

SUSTAINABILITY REPORT

2023



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H. TAHSİN TUĞRUL
CHAIR OF THE BOARD

LETTER FROM CHAIR OF THE BOARD

Dear Stakeholders,

It is with great pleasure and a profound sense of responsibility that I present to you Altaş Aluminum's Sustainability Report for 2023. As Chair of the Board, I am proud to lead a company deeply committed to sustainable practices and environmental stewardship.

In today's world, the need for sustainable business practices has never been more pressing. At Altaş Aluminum, sustainability is no longer just a buzzword, we try to embed it in our corporate understanding. Our commitment to recycling, reusing, and redefining industry standards underscores our dedication to minimizing environmental impact while maximizing positive social and economic outcomes.

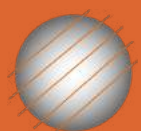
Throughout this report, you will find evidence of our efforts to harness sustainability as a driving force for innovation and progress.

From our investments in cutting-edge technologies to our initiatives aimed at reducing carbon emissions, every aspect of our operations is guided by our unwavering commitment to crafting a greener future.

As we reflect on our achievements over the past year, we recognize that our journey towards sustainability is ongoing. We remain steadfast in our determination to continuously improve and strive for excellence in all that we do.

I extend my sincerest gratitude to our employees, partners, and stakeholders for their unwavering support on this journey. Together, we will continue to lead by example and make a positive impact on the world around us.

Sincerely,
Hasan Tahsin Tuğrul
Chair of the Board





TAŞKIN ÖZKAL
GENERAL MANAGER

MESSAGE FROM GENERAL MANAGER

Dear Stakeholders,

I am thrilled to present Altaş Aluminum's 2023 Sustainability Report, showcasing our steadfast commitment to sustainable practices and responsible corporate citizenship. As General Manager, I am immensely proud of the strides we have made towards fostering a greener, more sustainable future.

This report reflects our dedication to implementing environmentally friendly initiatives across all facets of our operations. From optimizing resource usage to implementing energy-efficient technologies, every decision we make is guided by our unwavering commitment to sustainability.

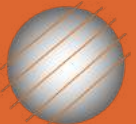
Our success in achieving our sustainability goals would not have been possible without the dedication and hard work of our talented team members.

Their passion for sustainability and tireless efforts have been instrumental in driving positive change within our organization and beyond.

As we navigate the challenges and opportunities of the future, I am confident that our commitment to sustainability will continue to serve as a guiding force. Together, we will build upon our achievements and strive to make an even greater impact on the world around us.

Thank you for your continued support and partnership as we work towards a more sustainable tomorrow.

Warm regards,
Taşkın Özkal
General Manager | Board Member





ABOUT OUR REPORT

Altaş Aluminum produces its first “Corporate Sustainability Report (CSR)”, data based on fiscal year 2023.

Reporting period began January 1st, 2023 and ended December 31st, 2023.

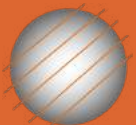
Report summarizes the company’s ESG activities, impacts and performance of company headquarter and production plant in Kocaeli/ Türkiye

Annexes of the report tabulate our 2023 sustainability in accordance with the Global Reporting Initiative (GRI) reporting standards.

The report contents have not been audited by an independent third party.

This report is available on our website: <https://www.altasal.com>

For any questions, comments, or feedback regarding the content of this report, please send an email to info@altasal.com. We always value the opinions of our stakeholders.



WHO WE ARE

Altaş Aluminum, is one of the leading aluminum extrusion company in Türkiye since 1990.

We are a Turkish and Irish joint venture company, however our Irish joint venture partner who holds a 33% stake, does not participate in the management or operational processes.

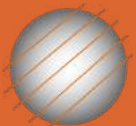
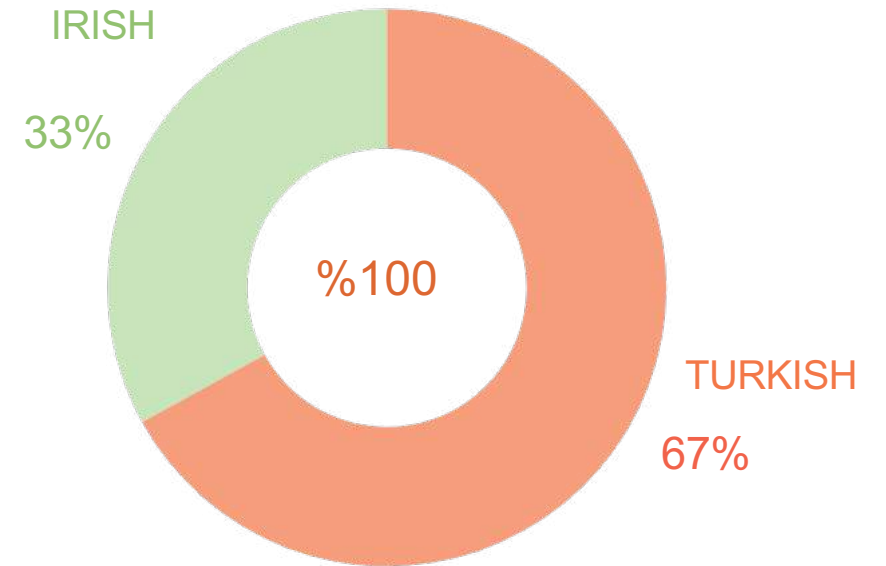
From our head quarter and production facility in Gebze/Kocaeli we efficiently serve global markets by producing aluminum profiles, machined parts and assembled parts according to customer specifications.

With the construction of our new production facility, which will be an addition to the existing production facility, will start on 80.000 square meter plot of land in Çankırı Yakıncık OSB, we will increase our production capacity.

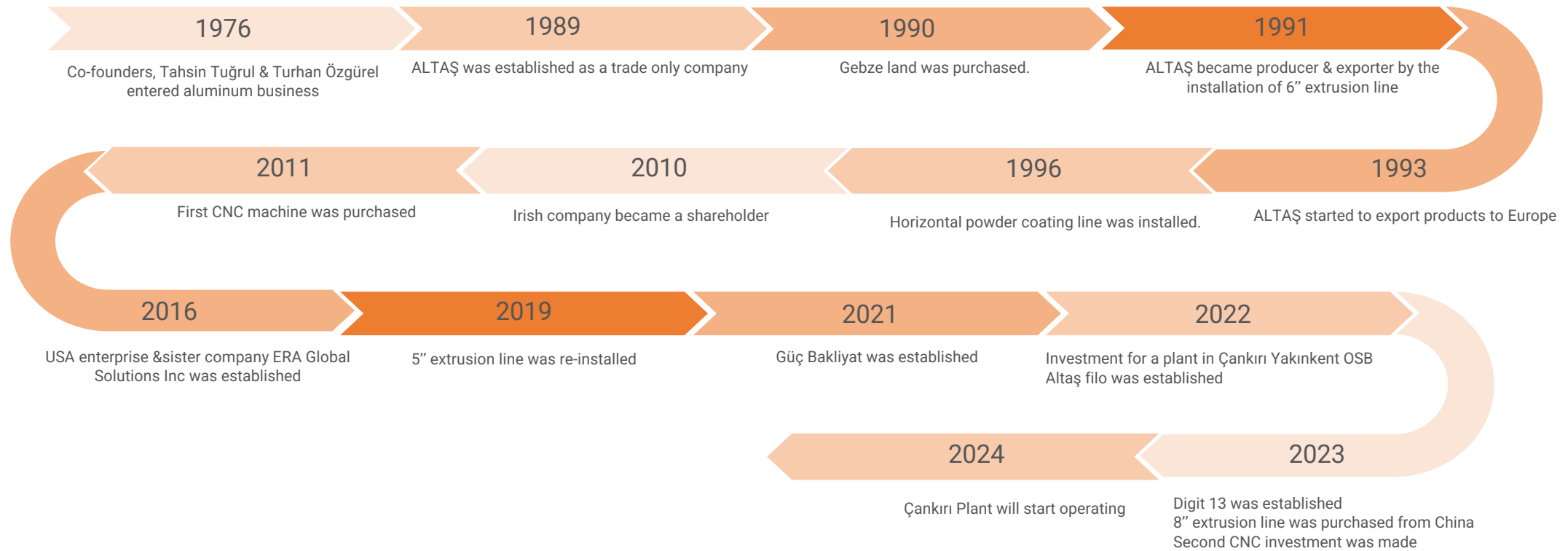
As Altaş Aluminum, more than 90% of our high-quality products exported to the EU, USA, and Canada

With our IATF 16949:2016 certification, not only we offer products to automotive companies as well as all other sectors in the global market, but also we produce for the important exporter companies of our country in the domestic market.

