategic goals but also integrate them into all our business processes, thereby creating long-term value. Our sustainability management is the cornerstone that enables Sistem Alüminyum to build not only today but also the future with confidence.


INSPIRED BY
NATURE,
ENRICHED BY
PEOPLE,
CARRIED INTO
THE FUTURE.

OUR SUSTAINABILITY PRIORITIES

At Sistem Alüminyum, while shaping our sustainability approach, we evaluate both the environmental, social, and economic impacts of our operations and the expectations of our stakeholders with a holistic perspective.

In this context, the analysis process we carry out to identify our priority sustainability topics is based on a governance approach aligned with our corporate strategy. In 2022, we revisited our stakeholder analysis in light of our updated strategic objectives and sectoral developments.

During the review process;

- Global sustainability trends,
- Sectoral risks and opportunities,
- Regulatory requirements, and
- International reporting standards

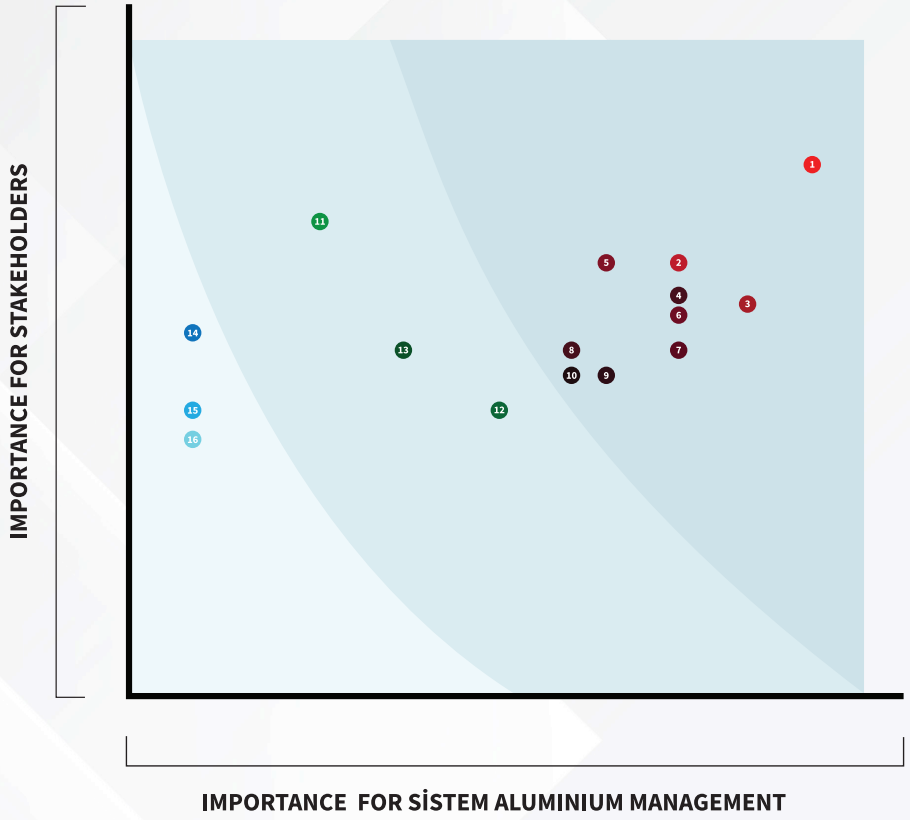
were taken into account to update our existing priority topics.

As a result of this evaluation process, we reaffirmed our critical priority areas that guide our sustainability performance throughout 2024 and form the basis of our reporting framework. These topics reflect our responsibility to all stakeholders in line with our principle of transparency, accountability, and sustainable value creation.

In the coming periods, we aim to regularly renew and review this evaluation process, continuously enhancing our sustainability priorities in line with internal and external developments. In doing so, we position our sustainability strategy as a dynamic structure and move forward with determination to fulfill our environmental, social, and economic responsibilities more effectively.

OUR SUSTAINABILITY PRIORITIES

PRIORITIZATION ANALYSIS



Priority	High Priority	Very High Priority
14 Sustainable Supply Chain Management	11 Waste Management	1 Climate Change
15 Social Responsibilities	12 R&D and Innovation	2 Occupational Health and Safety
16 Value-Adding Collaborations and Partnerships	13 Employee Satisfaction	3 Financial Performance
		4 Circular Production
		5 Digitalization
		6 Energy Management
		7 Water Management
		8 Customer Satisfaction
		9 Corporate Governance
		10 Equal Opportunity and Diversity

OUR SUSTAINABILITY PRIORITIES

	PRIORITY TOPICS	RELEVANT SDG	IMPORTANCE AT SİSTEM ALÜMİNYUM	MANAGEMENT AT SİSTEM ALUMINIUM
Very High Priority	Climate Change		It is of critical importance in managing climate risks and reducing greenhouse gas emissions.	Approaches That Carry Resources Into the Future
	Occupational Health and Safety		Creating a safe and healthy working environment is a critical factor both for employee well-being and for long-term operational success. Supporting sustainable investments, operati	Approaches that Value People
	Financial Peformance		Supporting sustainable investments, operational efficiency, and corporate resilience with financial outcomes is the guarantee of long-term growth.	Approaches That Create Value for the Future
	Circular Production		By reducing raw material consumption and preventing waste at the source, environmental impact is minimized, and the zero-waste approach contributes to achieving sustainability goals.	Approaches That Carry Resources Into the Future
	Digitalization		Enhancing operational efficiency is a strategic area of transformation in terms of enabling data-driven approaches in decision-making processes and ensuring traceability in production lines.	Approaches That Create Value for the Future
	Energy Management		The use of renewable energy sources and effective energy management are of critical importance for reducing greenhouse gas emissions and ensuring sustainable production.	Approaches That Carry Resources Into the Future
	Water Management		Reducing water consumption in production processes, increasing recovery rates, and mitigating water stress risks are critical for environmental sustainability.	Approaches That Carry Resources Into the Future
	Customer Satisfaction		Providing fast and high-quality solutions to customer needs is of great importance for customer loyalty and brand reputation. It is the foundation of sustainable business relationships.	Approaches That Create Value for the Future
	Corporate Governance		Corporate trust is built through transparency, accountability, ethical conduct, and legal compliance. Sustainability reporting and risk management are also shaped under this framework.	Corporate Governance
	Equal Opporunity and Diversity		Inclusive human resources policies that promote diversity strengthen corporate culture, support talent retention, and enhance social responsibility.	Approaches that Value People

OUR SUSTAINABILITY PRIORITIES

	PRIORITY TOPICS	RELEVANT SDG	IMPORTANCE AT SİSTEM ALÜMİNYUM	MANAGEMENT AT SİSTEM ALUMINIUM
High Priority	Waste Management		By reducing, separating, and recovering waste, environmental impact is minimized. Resource efficiency increases and compliance with regulations is ensured.	Approaches that Carry Resources into the Future
	R&D and Innovation		By developing new products and production technologies, a competitive advantage is achieved. Sustainable product design and efficient processes create added value.	Approaches that Create Value for the Future
	Employee Satisfaction		Employee engagement, motivation, and productivity directly reflect on business results. Corporate culture is strengthened.	Approaches that Value People
Priorityv	Sustainable Supply Chain Management		Through ethical, transparent, and environmentally compliant supply chain management, risks are reduced and social and environmental standards are reinforced.	Approaches that Create Value for the Future
	Social Responsibilities		Contribution to local development, creating social impact, and strengthening stakeholder trust are part of corporate responsibility.	Approaches that Value People
	Value-Adding Collaborations and Partnerships		Collaborations developed with academia, industry, and civil society spread the sustainability vision and accelerate innovation.	Approaches that Value People

OUR SUSTAINABILITY PERSPECTIVE

Aluminum, with its lightness, structural durability, and 100% recyclability, constitutes one of the key building blocks of the circular economy. However, despite these strong advantages, the high energy demand and carbon emission potential of aluminum production processes make it imperative for our sector to take stronger steps in the field of sustainability.

At Sistem Alüminyum, we do not confine our sustainability approach solely to our own operations; we adopt a holistic perspective that encompasses our entire value chain. In this context, we embrace a sustainability perspective aligned with the **United Nations Sustainable Development Goals,** addressing global priorities such as the climate crisis, energy transition, resource efficiency, and social responsibility.

As of 2024, we have updated our sustainability vision and consolidated all our activities under three main focuses. **We express this new approach with the motto: "Inspired by Nature, Enriched by People, Carried into the Future. "**



The Three Core Pillars of Our Sustainability Approach

Approaches That Carry Resources Into the Future

We aim to enhance resource efficiency, reduce waste generation, and systematically implement circular economy principles. To lower our carbon footprint, we follow measurable and continuously improved environmental strategies.

People-Centered Approaches

We carry out all our practices regarding employee well-being, occupational health and safety, inclusiveness, learning and development opportunities, and social contribution under this pillar with a holistic, people-centered approach.

Value-Creating Approaches for the Future

We support sustainability with innovative solutions and leverage digital technologies for environmental and social impact. We shape all our business processes with the goal of creating long-term positive value.

VALUE-BASED RELATIONSHIPS WE ESTABLISH WITH STAKEHOLDERS

At Sistem Alüminyum, we believe that sustainability is not only environmental and economic but also has a strong social dimension.

With this understanding, we conduct our relationships with our employees, customers, suppliers, and the society we are part of within the principles of transparency, trust, continuity, and creating shared value.

Our Employees;

In line with our people-centered approach, we regard our employees as the cornerstone of our sustainable success. We not only provide a fair, safe, and inclusive working environment but also aim to enhance employee satisfaction and engagement through continuous development opportunities, open communication channels, and a participatory management approach.

Our Customers;

We place customer satisfaction at the center of our business and value building long-term partnerships through our sustainable product and service solutions. While responding quickly to the expectations and needs of our customers, we also offer innovative solutions that take environmental and social impacts into account, thereby contributing to their sustainability goals.