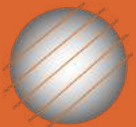
OWNERSHIP



OUR ROADMAP



4
WHO
WE ARE



OUR GOVERNANCE

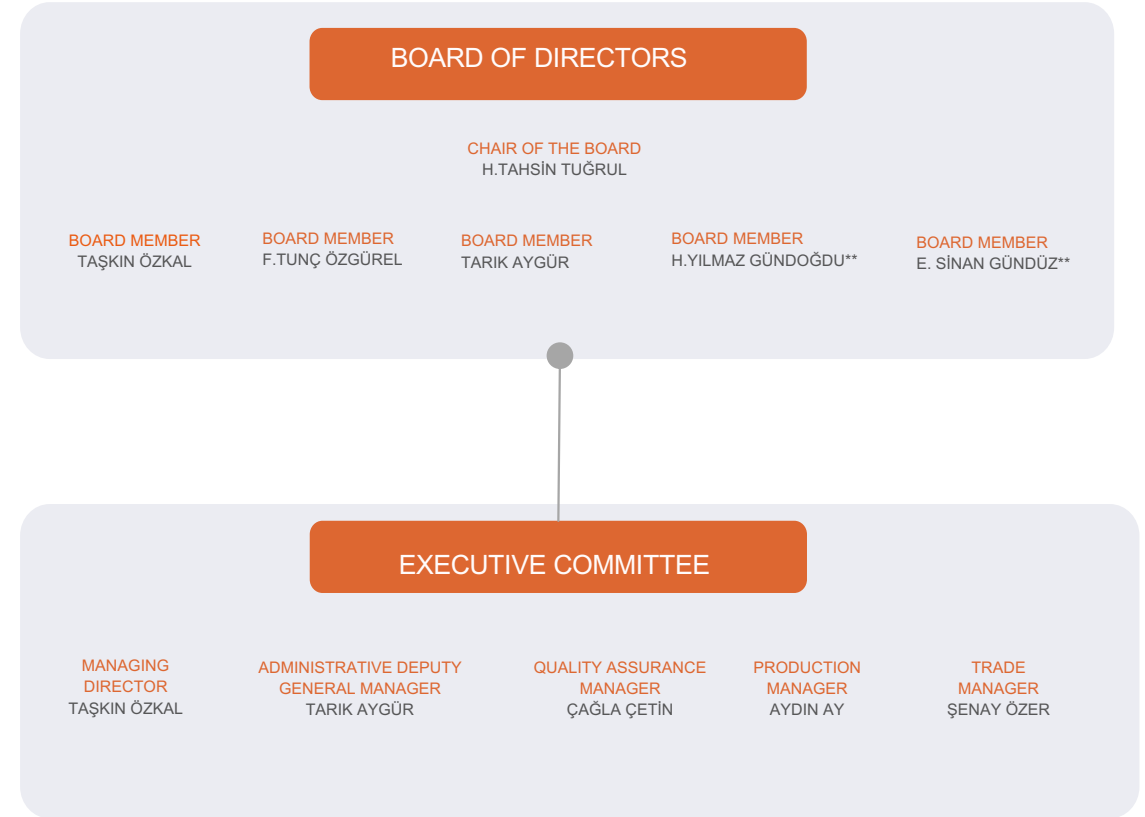
Board of Directors is the highest decision-making body in our company.

Our co-founder Mr. Hasan Tahsin Tuğrul is the chairman of the board of directors.

Our executive committee consists of 5 individuals. The duties and working principles of the Committee come into effect as determined by a decision of the Board of Directors.

The board of directors is responsible for the following tasks, along with the tasks it delegates to the executive committee:

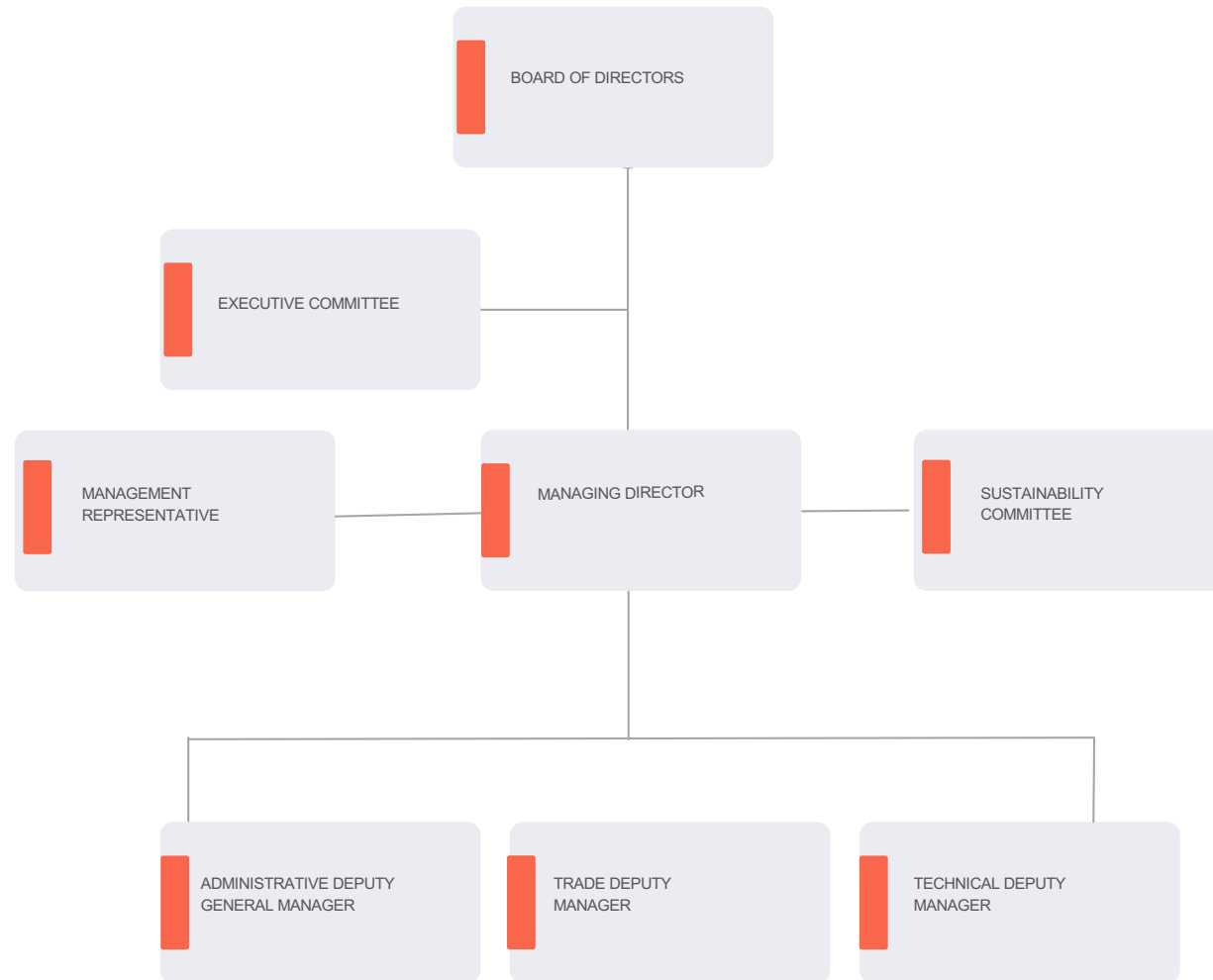
- **Strategy and Organization:** Setting the company's overall direction, including its strategic goals and organizational structure. This involves making decisions about the company's mission, vision, and long-term objectives.
- **Financial and Non-Financial Performance Oversight:** Oversees both financial performance (such as revenue, profit, and cash flow) and non-financial performance (such as environmental impact, social responsibility, and corporate governance practices). This oversight ensures that the company operates ethically and responsibly while also achieving its financial goals.