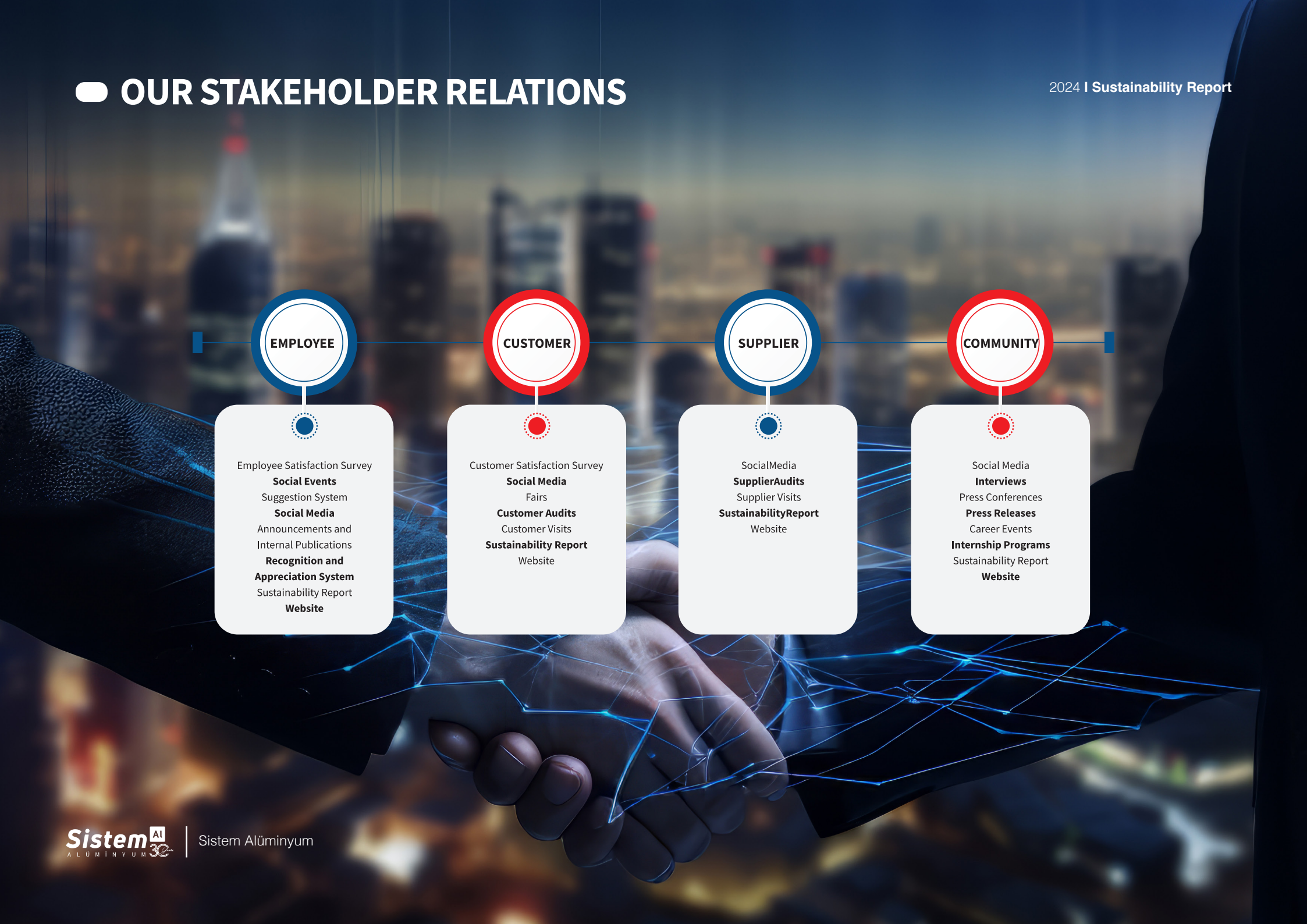
Our Suppliers;

To extend our sustainability vision across our value chain, we build long-term, ethical, and mutually developmental relationships with our suppliers. Within the scope of responsible supply chain management, we prefer to collaborate with business partners who support environmental and social standards, and we regard sustainability criteria as an integral part of our procurement process.

Community;

We place great importance on adding value to society in all the regions where we operate. By contributing across a wide spectrum, from education to the environment, from social responsibility projects to cultural collaborations, we consider supporting sustainable development as a fundamental responsibility.

OUR STAKEHOLDER RELATIONS



47- APPROACHES THAT CREATE VALUE FOR THE FUTURE



A Strong Turkish Brand in Global Markets:
Sistem Alüminyum on its **Turquality** Brand Journey

As Sistem Alüminyum, in our 30th year, we took an important step toward our goal of becoming a stronger global brand by joining the Turquality Brand Support Program, implemented by the Ministry of Trade of the Republic of Türkiye. With this strategic development, we aim to position our brand more effectively and strongly in international markets and further advance our export potential.

Since 2001, with our exports to 75 countries across 4 continents, we have been progressing steadily on the path of making Türkiye one of the global players in the aluminum sector. Today, we export 64% of our production. Over the past 6 years, we have tripled our export volume, ensuring robust and sustainable growth in international markets.

Through the Turquality Program, we aim not only to adapt our strategy, operations, technology, and organizational structure to global-scale competition, but also to strengthen our corporate culture globally with training and development support for our employees.



As of 2024, we have implemented investments totaling 20 million USD to increase our production capacity. While commissioning our new forging facility, we also integrated our vertical powder coating line and high-capacity storage system into our operations. In addition, we increased our composite panel production capacity by 50%. With all these investments, we are strengthening our production power while reinforcing our competitiveness on a global scale.

Through this program, we will continue to contribute to making Türkiye a strategic hub for aluminum solutions worldwide. With our strong infrastructure, export capability, and sustainability approach, we are fully prepared to make the most of the support provided by Turquality. We see this process not only as an opportunity to grow our brand but also as a responsibility to help position our country as one of the global centers of the aluminum industry.

OUR 2024 INVESTMENTS

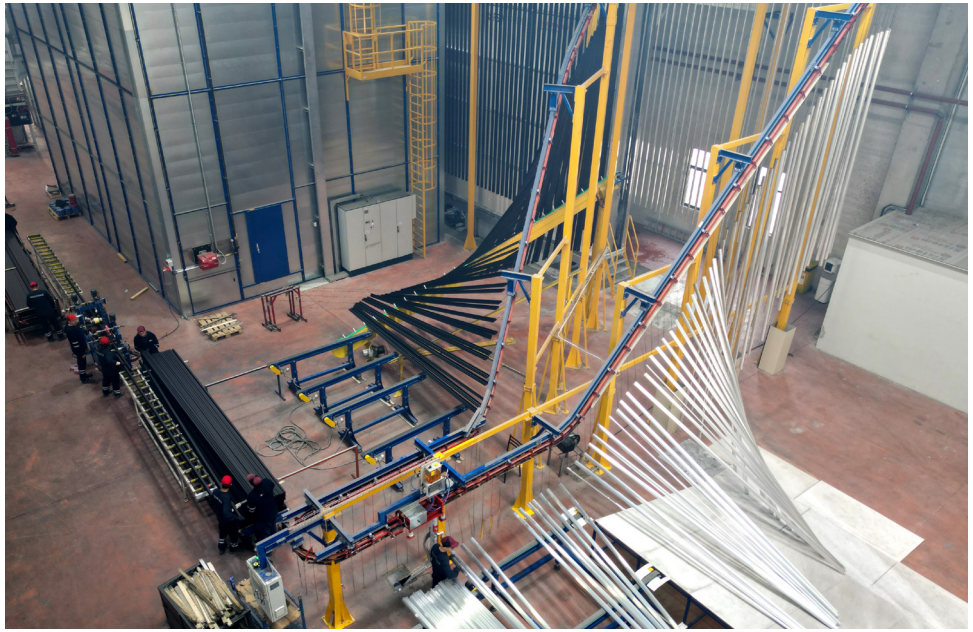
We Have Implemented Our New Investments
Shaped by 30 Years of Ex perience.

Sistem Alüminyum



OUR INVESTMENTS IN 2024

With the newly established Vertical Coating Line, surface treatment speed has been increased.



Vertical Coating Line

OUR INVESTMENTS IN 2024

Smart Manufacturing Systems Shaping the Future

With our technology investments, we support our business processes with robotic systems and make all our operations more efficient and sustainable through automation.



High-Capacity Storage Facility

OUR INVESTMENTS IN 2024

We Enhanced Our Production Capacity!

With our new technology investments, our composite panel production capacity has been increased by more than 50 percent, reaching an annual production volume of 9,000,000 m^2 .

We are now able to produce composite panels up to 2 meters in widt

Our production line supports the manufacturing of composite panels with thicknesses ranging from 2 mm to 6 mm, in widths of 1,000 – 1,250 – 1,500 mm for A2 non-combustible panels, and 1,000 – 1,250 – 1,500 – 2,000 mm for B1-FR fire-retardant and B2 standard panels.



Composite Panel Plant



Composite Panel Plant



Composite Panel Plant

FORGING PLANT

As of 2024, we commissioned our new production facility, specially designed for our forging products, with a covered area of 2,000 m² **By consolidating all forging processes under one roof, we increased our total forging press capacity to 7,000 tons and boosted our production capacity by 65 percent.**

With this investment, we allocated 30 percent of our 2024 investment budget to forging products. Through our new facility, we aim to deliver faster, more efficient and more sustainable solutions to the aviation, defense, automotive, rail systems and energy sectors.



Forging Plant



Forging Plant

SUPPLY CHAIN MANAGEMENT

The foundation of our responsibility approach in business processes is shaped by our vision of a “Sustainable Supply Chain. ” In line with this vision, we expect all our suppliers and business partners to adhere to ethical principles across environmental, social, and economic dimensions, and we structure our collaborations accordingly.

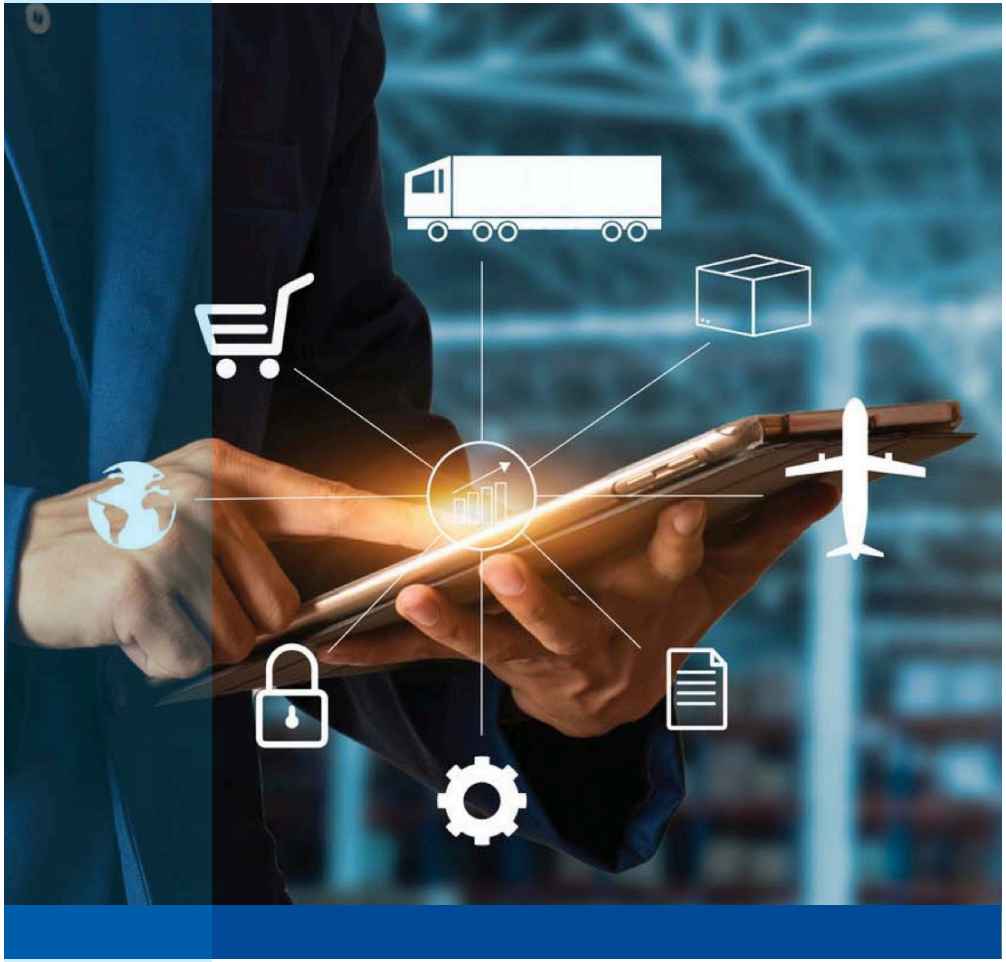
Within the scope of **environmental sustainability**, our key priorities include the efficient use of natural resources (such as water and energy), reduction of waste, preference for recyclable materials and products, and the reduction of greenhouse gas emissions. In the area of social responsibility, we focus on ensuring occupational health and safety, improving working conditions, preventing workplace accidents, increasing employment, and promoting training activities.

Within the framework of **economic sustainability**, our main focus areas are strengthening the value chain, enhancing operational efficiency, cost management, customer satisfaction, market adaptability, localization, innovation, and digital transformation.

We align our supply chain processes with **the United Nations Sustainable Development Goals (SDGs).** In this context, our supplier selection and evaluation criteria are based on principles of human rights, labor standards, environmental responsibility, and anti-corruption. We also carry out efforts to expand practices that contribute to the sub-targets of the SDGs, referencing international regulations and standards such as **the German Supply Chain Act, Ecovadis, ISO 24000, and ISO 28000.**



SUPPLY CHAIN MANAGEMENT



Through practices such as “Green Procurement, ” “Efficient Resource Planning, ” and “Green and Reverse Logistics, ” implemented within our Procurement, Planning, Logistics, and Foreign Trade Departments, we manage all links of the sustainable supply chain in an integrated manner. We continuously monitor potential risks in our chain through PESTEL and RAQSCI analyses and swiftly implement necessary measures. We structure our operational excellence approach within the framework of the SCOR DS Model.

Supplier Evaluation and Selection Processes

In sustainable supply chain management, when identifying our suppliers as strategic business partners, we act in line with defined selection criteria and our approved supplier list. In this process, we take into account factors such as the suppliers’ financial status, technological capabilities, references, and sustainability strategies. Our procurement activities cover all products and services that influence customer expectations.

We monitor supplier performance through a wide range of data, including product conformity, customer-related blockage/delivery stop notifications, delivery performance, freight rates, quality feedback, field returns, audit scores, and certification status. Through the audits and evaluation activities we conduct, we contribute to the development of our suppliers. To support the local economy, we predominantly collaborate with domestic suppliers.

SUPPLY CHAIN MANAGEMENT

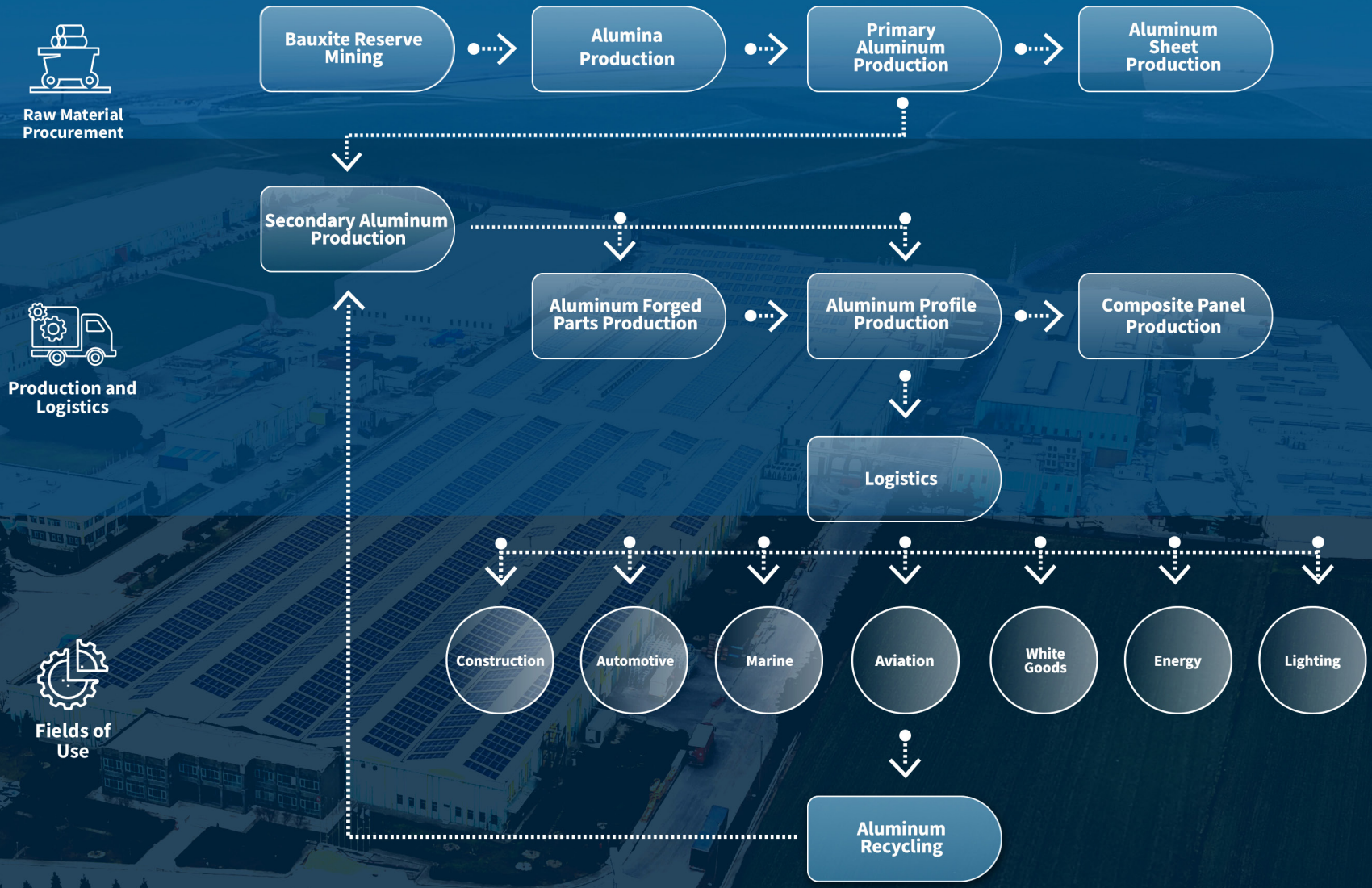
The following key criteria are taken into account during supplier selection:

- Financial structure and commercial stability
- Sectoral reputation and experience
- Quality assurance and certifications
- Technological capability
- Legal authorizations and licenses

Supplier companies that may affect product quality undergo preliminary meetings with the relevant procurement unit before being included in the Approved Supplier List. Audits, evaluations, and improvement activities are conducted in line with quality management systems. Companies that successfully complete these evaluations and demonstrate positive performance in sample production and test results are included in the list.



OUR VALUE STREAM



QUALITY MANAGEMENT

As Sistem Alüminyum, in line with our goal of being a pioneer in the aluminum industry, we continuously develop our quality systems and approach all our business processes with an integrated quality mindset. Aware that quality management is not limited to meeting customer expectations, we also aim to ensure that product characteristics are sustainably guaranteed.

Despite our growing product diversity, we remain committed to maintaining the highest product quality. In our collaborations with customers, we not only provide solutions to their needs but also continue to deliver effective support for any issues that may arise. In this context, a dedicated representative specialized in product safety and compliance operates within our company.

We employ a process-based approach in our quality management system. In all our quality-related processes, we carry out risk management in line with the **ISO 31000** standard. Identified risks are systematically analyzed, evaluated, and monitored, and the findings are directly reported to the Corporate Sustainability Directorate responsible for Quality.

Our company, which embraces a forward-looking and proactive quality approach, also takes into account the specific requirements of different industries. In this regard, we base our practices on the **IATF 16949 quality management system for the automotive sector and the AS 9100 quality management system for the aerospace, defense, and space industries.** Our corporate strategy aims to elevate all business and production processes to a high level of maturity and ensure continuous improvement.

At the core of this process lies **the zero-defect philosophy, with the PDCA (Plan–Do–Check–Act)** cycle, one of the fundamental building blocks of our quality management system, integrated into all processes. Within this framework, comprehensive plans are developed in collaboration with all departments to serve corporate quality objectives.

These plans encompass individual excellence targets, relevant quality initiatives, and comprehensive quality assessments to identify the current level of excellence. In this way, we adopt a management approach that seeks to advance quality performance at both the organizational and individual levels.

DIGITAL TRANSFORMATION

Digital Transformation Strategy;

The digital transformation strategy goes beyond the implementation of technology; it is about achieving the targeted milestones defined through the transformation principles we have established by taking into consideration Sistem Alüminyum's operating model, target competencies, processes, way of doing business, and organizational culture, as well as strategic objectives, political, economic, socio-cultural, and environmental analyses, maturity assessments, global risks and trends, and best practices in technology.

Digital Transformation Vision;

With a commitment to digital technology, customer centricity, ethics, legal compliance, security, partner integrity, and a sustainable environment, we aim to deliver first-class aluminum products and best-in-class industrial solutions, thereby achieving leadership in the sector and global competitive advantage.

Digital Transformation Targets;

Oluşturulan misyon ve değer modeli doğrultusunda 5 ana hedef altında dönüşüm beklentileri ile inisiyatifleri belirledik. Bu 5 ana hedef ile dijital dönüşüm planımızın ilk aşamasında tamamlanmasını hedefliyoruz.

These 5 main objectives are as follows:

- Digital Engagement
- Digital Service Optimization
- Digital Ecosystem
- Governance, Sustainability and Energy
- Digital Operating Model

To achieve our digital transformation goal and establish a sustainable business model, we first identified the most suitable business model and aligned our technology architecture with these objectives. In this context, we developed not only an economic model but also Social Stakeholder and Environmental Sustainability Models.

DIGITAL TRANSFORMATION

Our 5-year digital transformation program, launched in 2022, is structured around 3 phases aligned with 6 digital transformation objectives.

Our Digital Transformation Objectives;

- Digital Operations
- Digital Services
- Digital Engagement
- Digital Capabilities
- Digital Ecosystem and Sustainability
- Environment and Energy

Phases and Their Content

Phase 1 - Solid Digital Foundation and Standardization

In this phase, the goal was to implement best practices in line with standardized business processes. Digital infrastructures for business processes such as ERP, CRM, and MES were established.

Phase 2 - Automation and Strategic Reporting (Current Phase)

At this stage, RPA technology is being used to enable process automation. AI-supported analytical reporting programs are utilized for strategic reporting, while labor-intensive physical tasks are transferred to robotic systems.

Phase 3 - Smart Business Processes and Digital Twin

In this phase, our processes will be fully digitized, with process improvements and detailed analyses carried out through data mining technologies. A transition will be made to AI-supported smart business processes, and a digital twin of the entire factory site will be created.

DIGITAL TRANSFORMATION

Technology Implementations Achieved in Line with Digital Transformation Goals in 2024

- SAP S/4 Hana Optimization
- CRM Project Phase 1 – Salesforce Implementation
- SAP SAC Planning – Budget Planning Project
- SAP SAC Reporting Project
- ASRS – Automated Storage Systems Project
- RPA (Robotic Process Automation) Projects



DIGITAL TRANSFORMATION

We continue our training programs without interruption to make our business processes more efficient and to adapt to the digital world.

In our digitalization processes, we combine efficiency and sustainable growth objectives with strong strategies through the effective use of digital tools, and with the contributions of our colleagues, we are moving confidently toward the future.



Confident Steps Toward the Future

INFORMATION SECURITY

Our Information Security Approach

Information security, one of the cornerstones of our digital transformation process, is also an integral part of our sustainability approach at Sistem Alüminyum. Our information security practices not only ensure compliance with regulations but also play a strategic role in strengthening stakeholder trust, safeguarding business continuity, and protecting corporate reputation.

As of 2024, we have successfully completed the re-certification process by achieving full compliance with the ISO/IEC 27001 Information Security Management System (ISMS) standard. In addition, through the data inventory studies carried out under the Personal Data Protection Law (KVKK), our personal data management processes have been made more transparent and secure.