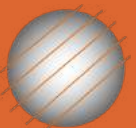
** H. Yılmaz Gündoğdu's and E. Sinan Gündüz's term on the Board of Directors ended on 13.11.2023

➤ Irish joint venture partner does not participate in the management or operational processes.

OUR GOVERNANCE



- **ESG & Sustainability Strategy:** Approves the company's ESG (Environmental, Social, and Governance) and sustainability strategy. This involves setting goals and initiatives related to environmental stewardship, social responsibility, and good governance practice.
- **CSV (Creating Shared Value) Approval:** Approves the company's CSV initiatives, which aim to address social or environmental challenges in a way that also benefits the business.
- **Sustainability Report Approval:** Approves the company's sustainability report, which communicates its ESG performance and progress toward sustainability goals to stakeholders. This report may be submitted to the Annual General Meeting (AGM) for review by shareholders and other interested parties.

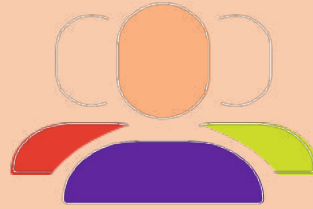


OUR VISION, MISSION, TARGET



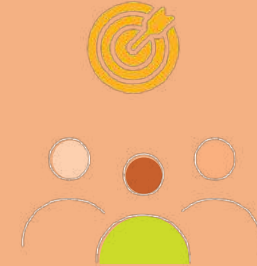
VISION

Our vision is to become a globally recognized supplier across all sectors utilizing aluminum, advancing towards institutional excellence, and consistently ensuring stakeholder satisfaction surpassing 75%, as we continually strive for growth, innovation, and industry leadership.



MISSION

Our mission is to seamlessly meet the semi-finished and precision-machined aluminum profile needs of our customers in both domestic and international markets by providing innovative solutions, unparalleled quality, and steadfast partnership, aiming to exceed expectations and drive transformative progress across diverse industries worldwide.

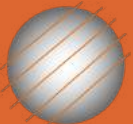


TARGET

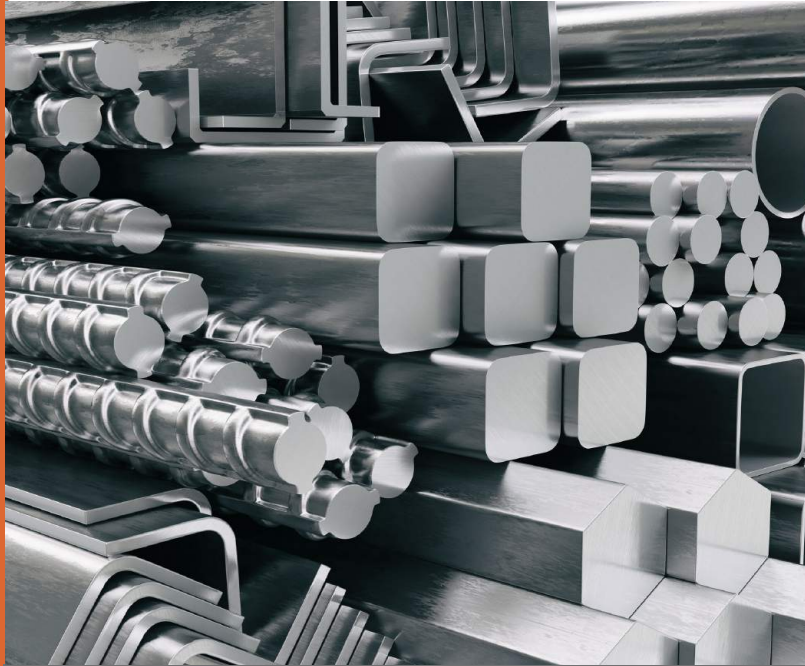
Our primary goal is to continue our commitment to providing superior quality products and services to our global customers, while increasing our production capacity fourfold over the next two years through technological advancements, growth investments, and process optimization.

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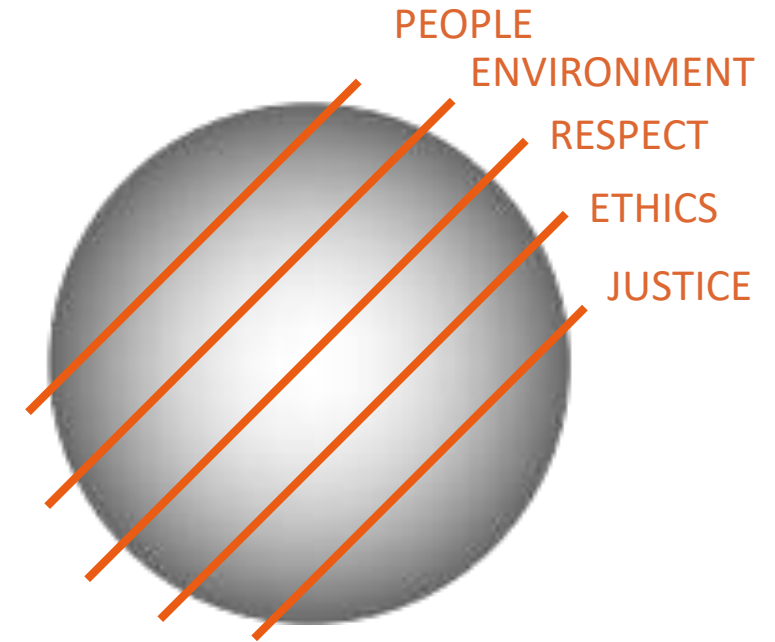
WHO
WE ARE



OUR VALUES



WE SHAPE THE
ALUMINUM WITH OUR
VALUES

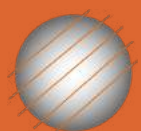


As Altaş Aluminum, we are deeply committed to our core values of people, environment, respect, justice, and ethics.

We prioritize the well-being and development of our employees, fostering a culture where every individual is valued.

- Our dedication to environmental sustainability drives us to minimize our ecological footprint and promote green initiatives.
- We uphold respect in all our interactions, embracing diversity and inclusion.
- Justice is central to our mission, as we strive for fairness and equity in every decision.
- Finally, we adhere to the highest ethical standards, ensuring transparency and integrity in all our practices.

Together, these values form the foundation of our corporate identity and guide our actions towards a better future.



OUR
SERVICES

As Altaş Aluminum, our major services include extrusion, machining, powder coating, anodizing, and special packaging.

Through extrusion, we produce high-quality profiles with precise dimensions and superior strength.

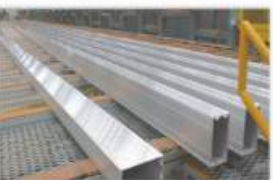
Our machining services deliver intricate and accurate components, tailored to exact specifications.

Powder coating provides a durable and aesthetically pleasing finish, protecting products from corrosion and wear.

Anodizing enhances the surface of metals, increasing their durability and resistance to environmental factors.

Finally, our special packaging solutions ensure that products are safely transported and delivered in pristine condition.

Together, these services enable us to support various industries with reliable, high-quality solutions.



Extrusion

5", 6" and 8"
extrusion lines
+ various
subcontracted
extrusion lines



Machining

Precision Saws, CNC
Machines, Punching
Machines, Robots,
Bending, Welding,
Assembly of
Components



Powder Coating

Horizontal
Max. Length 291" =
7400mm



Anodizing

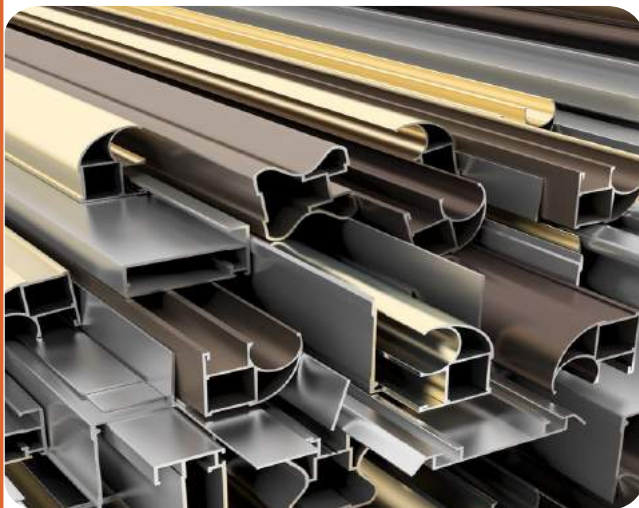
Various Colors and
Finishes,
Max. Length 307" –
7800mm



Special Packing

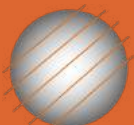
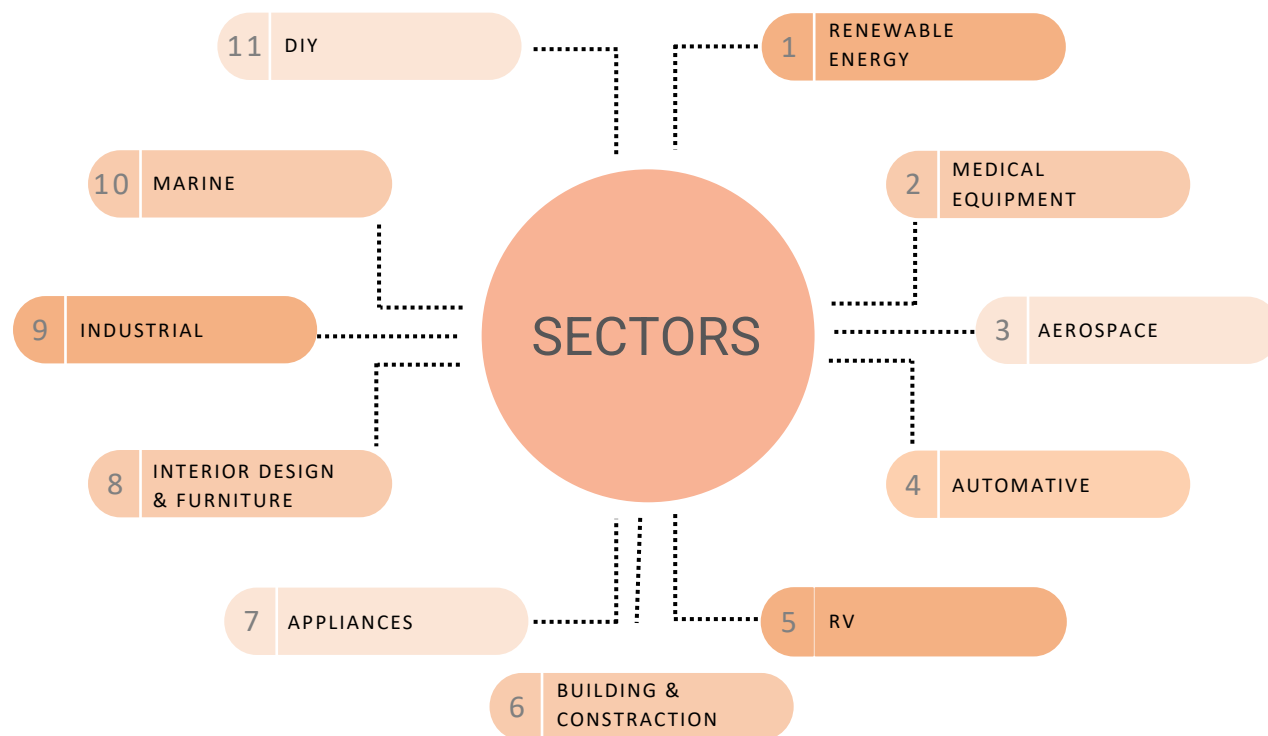
Shrinking, Barcoding,
Siliconizing,
Specialized packing
according to customer
requirements, Packing
sets for retail, etc

SECTORS WE SERVE



Our products are designed to meet the highest standards of quality and innovation, serving a diverse range of sectors.

SECTORS



OUR RECOGNITION

PARTICIPATIONS

ALU EXPO 2023



ALU EXPO 2023



COLLABORATIONS & MEMBERSHIPS

- Kocaeli Chamber of Industry
- Gebze Chamber of Commerce
- TALSAD (Turkish Aluminum Industrialists Association)
- IMMIB (İstanbul Mineral and Metals Exporters' Association)
- TAIDER (Family Business Association)
- TAYSAD (Automotive Suppliers Association of Türkiye)
- TURKTRADE (Foreign Trade Association of Türkiye)
- MESS (Turkish Employers Association of Metal Industries)

SPONSORSHIPS

- Kocaeli Spor
- Rotary Club of Gebze
- Manning Foundation

CERTIFICATES

- ISO 9001: 2015 Quality Management System
- IATF 16949 :2016 Automotive Quality Management System

AWARDS AND ACHIEVEMENTS



**BUILDING A
SUSTAINABLE FUTURE**

TOGETHER

CORPORATE SUSTAINABILITY



CORPORATE APPROACH TO SUSTAINABILITY

SUSTAINABILITY COMMITTEE

HR & ADMINISTRATIVE
AFFAIRS MANAGER
HIKMET ERCAN

QUALITY ASSURANCE
MANAGER
ÇAĞLA ÇETİN

BUSINESS DEVELOPMENT
& MARKETING EXPERT
ECEM GÜR TALL

PROCESS OPTIMIZATION
MANAGER
PELİN ÖZKAL

Our Sustainability Committee plays a crucial role in achieving the company's ESG (Environmental, Social, and Governance) and sustainability goals that approved by Board of Directors by fulfilling the following tasks:

- **Creating Roadmaps:** Develops detailed roadmaps & determines how to achieve these goals and engage in strategic planning to reach the company's sustainability goals.
- **Monitoring and Tracking Project and Activity Plans:** Assesses the progress of these projects, establishes performance indicators, and take necessary corrective actions.
- **Reporting and Communication:** Regularly reports the company's sustainability performance and engages in communication with stakeholders.

OUR MOTTOS

RECYCLE

"Recycle" and "Reuse" underscore our dedication to minimizing waste and extending resource lifecycles.

REUSE

REDEFINE

"Redefine" signifies our innovative approach to sustainable practices.

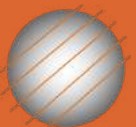
HARNESSING SUSTAINABILITY

Through "Harnessing Sustainability", "Crafting a Greener Future," we actively pursue eco-friendly solutions to shape a healthier planet for generations to come.

CRAFTING A GREENER FUTURE

5

BUILDING A SUSTAINABLE FUTURE

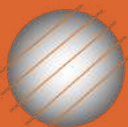


KEY STAKEHOLDERS ENGAGEMENT

As Altaş Aluminum we are aware that stakeholder engagement in sustainability reporting is crucial for ensuring transparency, accountability, and relevance of the reported information.