2024 Information Security Activities

The priority information security projects we implemented this year were carried out under the following headings:

- ISO 27001 Certification: The corporate security structure was strengthened through the certification of a system in which information security policies, risk management strategies, and technical controls are applied in an integrated manner.
- Data Classification Project: Corporate data was classified according to levels of criticality, and security controls were implemented accordingly to enhance data protection.
- Cybersecurity Investments: With the deployment of next-generation security technologies, data loss prevention (DLP) solutions, and cloud security applications, the security of our digital assets has been elevated to an advanced level.
- Awareness Trainings: Company-wide trainings on information security and cybersecurity were organized, thereby raising the overall level of corporate awareness.
- Digitalization and Cloud Technologies: Investments were made to support the digitalization of operational processes, with scalability and security prioritized in cloud solutions. At Sistem Alüminyum, we view information security management as an integral element of our sustainable growth strategy, and we continue to integrate practices based on risk minimization, transparency, and trust into all our business processes.

INFORMATION SECURITY

Future Information Security Goals

At Sistem Alüminyum, we do not regard information security merely as an information technology activity; rather, we position it as a cornerstone of a sustainable, resilient, and ethically grounded digital ecosystem. In line with this vision, we aim to integrate our technology investments with a people-centered security culture, ensuring steady progress toward the future.

For 2025 and beyond, our prioritized goals in the field of information security are as follows:

- Enhancing Data Security: The scope of security measures will be expanded to ensure more effective protection of corporate data.
- Developing the Security Operations Center (SoC) Infrastructure: The SoC structure will be strengthened to increase our capacity for real-time threat monitoring and response.
- Accelerating Digitalization Processes: With the transition of operational processes to digital platforms, secure digital business models will be further promoted. Integration of Image Processing Technologies: Image processing applications will be implemented to enhance efficiency and accuracy in business processes.



- Strengthening Document Management Systems: Transparency in data security will be enhanced by increasing the traceability and control of access to corporate documents.
- Implementing Next-Generation DLP (Data Loss Prevention) Solutions: More proactive and comprehensive protection will be ensured against data leaks. In line with these goals, we closely monitor technological developments, continuously update our corporate information security policies, and remain firmly committed to building a reliable digital business environment for all our stakeholders.

R&D AND INNOVATION

At Sistem Alüminyum, we position the development of innovative solutions that support sustainable growth among our key strategic priorities. In line with this approach, as of 2024, we have officially launched our efforts to establish a **formal R&D Center.**

This center will not only enhance our capabilities in product and process development but will also contribute to the institutionalization of an innovation culture across the company, with sustainability at its core. Our R&D structure is designed in alignment with our existing strategic priorities, with the following objectives standing out:

- **Developing innovative and value-added products by closely monitoring market trends and technological advancements,**
- **Designing efficient and environmentally friendly production processes in terms of energy, material, and waste management,**
- **Contributing to the green transition by focusing on technologies that reduce the carbon footprint,**
- **Transforming production infrastructure in line with digitalization and sustainable engineering principles,**
- **Building an integrated innovation structure based on interdisciplinary collaboration across R&D, production, sales, and marketing,**
- **Strengthening our position as a reliable solution partner in the industry with a questioning, solution-oriented, and proactive perspective.**

The R&D Center to be established aims not only to ensure the effective utilization of our internal resources but also to host multi-stakeholder projects developed in collaboration with **universities, technoparks, research institutions, and suppliers.** In this way, we seek to expand our innovation capacity both at the sectoral and societal levels.

We position our R&D Center not merely as a physical entity but as **a strategic transformation initiative grounded in science and focused on environmental and social impact.** Our center will serve as an innovation hub where projects will be developed in priority sustainability areas such as **combating climate change, resource efficiency, low-carbon production, and the circular economy.**

With this new era, Sistem Alüminyum's R&D and innovation capacity will be further strengthened through a sustainability perspective, playing a strategic role in achieving our company's long-term vision.



R&D AND INNOVATION

Energy Efficiency Project in Cooling Systems

As part of our energy efficiency efforts, this project aims to make the water cooling process more efficient and sustainable. Through the automation system integrated into the cooling tower, energy and water consumption are reduced while casting quality is enhanced. This project makes a strong contribution to both environmental and economic sustainability in the industry.

Waste Reduction and Resource Efficiency Project

The project aimed to reduce slag waste generated from the foundry process. Reducing slag waste is of critical importance both to minimize environmental impacts and to enhance resource efficiency. In this context, by using a mechanical system designed to reduce slag waste at the source, the foundry processes have delivered both economic and environmental benefits.

Energy Efficiency Project through Heat Recovery System

This project aimed to recover waste hot air released from billet heating furnaces and reuse it in the preheating process. Thanks to the heat recovery system, process times in production were shortened and natural gas consumption was reduced. In this way, energy efficiency was increased, operating costs were lowered, and an environmentally friendly production process was supported.

Liquid Metal Quality Improvement Project

This project aimed to enhance the quality of liquid metal to improve the quality of final products and ensure production efficiency. To achieve this, efforts were carried out to reduce oxide compounds and hydrogen levels in the liquid metal.

Low Carbon Emission Product Project

This project aims to increase the use of scrap aluminum, reduce the consumption of primary aluminum ingots, and develop environmentally friendly and sustainable production processes while preserving the chemical composition and microstructural properties of the billets.

Grain Refinement Project in Billet Production

This project demonstrates that aluminum casting processes can be made more efficient and cost-effective by optimizing the addition rates of grain refiners. More effective grain refinement was achieved with lower addition rates, resulting in improved mechanical properties.

OUR CULTURE OF CONTINUOUS IMPROVEMENT

As Sistem Alüminyum A.Ş., we believe that one of the key dynamics of sustainable growth is a **“Culture of Continuous Improvement. ”** . **In this regard, we embrace the lean management approach across all areas of our operations, aiming to eliminate waste by simplifying our processes and highlighting value-creating activities.**

To support employee participation, which lies at the core of the lean culture, we have implemented a digital suggestion system that enables all our employees to easily share their improvement ideas. Suggestions submitted through this system are transformed into projects using the Kaizen approach, providing tangible contributions to our business processes. In this way, we not only enhance our operational efficiency but also strengthen our culture of organizational learning and development.

In 2024, we once again rewarded employees who made a difference with their suggestions during our traditional “Best of the Year” event. The most successful projects of the year were recognized and awarded, and the teams had the opportunity to share their success stories with all employees. Presentations by project leaders contributed to the adoption of our lean culture across the organization through inspiring examples.

We view continuous improvement not merely as a goal but as a journey. With a firm determination to do better every day, we continue to deepen our lean culture and move forward with confidence on the path to sustainable success.



Kaizen Award Ceremony – Best of the Year



Kaizen Award Ceremony – Seniority Award Ceremony

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APPROACHES THAT CARRY RESOURCES INTO THE FUTURE



OUR RESPONSIBILITIES AND STRATEGIC APPROACH IN COMBATING THE CLIMATE CRISIS

Climate change, as one of the greatest global environmental, economic, and social crises of our time, profoundly affects human life, natural ecosystems, and production systems. Rising temperatures, droughts, extreme weather events, and biodiversity loss make radical transformations inevitable across all sectors, particularly in industry.

Due to its high energy demand and carbon-intensive production processes, the aluminum sector stands out as **one of the critical areas for transformation** in the fight against the climate crisis.

Our Responsibility in Light of Scientific Findings and Global Policies

The Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC), published in 2023, highlights that the impacts of climate change are now being tangibly felt across all geographies and that these impacts have become permanent in nature. According to the report, global temperature increase has reached **1.1°C** compared to pre-industrial levels. This situation necessitates **urgent, determined, and structural actions** in areas such as reducing fossil fuel consumption, lowering industry-related emissions, and preserving natural carbon sinks.

In this context, carbon-intensive sectors are expected to undergo profound transformations in line with **decarbonization, energy transition, and resource efficiency targets.**

The Paris Agreement and the European Green Deal

The Paris Agreement, a milestone in the global climate agenda, calls for joint global action with the goal of limiting temperature increase to 1.5°C. With Türkiye's ratification of the agreement in 2021, **the target of achieving net zero emissions by 2053 was officially adopted.**

Similarly, the European Green Deal, which sets out the European Union's goal of **becoming a climate-neutral continent by 2050**, has made deep transformations mandatory across multiple sectors, including energy, industry, transportation, agriculture, and finance. The EU's interim target for 2030 is **to reduce emissions by at least 55%** compared to 1990 levels. Within this framework, all businesses exporting to the EU market are expected to manage their environmental performance in a **transparent, traceable, and sustainable** manner.

OUR RESPONSIBILITIES AND STRATEGIC APPROACH IN COMBATING THE CLIMATE CRISIS



Carbon Border Adjustment Mechanism (CBAM) and Our Adaptation Process

The Carbon Border Adjustment Mechanism (CBAM), introduced by the European Union, aims to prevent carbon leakage from carbon-intensive products imported from non-EU countries. This mechanism serves as a significant policy tool encouraging producers to adopt low-carbon production methods.

At Sistem Alüminyum, we act in full alignment with this global direction, treating emission reduction, energy efficiency, and the use of renewable energy as strategic priorities. We manage our CBAM compliance process in a transparent, measurable, and effective manner.

Going beyond compliance with existing regulations, we move forward with the goal of being a leading industrial company in the fight against climate change. We are committed to being an active stakeholder in sustainable transformation, not only within our own operations but also by pioneering low-carbon production technologies, energy transition solutions, and environmental innovations that will shape the sector.

ENVIRONMENTAL MANAGEMENT SYSTEM

At Sistem Alüminyum, we view sustainable production not only as a responsibility but also as one of the fundamental pillars of our corporate existence. In a world of limited natural resources, we implement a comprehensive environmental management system to conduct our production activities in harmony with the environment, minimize our environmental impacts, and ensure maximum efficiency in resource utilization.

We carry out our operations under the framework of the Integrated Management System, which encompasses **ISO 9001:2015 (Quality Management System), ISO 14001:2015 (Environmental Management System), and ISO 45001:2018 (Occupational Health and Safety Management System).**

We operate in full compliance with applicable laws and regulations. During the reporting period, full compliance was ensured with the regulations in force, and no administrative sanctions or penalties were incurred.

The 100% recyclable nature of aluminum makes it a strategic material for the circular economy. However, due to its energy-intensive production processes, our sector has a high environmental impact in terms of greenhouse gas emissions. We are fully aware of our sector's responsibility in combating climate change. The necessity of transformation in areas such as emission reduction, energy efficiency, and the development of alternative production technologies is clear and pressing.

At every stage of our production activities, we continuously evaluate our environmental impacts **such as air, water, soil, energy,** and natural resource use, focusing on reducing environmental risks through preventive actions. We place resource efficiency, one of the fundamental conditions of sustainable production, at the center of all our processes and develop **continuous improvement** projects aimed at reducing energy, water, and raw material consumption.

The R&D projects we conduct in this context aim both to ensure resource efficiency and to develop products with a low carbon footprint. In particular, **our low-emission billet production project,** initiated in 2024, represents an important step in reducing resource use and minimizing the environmental impacts of our production processes. These efforts not only fulfill our environmental responsibilities but also contribute to the goals of the circular economy.

Environmental Awareness and Training Activities

Another critical element in achieving environmental sustainability is employee awareness. Accordingly, we implement comprehensive training programs for all our employees on reducing environmental impacts, resource efficiency, and sustainability principles. In addition to the environmental training provided within the orientation program for new employees, training activities with regularly updated content are also carried out for existing staff. **As of 2024, a total of 348.25 person*hours of environmental training have been delivered.**



Sustainable System!

At Sistem Alüminyum, we embrace a production approach that considers not only today's needs but also those of future generations. We regard our responsibility for the preservation of natural resources as an integral part of our sustainable growth strategy.