For the materiality assessment for our first sustainability report, we reached out our key stakeholders who have the most intense economic, social and environmental interactions with our company, their impact on our company's achievement of its business goals.

Stakeholders	Reason for inclusion and their key concerns	Our interaction	Frequency
Employees	Basis for our company: <ul style="list-style-type: none"> Corporate culture • Equality and diversity • Career advancement Education and training • Health and safety • Environment • Social Impact 	Trainings, workshops, meetings, announcements, social events, performance evaluations, Employee surveys?	Continuous
Customers	Basis for our company: <ul style="list-style-type: none"> Quality • Health and safety • Environment 	Meetings, corporate websites, fair events, social events, visits, sales and marketing events	Continuous
Suppliers	Basis for our company: <ul style="list-style-type: none"> Responsible business practices • Health and safety • Environment 	Visits, fair events, meetings, case by case communications, procurement policies	Continuous
Shareholders	Company business strategy	Corporate website, meetings, visits, fair events, general terms and conditions agreements	Annual
Company management (Board of Directors)	Basis for our company and company business strategy: <ul style="list-style-type: none"> Responsible business practices • Health and safety • Environment 	Meetings, events, annual assembly, general terms and conditions agreements	Periodically
Unions (Turkish Metal Workers Union)	Collective bargaining agreement	Meetings	Every two years
Chambers and Non-Governmental Organizations	Public consultation: <ul style="list-style-type: none"> Environmentally and socially responsible business practices • Compliance • Health and safety • Environment 	Workshops, meetings, visits, memberships, joint projects, social media, participation for local events	As needed
Schools	Our future values: <ul style="list-style-type: none"> Equality and diversity • Career advancement • Education and training 	Technical support, scholarships, meetings, joint projects, trainee programs	As needed



5 BUILDING A SUSTAINABLE FUTURE

SUSTAINABILITY TOPICS



1	Climate Change and Reducing Carbon Emissions					X			X			X	X
2	Preventing leaks, waste and pollutant emissions				X							X	X
3	Green energy and renewable energy production and usage					X			X			X	X
4	Saving energy and increasing efficiency					X			X			X	X
5	Water conservation				X				X			X	
6	Waste management (waste recovery and recycling)								X			X	
7	Use of Sustainable Raw Materials in Production								X			X	
8	Ensuring adaptation of the business to the impacts of climate change								X				X
9	Innovations in Packaging								X			X	
10	Gender equality and diversity						X				X		
11	Environmental Occupational Health and Safety	X	X					X					
12	Respect for fundamental human rights					X			X				X
13	Ethical Behavior and Transparency							X					X
14	Sustainable supply chain							X	X			X	
15	Digitalization (Innovative digital tools)								X				
16	Financial performance /Economic Growth							X	X				
17	Chemical Management (paints, other chemicals used in all operations)											X	
18	Promoting measures for work-life balance, flexibility and life outside the digital world												
19	Promoting employee training and development	X	X										
20	Service quality, customer satisfaction							X					X
21	Social contributions (volunteering, accessibility of products, financial literacy)	X									X		
22	Anti-corruption												X
23	Including environmental, social and governance factors in investment management	X	X					X	X				
24	Employee welfare and rights	X						X					
25	Responsibility and management of product development							X	X			X	
26	Forced and compulsory labor	X	X	X									X

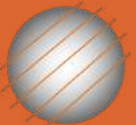
MATERIALITY ASSESSMENT

In order to evaluate our company's goals in environmental, social, and economic contexts, as well as the needs and expectations of all stakeholders, we have distributed a 25-question online survey to our key stakeholders.

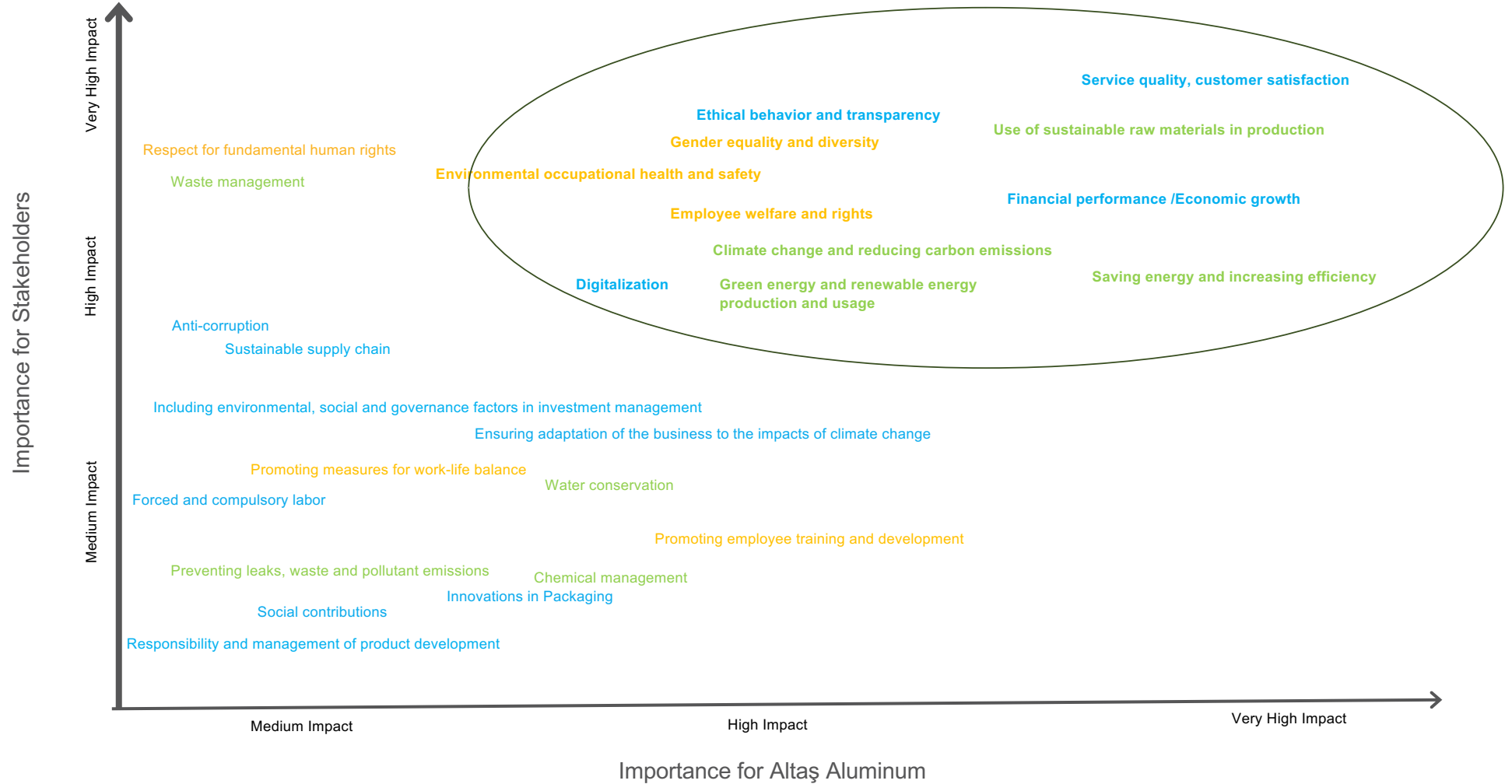
Based on the feedback received, our sustainability committee has completed the Materiality Assessment by ranking and mapping the material and non material topics. Then we selected the high priority and very high priority issues as our sustainability priorities.

We are aiming to conduct every year for re-assessment analyses to determine where we stand in meeting our stakeholders' expectations based on the progress that we made in 2023 and our ongoing or upcoming projects.