WASTE MANAGEMENT

In line with the principles of sustainable use of natural resources and the circular economy, we consider **waste management** as one of the cornerstones of our environmental responsibility approach. We implement an **integrated waste management system** to reduce waste generated in our production processes at the source, increase reuse and recycling rates, and promote circular practices.

We classify our waste in detail according to type, source, and disposal method, ensuring that hazardous and non-hazardous waste is separated, temporarily stored, and disposed of through appropriate methods in compliance with environmental regulations. To prevent waste generation, we prioritize strategies such as **process improvement, raw material efficiency, and production optimization.** We collaborate with licensed recovery companies to reintegrate recyclable waste into the economy, and we organize regular training sessions to ensure the conscious participation of our employees. As a producer of aluminum, a material that can be infinitely recycled, we maximize this environmental advantage and promote practices that reduce raw material consumption.

In 2024, by continuously monitoring our waste management performance, we achieved significant progress in **reducing waste generation, increasing our recycling rates, and integrating the zero-waste approach** into all our operational processes.



Our efforts in the field of sustainable waste management have gone beyond operational achievements; in 2022, our corporate environmental awareness was officially recognized when we were awarded the Zero Waste Certificate by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye. This certificate is a concrete indicator of our systematic and responsible waste management practices and our efficient use of resources.

At Sistem Alüminyum, we regard waste not merely as elements to be disposed of but as valuable resources, and we remain committed to implementing responsible waste management practices to leave a more livable world for future generations.

In 2024, our total waste volume amounted to 3,670 tons, consisting of 1,808 tons of hazardous waste and 1,862 tons of non-hazardous waste. Of this total, 3,649 tons were recovered and reintegrated into the economy, while only 21 tons were sent for disposal. In 2024, we successfully recovered 99% of our waste.

EMISSION MANAGEMENT

At Sistem Alüminyum, we view emissions management as a critical area of responsibility in the fight against climate change. We systematically monitor, measure, and report the greenhouse gas emissions arising from our operations, focusing on reduction through a continuous improvement approach. **In this context, we calculate our corporate carbon footprint in compliance with the ISO 14064-1 standard and have our data verified by independent organizations in accordance with ISO 14064-3.** By providing transparent, reliable, and comparable climate data, we strengthen the trust of our stakeholders.

In emissions management, we not only focus on reduction targets but also consider the product-based carbon impact. Accordingly, Life Cycle Assessment (LCA) studies have been completed for six different product groups, and Environmental Product Declaration (EPD) certificates documenting the environmental impacts of these products have been obtained. In this way, the emissions generated throughout the entire life cycle of our products are presented transparently, offering our customers sustainable product choices.

As of 2024, life cycle analysis studies have also been initiated for a newly developed product.

These efforts go beyond fulfilling our environmental responsibilities and contribute to our compliance with next-generation regulations such as the European Union's Carbon Border Adjustment Mechanism (CBAM), which was introduced under the Green Deal.

As a facility subject to CBAM, we have established the necessary infrastructure and processes to meet the obligations of monitoring and reporting the carbon content of our products.

To further advance our commitment in the field of emissions management, we will continue to focus on areas such as diversifying energy sources, increasing renewable energy investments, using low-carbon raw materials, and monitoring supply chain emissions. At Sistem Alüminyum, we are fully aware of our responsibility in the fight against climate change. In this context, we will continue to lead our sector with low-carbon production technologies and create value for both the environment and the economy by reducing our greenhouse gas emissions.



WATER MANAGEMENT

Sustainable Resource Utilization through Effective Water Management

At Sistem Alüminyum, we regard water not only as a natural resource but also as a vital element at the heart of the climate crisis. Increasing global water stress, the pressure of climate change on water resources, and the share of the industrial sector in water consumption have made water management a strategic component of our environmental sustainability approach.

In this context, we closely monitor, measure, and report our water usage within our operations, aiming for continuous improvement through effective water management practices.

Water Footprint Monitoring and Verification Process

Within the framework of the ISO 14046 Water Footprint standard, which addresses the environmental, social, and economic dimensions of water with a holistic approach, we regularly conduct annual water footprint calculations. The data obtained are verified by independent authorized organizations, ensuring that we provide transparent and reliable water data that can be shared with our stakeholders and used for comparison.

Through this approach, we are able to systematically monitor not only our total water consumption but also the environmental impacts of our operations on water resources.



WATER MANAGEMENT



Our Sectoral Responsibility in Water Management

The aluminum sector is among the industries with high water usage due to cooling, surface treatment, cleaning, and other technical applications required in production processes. In this context, at Sistem Alüminyum we operate with the principle of efficient, controlled, and circular use of water.

Wastewater Management and Regulatory Compliance

Üretim faaliyetlerimiz ve evsel su kullanımı sonucunda oluşan atık sular, tesisimizin yer aldığı organize sanayi bölgesinin atık su arıtma tesisine yönlendirilmekte ve kanal bağlantı iznimiz çerçevesinde yasal gereklilikler doğrultusunda bertaraf edilmektedir. Ayrıca, atık su deşarj noktalarımızdan her hafta düzenli olarak bağımsız bir kuruluş tarafından numune analizleri yapılmakta; böylece deşarj standartlarına uyumumuz sürekli olarak denetlenmektedir.

An Approach that Values Every Drop of Water

At Sistem Alüminyum, we believe that protecting water resources is not only an environmental necessity but also an integral part of our corporate responsibility. With this awareness, we act with an approach that values every drop of water, continuously improving our production processes in terms of water management and progressing with determination toward our goal of sustainable resource utilization.

ENERGY MANAGEMENT

At Sistem Alüminyum, we approach energy management not only as a tool for operational efficiency but also as a fundamental part of our environmental responsibility and sustainable development vision. In this regard, we implement a holistic and strategic energy management policy to increase energy efficiency, reduce our carbon footprint, and utilize renewable energy sources.

Systematic Approach within the Scope of ISO 50001

We conduct our energy management activities within the framework of the ISO 50001 Energy Management System Certificate. We regularly monitor and analyze our energy performance and develop projects with a continuous improvement approach. By setting specific energy efficiency targets, we implement coordinated action plans across all our production units to achieve these goals.

Reducing energy intensity, preferring energy-efficient equipment, optimizing processes, and conducting employee awareness trainings are the main pillars of these plans.

Energy Efficiency: A Key Element in the Fight Against Climate Change

Since a large share of industry-related greenhouse gas emissions comes from energy production and consumption, energy management lies at the heart of the fight against climate change. At Sistem Alüminyum, we prioritize energy efficiency practices in the transition to a low-carbon production model while also diversifying our energy sources to minimize our environmental impacts. The energy projects we have developed within this scope contribute to our operational sustainability and enable us to take active responsibility in combating the climate crisis.

Our Renewable Energy Investments: SPP (Solar Power Plant)

As of 2024, with the commissioning of our Solar Power Plant (SPP), we have begun meeting a portion of our electricity demand from a clean and renewable source. This investment not only reduces our external dependency but also makes a significant contribution to lowering our greenhouse gas emissions.

The SPP investment, as a strategic component of our sustainable energy transition, contributes to our long-term energy supply security and plays a critical role in bringing us closer to our carbon-neutral targets. Throughout 2024, we prevented approximately 4,000 tons of CO2e emissions solely through the SPP. This figure is a tangible indicator of reducing environmental impact and strengthening climate-positive practices.

At Sistem Alüminyum,

- through our practices that ensure efficient use of resources and
- support the transition to a low-carbon and resilient industrial model

we remain firmly committed to working for a climate-friendly future.

Green and strong tomorrows
will be our collective achievement...

www.sistemal.com

78- PEOPLE-CENTERED APPROACHES



OCCUPATIONAL HEALTH AND SAFETY

Our Approach to Employee Health, Occupational Safety, and Facility Security
At Sistem Alüminyum, employee health and safety, along with facility security, are among our top priority areas of responsibility. We continue our efforts with determination and a proactive approach to establish a healthy, safe, and sustainable working environment for all our employees and stakeholders.

Regulatory Compliance and Preventive Approach
We carry out all occupational health and safety activities in full compliance with Law No. 6331 on Occupational Health and Safety, as well as all related legislation and administrative regulations. Our aim is to prevent occupational accidents, environmental incidents, and occupational diseases. To this end, we systematically conduct hazard identification, risk analyses, and preventive measures, while continuously improving current practices.

Participatory and Observation-Based OHS Practices
The contributions of employee representatives, employee feedback, site visits, and “near-miss” incident reports serve as a guide for our occupational health and safety professionals, reflecting not only legal requirements but also on-the-ground realities. With our participatory approach, we build workplace safety together with our employees.

With a competent OHS team, our Occupational Health and Safety unit consists of:

- Three occupational safety specialists
- Three OHS technicians
- Two workplace physicians
- One additional healthcare professional

operates together to identify potential hazards across the entire factory site and carries out efforts to prevent occupational accidents and diseases with a systematic and scientific approach.

Environmental Monitoring and Improvement Practices
Regular environmental monitoring is conducted throughout the facility, and risk assessments are carried out based on periodic measurement results, followed by the implementation of necessary preventive improvements. Particular attention is given to closely monitoring the sustainability of protective measures for employee groups that require special policies.

OCCUPATIONAL HEALTH AND SAFETY

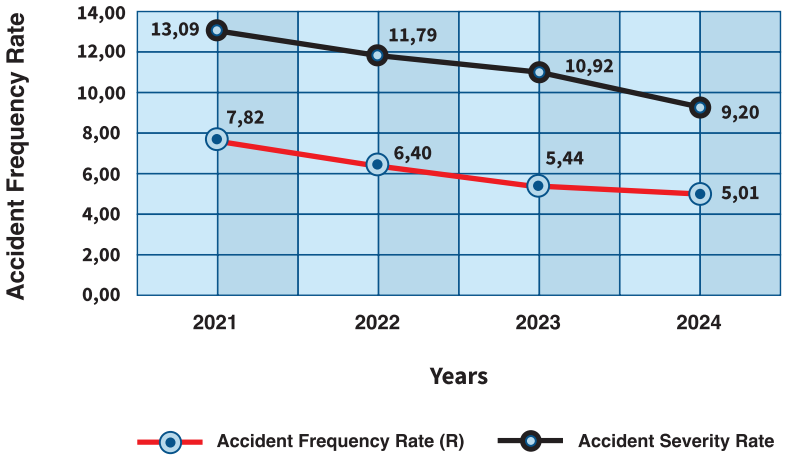
Training, Awareness, and Drills
Throughout 2024, in compliance with regulations, we regularly provided training for all new hires as well as existing employees, including:

- General and technical occupational safety trainings
- Health awareness sessions
- Firefighting
- Physical and chemical risk factors
- Handling and lifting techniques
- Ergonomics
- Working at heights
- Emergency team training

  These trainings were supported by regular drills to ensure that theoretical knowledge was reinforced through practical application.

Accident Analysis and Continuous Improvement
All accident cases are examined through detailed root cause analyses conducted by occupational safety specialists, lean production experts, and relevant department managers. Based on the findings, preventive and corrective actions are identified and implemented.

Work Accident Frequency - Severity Rate



As of 2024: All accident cases are examined through detailed root cause analyses conducted by occupational safety specialists, lean production experts, and relevant department managers. Based on the findings, preventive and corrective actions are identified and implemented.

- Our accident frequency rate was 9.20,
- and our accident severity rate was 5.01.

In light of these figures, at Sistem Alüminyum we not only fulfill our legal obligations but also act with an approach that leads the development of a preventive safety culture in the sector. **Our goal is to achieve the vision of zero occupational accidents and zero occupational diseases, making a safe and healthy working environment permanent for all our employees.**

WORKING CULTURE AT SİSTEM ALÜMİNYUM

A Fair, Inclusive, and Development-Oriented Work Culture

In line with our sustainable corporate growth goal, we move forward with the understanding of "Not I, but WE, " continuing to welcome value-adding colleagues to the Sistem Alüminyum family who will contribute to our values and vision.

Our priority in employment processes is to protect the health and safety of our employees, support their personal and professional development, and provide them with a fair and ethical working environment where their rights are safeguarded. To this end, we adopt a holistic approach to our human resources processes, aiming to deliver a professional and considerate experience at every stage of recruitment.

Our Employer Brand and Employee Experience Approach

As part of our employer brand and employee experience strategy, we attach importance to reflecting our corporate approach to candidates from the very first contact. Even before onboarding, we carry out communication and information processes regularly and plan every step to ensure their first day at work is as productive and comfortable as possible. In this way, we support our employees in adapting smoothly to their new environment.

Throughout their careers, we actively engage with our employees in the field, developing practices tailored to their growth, learning, needs, and motivation, thereby offering a continuously improving employee experience.

A Development Platform Offering Opportunities for Young Talents

In the 2023-2024 academic year, we provided long-term and summer internship opportunities to junior and senior students from 43 universities.

During their internships, students had the chance to observe and experience both our production processes and management practices firsthand. Interns who demonstrated success in their projects were included in our permanent staff, thus contributing to our workforce. In this way, we not only supported young talents but also strengthened our team with qualified and energetic individuals.

At Sistem Alüminyum, with the goal of building a talent pool aligned with our corporate values, open to development, and capable of making sustainable contributions, we remain firmly committed to enhancing our people-centered approach.

WORKING LIFE AT SİSTEM ALÜMİNYUM



1. We adopt sustainable growth as a principle.
2. We embrace collective wisdom, valuing people and knowledge.
3. We appreciate the achievements.
4. We respect diversity and differences.

WORKING LIFE AT SİSTEM ALÜMİNYUM

At Sistem Alüminyum, we act with a people-centered approach that protects the rights of our employees, supports their development, and aims to stand by them in every aspect of their lives. In this regard, we not only fulfill our legal obligations but also strengthen our corporate culture through social practices that enhance employee engagement and satisfaction.

Guarantee of Union Rights
Our blue-collar employees are covered by the Collective Bargaining Agreement and benefit from all union rights. We recognize the importance of union representation in maintaining labor peace and strengthening social dialogue, and we support the effective exercise of these rights.

Scholarship Program Supporting Education
To support the successful education and upbringing of our employees' children, we implement a non-refundable scholarship program. Within this framework, we provide financial support to students who meet the established criteria, helping to ease families' educational burdens and contributing to the academic development of the children.



Social Benefits and Special Day Practices
We place importance on being there for our employees in their special moments and celebrating these occasions together through our social benefits and support practices. **Within this scope:**

- We present meaningful gifts to our employees such as maternity care kits for expectant mothers,
- gold and newborn sets for special occasions like marriage and childbirth,
- and donation certificates to support earthquake-affected students on birthdays. Through these practices, we both share in the happiness of our employees and strengthen social solidarity.

SENIORITY AWARDS

At the foundation of our corporate achievements lie the dedication, loyalty and commitment of our employees.

With this understanding, as in every year, this year we also presented seniority awards to our colleagues who have completed 5, 10, 15 and 20 years with us.

Through this practice, we express our gratitude to our team members who have been with us for many years while also strengthening the culture of loyalty and belonging.



20. YEAR



15. YEAR



10. YEAR



5. YEAR

HUMAN RIGHTS AT SİSTEM ALÜMİNYUM

A Respectful, Fair, and Safe Working Environment Upholding Human Rights

At Sistem Alüminyum A.Ş., we firmly believe that all our employees have the right to work in a healthy and safe environment. Our employees are the cornerstone of our corporate existence and success. For this reason, ensuring their safety, protecting their rights, and supporting their development are among our top priorities.

Our Human Capital: The Foundation of Sustainable Success

We regard our human resources as the most strategic element of sustainable growth and ensure **the full and accurate implementation of our employees' rights.** Throughout their careers, we are committed to treating all our employees with **honesty, fairness, and respect,** and we implement continuous development-oriented practices to create a working environment where every individual can realize their potential.

Equality, Diversity, and Inclusion

Among all our employees, we act in line with **the principle of equality and inclusion without discrimination based on language, race, color, gender, age, physical disability, religion, denomination, belief, or political opinion.** We show zero tolerance for discrimination and foster a corporate culture where everyone has equal opportunities, rights are protected, and differences are embraced as a value.



Legal Compliance and Cultural Sensitivity

We act in full respect for the **legal regulations, traditions, and cultural values** of the Republic of Türkiye and all the countries in which we operate, conducting all our processes within the framework of national and international law. In this context, **ethical business practices, sensitivity to human rights, and a strong sense of social responsibility** are integral parts of our corporate culture.

Commitment to a Healthy and Safe Working Environment

It is our fundamental responsibility to provide safe working conditions that support the physical and mental health of our employees, comply with **occupational health and safety standards, and are free from hazards.** In this regard, we remain firmly committed to fostering a transparent and **participatory OHS culture that is continuously improved for all our employees.**

SİSTEM ACADEMY

At Sistem Alüminyum, we consider the culture of continuous improvement as an integral part of our corporate structure and continue to invest systematically in enhancing the knowledge, skills, and competencies of our employees. With this vision, we launched Sistem Academy in 2022 to support the development of our corporate culture, to sustainably foster the professional growth of our employees, and to structure the organizational learning process.

Our Vision

To cultivate innovative, productive, and solution-oriented employees who embrace the mindset of continuous development in alignment with the company's strategy and objectives.

Our Mission

Through employee-centered training and development activities, to ensure that open-minded, participatory, visionary, and high-potential individuals become part of a strong organization that delivers qualified work.

Transforming Learning Culture through the Academy Approach

With Sistem Academy, we moved away from the traditional training approach focused on short-term and immediate needs, adopting a proactive, strategic, and institutionally integrated development model. In this context, our training system:

- Is based on structured knowledge transfer linked to business strategies,
- Adopts permanent learning methods that support corporate development,
- Becomes measurable and assessable through the added value that training outcomes provide to the organization.

Klasik eğitim yaklaşımındaki sınıf temelli, tek seferlik ve bireysel odaklı yapı yerini; uzun vadeli öğrenme hedeflerine sahip, sürdürülebilir gelişim planları ile desteklenen bir akademik sisteme bırakmıştır.

Sustainability in Corporate Learning

System Academy supports sustainable knowledge sharing and cultural development throughout the organization through both online and in-person training programs, competency-building tools, and a variety of learning models. This structure allows our employees to plan their individual development journeys in line with corporate strategies, laying the foundation for our strong, future-ready human capital. The classroom-based, one-time, and individual-focused nature of the traditional education approach has been replaced by an academic system supported by sustainable development plans with long-term learning goals.

TRAINING AND DEVELOPMENT

At Sistem Alüminyum, we believe that qualified human capital is the foundation of sustainable corporate growth, and we consider the individual and professional development of our employees a strategic priority. In this context, we have structured all training activities carried out to support the development of our employees, in alignment with our company strategy and objectives, under the umbrella of Sistem Academy.

Through these structured training programs carried out under the umbrella of Sistem Academy, we systematically enhance the knowledge and competencies of our employees, thereby aiming to strengthen our corporate capacity in a sustainable manner. In line with our people-centered approach, we not only support individual development but also promote the transformation of our corporate culture into a learning organization.

This structure, which ensures the systematic development of human resources, is carried out under four main categories based on training needs analyses:

1. Professional Development

Covers training and development activities aimed at enhancing the professional expertise of our employees at different levels and positions. **Some of the programs carried out under this category include:**

- Orientation Programs
- On-the-Job Trainings
- Mandatory Legal Trainings
- Professional Seminars, Fairs, and Congress Participation

2. Leadership Development

To ensure the sustainability of organizational success, it includes programs designed for employees with leadership potential and those assuming managerial responsibilities**. Within this scope:**

- Management Development Program
- Coaching Programs are implemented.

3. Talent Development

Within the framework of talent management and career planning, it includes programs that support the development of high-potential employees.**Practices under this category include:**

- Talent Development Trainings
- Rotation and Job Rotation Trainings
- Coaching Programs

4. Personal Development

Covers development programs carried out to enhance our employees' individual awareness and support their work-life balance.

- Personal Development Trainings are offered within this scope.

TRAINING AND DEVELOPMENT

Sistem Academy 2nd Year On the 2nd anniversary of Sistem Academy, we presented a keepsake to our Internal Trainers who contributed to our development.





OUR SOCIAL ACTIVITIES

Within the scope of AFAD Accreditation System, in 2024 we launched the **“Light Level Search and Rescue Trainings”** as the **“Sistem Search and Rescue Team”** in order to assist in locating and rescuing disaster or accident victims on the surface immediately after a sudden disaster or emergency that causes losses.



OUR SOCIAL ACTIVITIES

International Women's Day - In collaboration with the **Educational Volunteers Foundation of Türkiye (TEGV),** we supported education and gave our female colleagues a small keepsake to remember us by on brighter days.





OUR SOCIAL ACTIVITIES

Children's Festival - On this special holiday, we gave our children and the child within each of us the chance to enjoy themselves to the fullest.





OUR SOCIAL ACTIVITIES

World Environment Day - Aware of the need to involve future generations more in order to leave them a cleaner world, we asked the children of our colleagues to make toys using recyclable waste such as cardboard boxes, plastic caps and PET bottles.

With the toys they created from recyclable waste, we received a promise for a sustainable future from our children.





OUR SOCIAL ACTIVITIES

Lösev- Box by Box Happiness: For Childhood Leukemia Week (November 2-8), we came together with LÖSEV, the Foundation for Children with Leukemia, at Sistem Alüminyum to raise awareness and spread kindness.

By supporting Lösev's "Box by Box Happiness" project, we prepared the boxes together with our volunteers and helped deliver them to families, 87 percent of whom live below the subsistence level.





OUR SOCIAL ACTIVITIES

Football Tournament With the participation of 10 teams formed from different departments and more than 20 matches played, the winner of our tournament was the Quality team, which joined the event with the slogan **“The tournament has a system, Sistem has quality.”**





OUR SOCIAL ACTIVITIES

Volleyball Tournament - WE took part as the “SisTeam Volleyball Team” in the Traditional Volleyball Tournament organized by the Ergene District Governorship and were honored with the **“Most Gentlemanly Team”** award.