As Altaş Aluminum we support all 17 SDGs however we are committed to drive progress to the SDGs where our business has the most impact on: 3, 4, 5, 7, 8, 9,10, 12, 13, 16

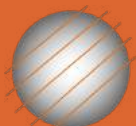


MATERIALITY ASSESSMENT



SUPPORTED SDGs




Supported SDGs	Contributed Sub-Target	Relevant section in the report
	<p>3. Ensure healthy lives and promote well-being for all at all ages</p> <p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<p>Managing Employee Rights and Welfare</p> <p>Waste Management</p> <p>Occupational Health and Safety</p> <p>Water Management</p> <p>Emission Management</p>
	<p>4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p> <p>4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university</p>	<p>Employee Trainings</p> <p>Social Responsibility Projects</p> <p>Performance Indicators</p>
	<p>5. Achieve gender equality and empower all women and girls</p> <p>5.1 End all forms of discrimination against all women and girls everywhere</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>Our People in Numbers</p> <p>Gender Equality and Diversity</p> <p>Performance Indicators</p>
	<p>7. Ensure access to affordable, reliable, sustainable and modern energy for all.</p> <p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p>	<p>Energy Consumption and Management</p> <p>Emission Management</p>



SUPPORTED SDGs

Supported SDGs	Contributed Sub-Target	Relevant section in the report
	<p>8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p> <p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<p>Ethics and Code of Conduct</p> <p>Our People In Numbers</p> <p>Health and Safety</p> <p>Collective Bargaining Agreement</p>
	<p>9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation</p> <p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<p>Our Financial Performance</p> <p>Economic Growth</p> <p>Altaş Plato-New Digital Platform</p>
	<p>10. Reduce inequality within and among countries</p> <p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p>	<p>Social Responsibility Projects</p>

SUPPORTED SDGs

Supported SDGs	Contributed Sub-Target	Relevant section in the report
	<p>12. Ensure sustainable consumption and production patterns.</p> <p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.</p> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Waste Management, Recycling, Reusage</p> <p>Energy Consumption and Management</p> <p>Emission Management</p> <p>Water Management</p>
	<p>13. Take urgent action to combat climate change and its impacts* * Acknowledging that the United Nations Framework Convention on Climate Change is the primary international, intergovernmental forum for negotiating the global response to climate</p> <p>13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries</p>	<p>Energy Consumption and Management</p> <p>Emission Management</p> <p>Waste Management, Recycling, Reusage</p>
	<p>SDG 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.</p> <p>16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all.</p> <p>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>	<p>Ethics and Code of Conduct</p> <p>Key Stakeholder Engagement</p>

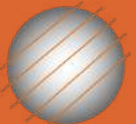
SUSTAINABILITY PRIORITIES - ECONOMIC & GOVERNANCE



Our Sustainability Priorities	Our Approach	Relevant section in the report
Financial Performance / Economic Growth	In the second quarter of 2024, our new production facility in Çankırı Yakınkent will become operational. With this expansion, we aim to significantly increase our production capacity by boosting both our customer base and order volumes. Parallel to these growth objectives, we will also see an increase in employment through the hiring of new staff.	Our Financial Performance Economic Growth
Ethical Behavior and Transparency	We are committed to maintaining our ethical management approach based on the principles of fairness, transparency, accountability, and responsibility across all company activities and relationships. To ensure compliance and prevent corruption and bribery, we continuously take necessary precautions and measures to keep all related complaints at zero.	Ethics and Code of Conduct
Service Quality, Customer Satisfaction	We aim to enhance service quality and maintain the highest level of customer satisfaction by increasing quality training and raising employee awareness. This approach will help us continuously improve both the quality of our services and customer satisfaction.	Quality and Customer Satisfaction Employee Trainings
Digitalization	By implementing the ALTAŞ PLATO web-based digital platform, we aim to address inefficiencies caused by duplicate data processing, data loss, and manual evaluation of similar tasks and data. This platform will provide an organized and efficient solution, ensuring seamless integration and communication between various software solutions used across different departments.	Altaş Plato-New Digital Platform

6

ECONOMIC AND GOVERNANCE



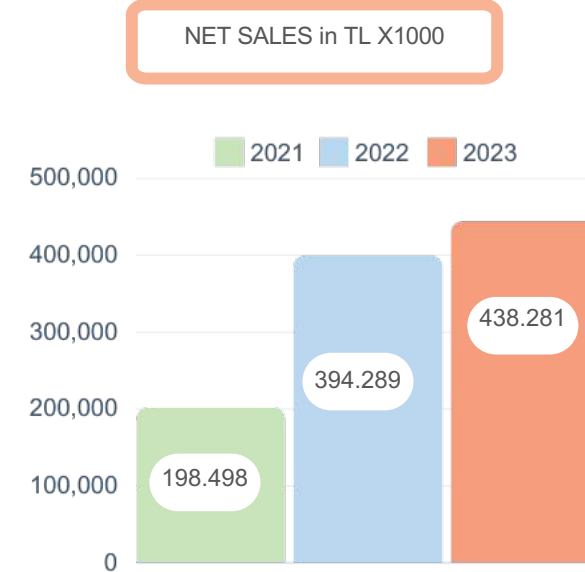
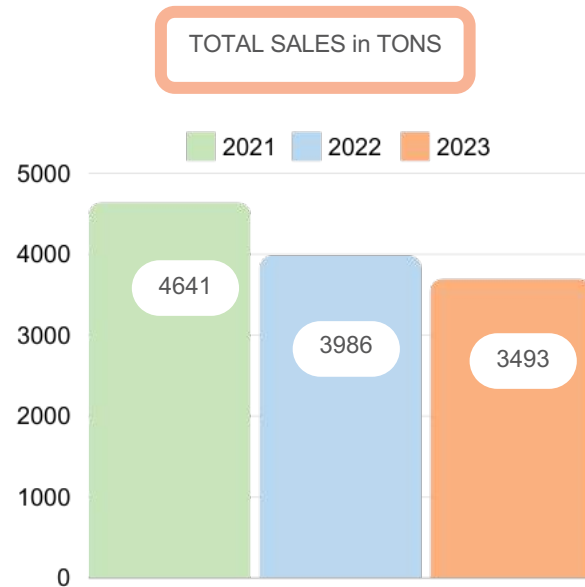
OUR FINANCIAL PERFORMANCE

In 2021, the rapid rise in demand, particularly in Europe and America following the pandemic, spurred a swift increase in sales volumes and revenue. This boom in demand reflected a global trend of economic recovery and increased consumer spending as restrictions eased and markets reopened.

However, by June 2022, the scenario shifted as demand contracted in these key markets. This contraction was driven by various factors, including economic uncertainties, inflationary pressures, and shifts in consumer behavior.

Consequently, our sales volumes declined in both European and American markets.

Despite the drop in sales volumes, we had a notable increase in our revenue when measured in Turkish Lira (TL). This was largely due to the significant appreciation of foreign currencies against the Turkish Lira.

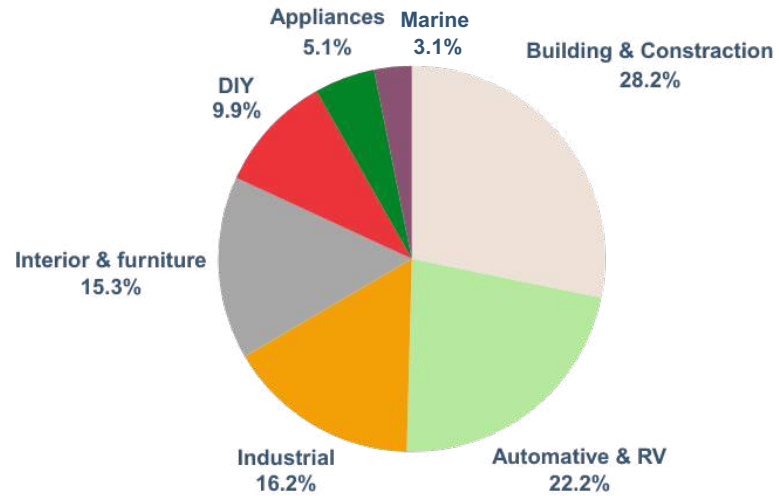


OUR FINANCIAL PERFORMANCE

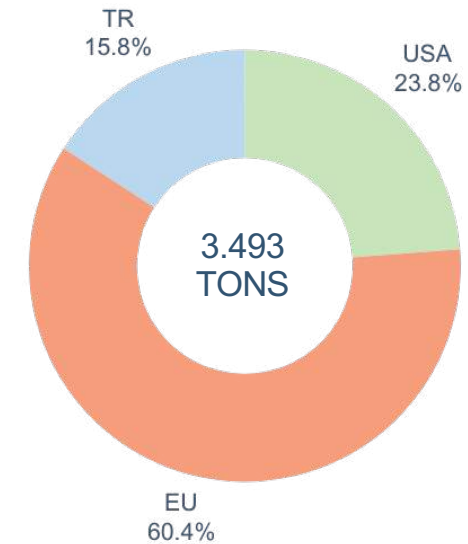
In the coming years, we aim to significantly increase both our number of customers and sales volume as our new production facility becomes operational. This expansion will enable us to meet growing demand more effectively, enhance our production capacity, and improve our supply chain efficiency.