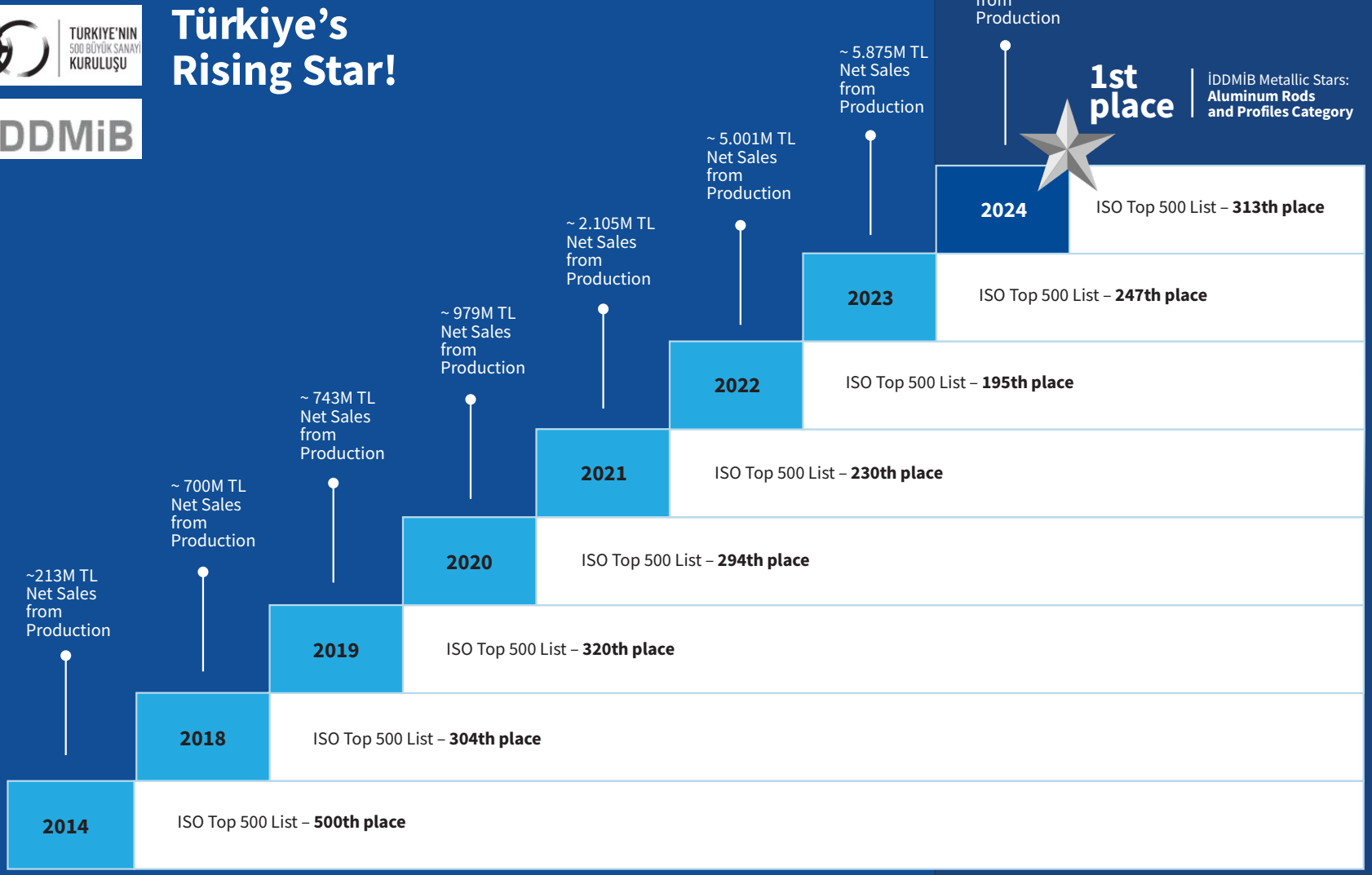


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96- APPENDICES

ACHIEVEMENTS

Türkiye's Rising Star!



SECTOR EVENTS AND FAIRS

- R+T 2024 FAIR
- BIG 5 CONSTRUCT SAUDI
- THE NAHB IBS 2024
- ALUMINIUM DÜSSELDORF
- BATIMAT PARIS 2024
- INNOTRANS FAIR
- SAHA EXPO DEFENSE, AEROSPACE AND SPACE INDUSTRY FAIR
- EURASIA WINDOW FAIR
- THE BIG 5 GLOBAL

OUR CERTIFICATES

	Automotive /Otomotiv	Aviation /Havacılık	Defence /Savunma	Construction /İnşaat	White Goods /Beyaz Eşya	Energy /Enerji	Electronic /Elektronik
ISO 9001	✓	✓	✓	✓	✓	✓	✓
ISO 14001	✓	✓	✓	✓	✓	✓	✓
ISO 45001	✓	✓	✓	✓	✓	✓	✓
ISO 50001	✓	✓	✓	✓	✓	✓	✓
ISO 27001	✓	✓	✓	✓	✓	✓	✓
IATF 16949	✓						
TSE				✓	✓	✓	✓
CE				✓	✓	✓	✓
UKCA				✓	✓	✓	✓
AS 9100		✓	✓				
QUALANOD				✓	✓	✓	✓
QUALICOAT				✓	✓	✓	✓
REACH	✓	✓	✓	✓	✓	✓	✓
ROHS	✓	✓	✓	✓	✓	✓	✓
YYS				✓	✓	✓	✓
MADE IN TURKEY				✓	✓	✓	✓

MEMBERSHIPS

DEİK
DIŞ EKONOMİK İLİŞKİLER KURULU
FOREIGN ECONOMIC RELATIONS BOARD

TALSAD
TÜRKİYE ALÜMİNYUM SANAYİCİLERİ DERNEĞİ

İDDMİB
İSTANBUL DEMİR ve DEMİR DIŞI METALLER İHRACATÇILARI BİRLİĞİ

TAŞIT ARAÇLARI TEDARİK SANAYİCİLERİ DERNEĞİ
TAYSAD
AUTOMOTIVE SUPPLIERS ASSOCIATION OF TURKEY

KalDer
Türkiye Kalite Derneği

TÜSMOD

AYİD
ALÜMİNYUM YÜZEY İŞLEM DERNEĞİ

İSO
İSTANBUL SANAYİ ODASI

GALSIAD
Girişimci Alüminyum Sanayici ve İş İnsanları Derneği

İSTANBUL TİCARET ODASI 1882

ÇORLU TİCARET ve SANAYİ ODASI
ÇTSO

ORGANİZE SANAYİ BÖLGESİ
ergene1

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101- PERFORMANCE INDICATORS

Sistem Alüminyum

PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS	2022	2023	2024
EMPLOYEE DEMOGRAPHICS			
TOTAL NUMBER OF EMPLOYEES	1.221	1.363	1.126
FEMALE	155	166	149
MALE	1.066	1197	977
TOTAL NUMBER OF EMPLOYEES BY CATEGORY			
BLUE COLLAR	1.065	1.137	889
FEMALE	107	91	77
MALE	958	1046	812
WHITE COLLAR	156	226	237
FEMALE	48	75	72
MALE	108	151	165
NUMBER OF EMPLOYEES BY AGE GROUP			
30 YEARS OLD AND UNDER	504	513	408
FEMALE	60	57	46
MALE	444	456	362
30-50 YEARS OLD	664	755	650
FEMALE	96	99	94
MALE	568	656	556
50 YEARS OLD AND ABOVE	53	95	68
FEMALE	4	9	9
MALE	49	86	59
TOTAL NUMBER OF EMPLOYEES BY EDUCATION LEVEL			
PRIMARY EDUCATION	429	509	361
FEMALE	52	47	39
MALE	377	462	322
HIGH SCHOOL	532	575	492
FEMALE	39	43	47
MALE	493	532	445
UNIVERSITY AND ABOVE	260	279	273
FEMALE	70	76	63
MALE	190	203	210

SOCIAL PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS	2022	2023	2024
EMPLOYEE DEMOGRAPHIC			
NUMBER OF EMPLOYEES BY SENIORITY			
0-5 YEARS	1007	1048	892
FEMALE	139	133	107
MALE	868	915	785
5 -10 YEARS	199	294	211
FEMALE	9	29	35
MALE	190	265	176
10 YEARS AND ABOVE	15	21	23
FEMALE	7	4	7
MALE	8	17	16
NUMBER OF EMPLOYEES BY MANAGEMENT LEVEL			
BOARD OF DIRECTORS	5	5	5
FEMALE	0	0	0
MALE	5	5	5
DIRECTOR	3	6	4
FEMALE	0	0	2
MALE	3	6	2
MANAGER	16	23	17
FEMALE	2	3	1
MALE	14	20	16
EXECUTIVE	31	31	28
FEMALE	10	11	18
MALE	21	20	10
NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE			
FULL TIME	1.221	1.363	1.126
FEMALE	155	166	149
MALE	1.066	1197	977
PART TIME	0	0	0
FEMALE	0	0	0
MALE	0	0	0

SOCIAL PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS	2022	2023	2024
EMPLOYEE DEMOGRAPHICS			
TOTAL NUMBER OF EMPLOYEES BY CONTRACT TYPE			
PERMANENT EMPLOYMENT CONTRACT	1.221	1.363	1.126
FEMALE	155	166	149
MALE	1.066	1.197	977
TEMPORARYEMPLOYMENT CONTRACT	0	0	0
FEMALE	0	0	0
MALE	0	0	0
DIVERSITY AND INCLUSION			
NUMBER OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENT	0	1.080	830
FEMALE	0	78	60
MALE	0	1.002	770
EMPLOYEE DEVELOPMENT			
NUMBER OF EMPLOYEES RECEIVING TRAINING (PERSONS)	1.252	1.367	1.827
BLUE COLLAR	1.101	1.148	1.515
WHITE COLLAR	151	219	312
EMPLOYEE TRAINING (PERSON*HOUR)	20,23	27,4	22,81
OHS TRAINING (PERSON*HOUR)	11.930	12.112	13.676
EMPLOYEE PARTICIPATION			
NUMBER OF SUGGESTIONS	2.485	1.525	891
SUGGESTION RETURN ($)	1.764.000	2.159.000	2.535.570

SOCIAL PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS	2022	2023	2024
SOCIAL PERFORMANCE INDICATORS			
OCCUPATIONAL HEALTH AND SAFETY			
NUMBER OF ACCIDENTS			
DIRECT EMPLOYMENT	317	300	264
SUBCONTRACTED WORKERS	0	0	0
NUMBER OF FATAL ACCIDENTS			
DIRECT EMPLOYMENT	0	0	0
SUBCONTRACTED WORKERS	0	0	0
OCCUPATIONAL DISEASE RATIO (ODR)			
DIRECT EMPLOYMENT	0	0	0
SUBCONTRACTED WORKERS	0	0	0
NUMBER OF DAYS LOST DUE TO ACCIDENT	2.418	2.372	1.593
ACCIDENT FREQUENCY RATE (IFR)	11,79	10,92	9,20
ACCIDENT SEVERITY RATIOT	6,40	5,44	5,01

ENVIRONMENTAL PERFORMANCE INDICATORS	2022	2023	2024
ENVIRONMENTAL PERFORMANCE INDICATORS			
ENERGY MANAGEMENT			
ELECTRICITY CONSUMPTION (GJ)	138.812	135.595	131.383
ELECTRIC ENERGY INTENSITY (GJ/TON OF PRODUCT)	2,700	2,820	3,11
RENEWABLE ENERGY PRODUCTION (GJ)	0	0	24.022
NATURAL GAS CONSUMPTION (GJ)	475.052	477.836	383.235
NATURAL GAS ENERGY DENSITY (GJ/TON OF PRODUCT)	9,23	9,92	9,06
WASTE MANAGEMENT			
TOTAL AMOUNT OF WASTE (TONS)	5.142	3.907	3.670
AMOUNT OF NON-HAZARDOUS WASTE BY DISPOSAL METHOD (TONS)	2.234	2.105	1.808
ENERGY RECOVERY	17	20	21
RECYCLING	2.218	2.085	1.787
WASTE INCINERATION	0	0	0
REGULAR STORAGE	0,012	0,012	0,081
OTHER	0	0	0

PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

ENVIRONMENTAL PERFORMANCE INDICATORS	2022	2023	2024
AMOUNT OF NON-HAZARDOUS WASTE BY DISPOSAL METHOD (TONS)	2.908	1.803	1.862
ENERGY RECOVERY	173	0	0
RECYCLING	2.513	1.803	1.862
WASTE INCINERATION	0	0	0
REGULAR STORAGE	222	0	0
OTHER	0	0	0
WASTE AMOUNT PER PRODUCT (TONS OF WASTE/TONS OF PRODUCT)	0,098	0,081	0,087
WATER MANAGEMENT			
TOTAL WATER WITHDRAWAL BY SOURCE (M^3)			
GROUNDWATER WITHDRAWAL VOLUME (M^3)	262.461	248.546	243.199
MAINS WATER WITHDRAWAL VOLUME (M^3)	0	0	0
WATER INTENSITY (M^3/TON PRODUCT)	5,10	5,16	5,75
GREENHOUSE GAS EMMISSION MANAGEMENT			
GREENHOUSE GAS EMISSIONS (TON CO2E) - FACTORY	42.994	43.841	37.793
DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1) (TON CO2E)	26.028	27.268	21.662
ENERGY INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 2) (TON CO2E)	16.966	16.573	16.131
GREENHOUSE GAS EMISSIONS (TON CO2E) - HEADQUARTERS	277	162	131
DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1) (TON CO2E)	175	61	54
ENERGY INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 2) (TON CO2E)	102	101	77
TOTAL GREENHOUSE GAS EMISSIONS (TON CO2E)	43.271	44.003	37.924
GREENHOUSE GAS EMISSION INTENSITY (TON CO2E/TON PRODUCT)	0,83	0,91	0,90
RESOURCE MANAGEMENT			
NON-PRIMARY ALUMINUM INPUT / RECYCLED RAW MATERIAL (TON)	34.541	33.331	31.318
NON-PRIMARY ALUMINUM RAW MATERIAL / TOTAL RAW MATERIAL (%)	48	47	52

ENVIRONMENTAL PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE INDICATORS	2022	2023	2024
NET SALES ($)	307.837.000	248.808.000	209.438.704
SUPPLY CHAIN MANAGEMENT			
DOMESTIC SUPPLIER RATIO (%)	94	95	94
DOMESTIC SUPPLIER RATIO (%)	6	5	6

ECONOMIC PERFORMANCE INDICATORS

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107- GRI CONTENT INDEX



GRI CONTENT INDEX

GRI CONTENT INDEX	
Declaration of Use	The Sistem Alüminyum report covering the period from January 1, 2023, to December 31, 2023, has been prepared in accordance with the GRI Standards.
Use of GRI 1	GRI 1: Basic 2021
GRI Industry Standard	There is no industry standard.

GRI STANDARD	DESCRIPTION	SECTION	DISCLOSURE OF EXCLUDED INFORMATION
GENERAL INFORMATION			
GRI 2 GENERAL INFORMATION 2021	ORGANIZATION AND REPORTING PRACTICES		
	2-1 Details about the organization	About Us	
	2-2 Organizations included in sustainability reporting	About the Report	
	2-3 Reporting period, frequency, and contact information	About the Report	
	2-4 Restatement of Information	GRI Content Index: The report does not contain any rephrased information.	
	2-5 External audit	No external audit has been conducted.	
	ACTIVITIES AND EMPLOYEES		
	2-6 Activities, value chain, and other business relationships	About Us	
		Sustainable Supply Chain Management	
		Our Value Chain	
	2-7 Employees	Employment at Sistem Alüminyum	
		Social Performance Indicators	
	2-8 Non-employed workers	Social Performance Indicators	
	GOVERNANCE		
	2-9 Governance structure and composition	Our Management Approach	
		Boards, Committees, and Commissions	
	2-10 Candidacy and election of the highest governing body	Our Management Approach	
		Boards, Committees, and Commissions	

GRI CONTENT INDEX

GRI STANDARD	DESCRIPTION	SECTION	DISCLOSURE OF EXCLUDED INFORMATION
	GENERAL INFORMATION		
GRI 2 GENERAL INFORMATION 2021	**GOVERNANCE**		
	2-11 Chairperson of the highest governing body	Our Management Approach	
	2-12 The role of the highest governance body in overseeing the management of impacts	Sustainability Management	
	2-13 Delegating responsibility to manage impacts	Sustainability Management	
	2-14 The role of the highest governance body in sustainability reporting	Sustainability Management	
	2-15 Conflict of interest	Ethical Management	
	2-16 Communication of critical concerns	About the Report	
		Value-Based Relationships We Build with Stakeholders	
		Ethical Management	
	2-17 Sustainable development of the top management level	Boards, Committees, and Commissions	
	2-18 Evaluation of the performance of the highest governance body	Our Management Approach	
		Boards, Committees, and Commissions	
	2-19 Pricing policies	Our Management Approach	
	2-20 Fee determination process	Our Management Approach	
	STRATEGY, POLICIES, AND PRACTICES		
	2-22 Statement on the sustainable development strategy	Sustainability Management	
		Our Sustainability Priorities	
		Our Sustainability Approach	
	2-23 Policy commitments	Our Management Approach	
		Sustainability Management	
	2-24 Integration of policy commitments	Our Management Approach	
		Sustainability Management	

GRI CONTENT INDEX

GRI STANDARD	DESCRIPTION	SECTION	DISCLOSURE OF EXCLUDED INFORMATION
GENERAL INFORMATION			
GRI 2 GENERAL INFORMATION 2021	**STRATEGY POLICIES AND PRACTICES**		
	2-25 Mitigation processes for negative impacts	Value-Based Relationships We Build with Stakeholders	
	2-26 Recommendation search and concern expression mechanisms	Value-Based Relationships We Build with Stakeholders	
	2-27 Compliance with laws and regulations	Boards, Committees, and Commissions	
	2-28 Memberships	Memberships	
	STAKEHOLDER PARTICIPATION		
	2-29 Stakeholder participation approach	Value-Based Relationships We Build with Stakeholders	
	2-30 Collective bargaining agreements	Social Performance Indicators	
PRIORITY TOPICS			
GRI 3 PRIORITY TOPICS 2021	3-1 Process of identifying priority issues	Our Sustainability Priorities	
	3-2 Priority list	Our Sustainability Priorities	
CLIMATE CHANGE			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
		Our Responsibilities and Strategic Approach in Combating the Climate Crisis	
GRI 201 ECONOMIC PERFORMANCE 2016	201-2 Financial impacts of climate change and other risks and opportunities	Risk Management	
GRI 305 EMISSIONS 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Environmental Performance Indicators	
	305-2 Indirect energy greenhouse gas (GHG) emissions (Scope 2)	Environmental Performance Indicators	
	305-4 GHG emission intensity	Environmental Performance Indicators	
	305-5 Reduction of greenhouse gas (GHG) emissions	Emissions Management	

GRI CONTENT INDEX

GRI STANDARD	DESCRIPTION	SECTION	DISCLOSURE OF EXCLUDED INFORMATION
OCCUPATIONAL HEALTH & SAFETY			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 403 OCCUPATIONAL HEALTH AND SAFETY	403-1 Occupational Health and Safety Management System	Occupational Health and Safety	
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	
	403-3 Occupational health services	Occupational Health and Safety	
	03-4 Worker participation, consultation, and communication regarding occupational health and safety	Our Sustainability Priorities	
		Occupational Health and Safety	
	403-5 Occupational Safety and Health Training Provided to Employees	Occupational Health and Safety	
		Occupational Health and Safety	
	403-6 Promotion of worker health	Occupational Health and Safety	
	403-8 Workers covered by the occupational health and safety management system	Social Performance Indicators	
	403-9 Work-Related Injuries	Social Performance Indicators	
	403-10 Work-related illness	Social Performance Indicators	
FINANCIAL PERFORMANCE			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 201 ECONOMIC PERFORMANCE 2016	201-2 Financial impacts of climate change and other risks and opportunities	Risk Management	
CIRCULAR PRODUCTION			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 301 MATERIALS 2016	301 -1 Raw material used by weight or volume	Environmental Performance Indicators	
	301-2 Recycled raw material used	Environmental Performance Indicators	
GRI 306 WASTE 2020	306-1 Waste generation and significant impacts related to waste	Waste Management	
	306-2 Management of waste-related impacts	Waste Management	
	306-3 Waste generated	Environmental Performance Indicators	
	306-5 Waste directed to disposal	Environmental Performance Indicators	

GRI CONTENT INDEX

GRI STANDARD	DESCRIPTION	SECTION	DISCLOSURE OF EXCLUDED INFORMATION
DIGITALIZATION			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
		Digital Transformation	
ENERGY MANAGEMENT			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 302 ENERGY 2016	302-1 Energy consumption within the organization	Environmental Performance IndicatorsÇevresel Performans Göstergeleri	
	302-3 Energy Intensity	Energy Management	
	302-4 Reduction of Energy Consumption	Energy Management	
	302-5 Reduction of Energy Requirements of Products and Services		
WATER MANAGEMENT			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 302 ENERGY 2016	303-1 Interactions with Water as a Shared Resource	Water Management	
	303-2 Management of Water Discharge-Related Impacts	Water Management	
	303-3 Water Withdrawal	Environmental Performance Indicators	
	303-5 Water Consumption	Environmental Performance Indicators	
CUSTOMER SATISFACTION			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
		Quality Management	
CORPORATE GOVERNANCE			
GRI 3 PRIORITY TOPICS 2021	3-3 Öncelikli konuların yönetimi	Sürdürülebilirlik Önceliklerimiz	
		Yönetim Anlayışımız	
		Kurullar, Komiteler ve Komisyonlar"r	

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GRI CONTENT INDEX

GRI STANDARD	DESCRIPTION	SECTION	DISCLOSURE OF EXCLUDED INFORMATION
EQUAL OPPORTUNITY AND DIVERSITY			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Social Performance Indicators	
GRI 406 ANTI-DISCRIMINATION	406-1 Incidents of discrimination and corrective measures taken	Ethical Management	
WASTE MANAGEMENT			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 306 WASTE 2020	306-1 Waste generation and significant impacts related to waste	Waste Management	
	306-2 Management of waste-related impacts	Waste Management	
	306-3 Waste generated	Environmental Performance Indicators	
	306-5 Waste directed to disposal	Environmental Performance Indicators	
R&D AND INNOVATION			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
		R&D and Innovation	
EMPLOYEE SATISFACTION			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 401 EMPLOYMENT 2016	306-1 Waste generation and significant impacts related to waste	Waste Management	
	306-2 Management of waste-related impacts	Waste Management	
GRI 404 EĞİTİM VE ÖĞRETİM 2016	306-3 Waste generated	Environmental Performance Indicators	
	306-5 Waste directed to disposal	Environmental Performance Indicators	
SUSTAINABLE SUPPLY CHAIN MANAGEMENT			
GRI 3 PRIORITY TOPICS 2021	3-3 Management of priority topics	Our Sustainability Priorities	
GRI 308 SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-2 Negative environmental impacts in the supply chain and measures taken	Supply Chain Management	
GRI 414 SUPPLIER SOCIAL ASSESSMENT 2016	414-1: Evaluation of new suppliers based on social criteria	Supply Chain Management	

GRI CONTENT INDEX

GRI STANDARD	DESCRIPTION	SECTION	DISCLOSURE OF EXCLUDED INFORMATION
SOCIAL RESPONSIBILITIES			
GRI 3 PRIORITY TOPICS	3-3 Management of priority topics	Our Sustainability Priorities	
VALUE-ADDING COLLABORATIONS AND PARTNERSHIPS			
GRI 401 EMPLOYMENT 2016	3-3 Management of priority topics	Our Sustainability Priorities	
		Memberships	

LEGAL WARNING

This report is not subject to the **“Sustainability Audit Regulation”** No. 41255, which was prepared based on Articles 9, 25, and 27 of Decree Law No. 660. It should not be assumed that the content, which is for informational purposes, is complete, definitive, or unchangeable, and does not constitute a guarantee or commitment for other parties.



2024

SUSTAINABILITY REPORT



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