With this new facility, we are well-positioned to capitalize on market opportunities and drive substantial growth.

SECTOR DISTRIBUTION 2023



SALES DISTRIBUTION IN TONES 2023



ECONOMIC GROWTH

Through our new initiatives, we aim to continuously improve the sustainability of our aluminum products.

In addition to our production facility in Gebze Kocaeli, our new production factory that built on 80,000 square meters in Çankırı Yakınkent OSB will come into operation in the second half of 2024.

We aim to gradually increase our capacity by taking advantage of the technological developments brought about by this investment, especially with the commissioning of the 8" extrusion line. The opening of our new factory will provide us with significant economic growth and will also increase employment opportunities.

The establishment of the facility will stimulate the local economy by creating jobs not only within the facility but also in supporting industries such as supply chain, logistics and services.

As Altaş Aluminum we aim to achieve continuous capacity expansion, deliver superior products, and strengthen its position as an industry leader committed to meeting growing market demands.



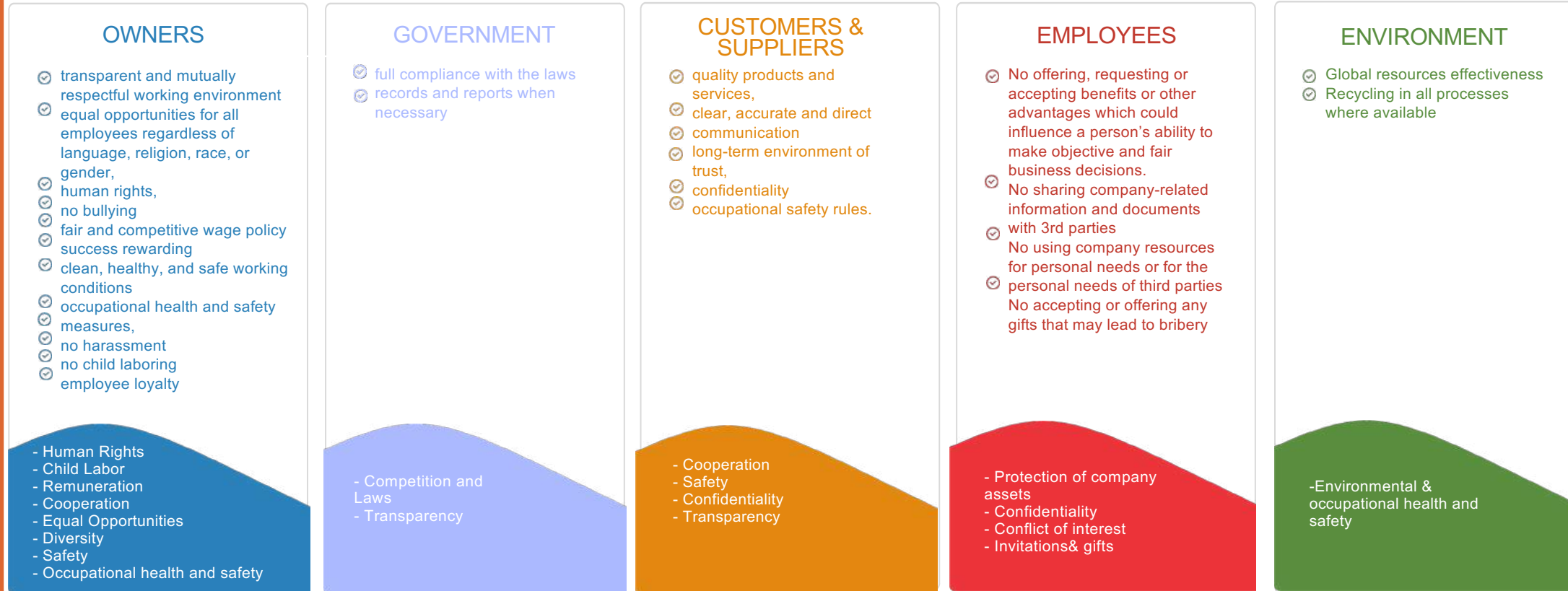
ETHICS AND CODE OF CONDUCT

At Altaş Aluminum, we are committed to acting fairly and honestly in our relationships with customers, business partners, employees, and stakeholders.

All employees are required to follow our "Corporate Responsibility Policy" for ethics and code of conduct.

We also expect and encourage all our business partners to adhere to these principles and implement similar ethical standards based on prevailing laws and accepted values.

It is among the primary duties and responsibilities of the executives to ensure that the "Corporate Responsibility Policy" is effectively communicated to all employees.



ETHICS AND CODE OF CONDUCT

Anyone who becomes aware of a potential violation is encouraged to report it to our compliance authorities via a public communication channel established by our company.

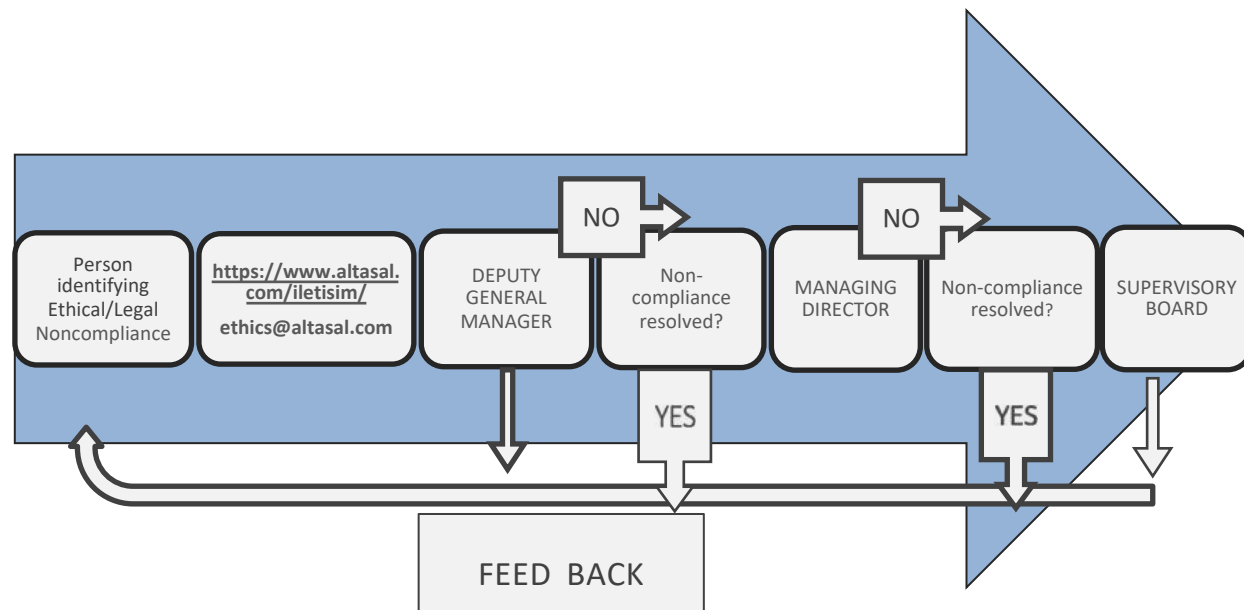
Reports can be made anonymously through the following link: <https://www.altasal.com/iletisim/> or via email at etik@altasal.com.

The designated authorities for investigating and resolving complaints, take all statements of potential violations of the "Corporate Responsibility Policy" and the law seriously, ensuring a thorough and confidential investigation of all allegations. the communication flow between them, and their methods of communication are outlined in the "Escalation for Ethical and Legal Non-Compliance" document.

Violations of the "Corporate Responsibility Policy," laws, company policies, and procedures may result in sanctions, including termination of employment and the initiation of legal proceedings, depending on the nature and scope of the violation.

Detailed documentation is available for further viewing on our website www.altasal.com

Escalation for Ethical and Legal Non-Compliance



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We closed the years 2022 and 2023 with zero complaints, and our biggest goal will be to continue with zero complaints by making all our efforts to continue in this direction in our future sustainability targets.

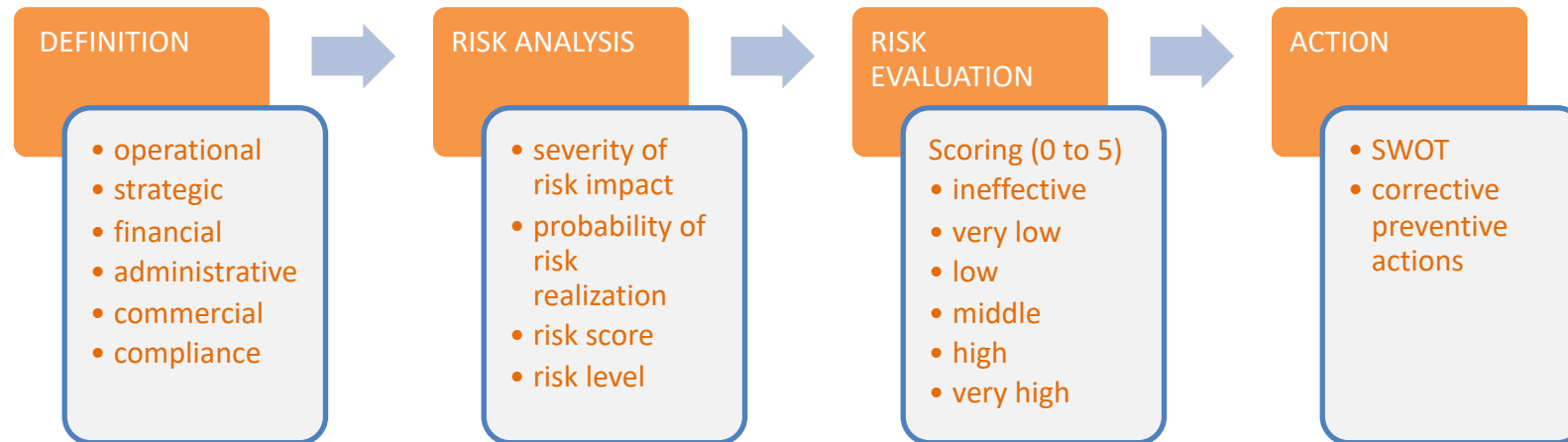
RISK ASSESSMENT

Our company's corporate risk management policy aims to identify operational, strategic, financial, administrative, commercial, and compliance risks, both internal and external. We develop risk action plans and take proactive measures to enhance, protect, develop, and maintain quality using the Risk-Oriented Process Approach. This approach helps us to detect threats early, convert them into opportunities, and turn those opportunities into strengths.

The risk and opportunity analysis process involves all relevant process managers, starting from the board level. Altaş Aluminum utilizes "ALTASOFT" software to track the risk and opportunity analysis process. This allows for detailed monitoring and recording of each process, creating a comprehensive database.

The Risk and Opportunity Analysis Process, conducted at least once a year with the involvement of all Process Owners and Top Management, includes monitoring, measuring, and evaluating all risks and their potential consequences during the meetings.

Based on the gathered data, risk action plans are revised as needed. Incorporating elements such as SWOT analysis, corrective-preventive activities, and corporate experience, necessary actions are added to the 'Risk Action Plan' after thorough analysis. Updates to the 'Risk Action Plan' are tracked using the 'Risk Module' in AltaSoft.



QUALITY AND CUSTOMER SATISFACTION

At Altaş Aluminum, our top priority is maintaining the highest level of customer satisfaction through our product and service quality. From production to sales and after-sales support, we strive to execute all our activities with a commitment to excellence.

To maintain the highest level of customer satisfaction and quality we have established and implemented a Management System in accordance with TS EN ISO 9001:2015 and IATF 16949:2016 standards.

We manage our complaint system through the Enterprise Resource Planning (ERP) system.

The management of complaints is divided into two main categories; Complaints received from external stakeholders are classified as "Customer Complaints" and the Complaints raised by Altaş to its internal stakeholders or suppliers are categorized as "Internal Complaints".

Incoming complaint notifications are reviewed by the Quality Assurance Unit.

Quality Assurance examines root cause analysis, the effectiveness of corrective actions, and the accuracy and objectivity of the evidence provided by the process owners. If necessary, it may request correction or additional work, but if not, all actions are communicated to the customer along with evidence to close the complaint via the ERP system.

During the biannual Management Review Meetings, the Executive Committee receives analyses of complaints for consideration.

Additionally, each year, we administer a "Customer Satisfaction Survey" focused on evaluating our "process management." This survey serves to gather feedback aimed at evaluating process effectiveness and pinpointing areas ripe for improvement.

Through diligent management of complaints within this framework, our objective is to iteratively elevate service quality and uphold maximum customer satisfaction.

Furthermore, all our employees actively contribute suggestions and efforts toward advancing the system, aligning with our established goals and methodologies.



QUALITY AND CUSTOMER SATISFACTION

Based on the customer satisfaction survey results for the last three years:

There is an increase in customer return rates compared to 2021. Especially the increase to 19 returned customers in 2023 indicates an improvement in the effectiveness of our customer feedback system.

The satisfaction score, which was 97 in 2021, decreased to 88 and 89 in 2022 and 2023, respectively. This decline indicates a decrease in customer satisfaction.

Customer Satisfaction Survey Results

SCORE (%)		CUSTOMER RETURNS
2021	97	4
2022	88	6
2023	89	19

Quality management Training Hours

TOTAL TRAINING HOURS		TRAINING HOURS / EMPLOYEE
2021	482	2,86
2022	589	3,84
2023	834	4,15

As an action plan in 2024; by analyzing the reasons for the decrease in satisfaction scores in more depth we tried to identified specific problem areas.

Increase Quality Management Trainings to ensure that all staff members are equipped with the necessary skills and knowledge to maintain high standards.

OUR COMMITMENTS TO CUSTOMERS

- Ensure the expected quality
- Fast and strong communication
- Solution oriented
- Innovative approach
- Reasonable price



DATA SECURITY

At ALTAŞ Aluminum, we are committed to maintaining the security and confidentiality of all stakeholders' data through our Record Retention Policy. Our key principles:

1. Processing and Protection of Sensitive Information: We implement appropriate security measures to safeguard data from unauthorized access and misuse.

2. Compliance and Regulatory Adherence: We remain committed to maintaining compliance with relevant legal regulations and data protection standards by regularly review and update our policies to ensure alignment with evolving regulatory requirements.

3. Stakeholder Awareness: We ensure that all stakeholders are regularly informed and educated about their rights and responsibilities regarding the processing and protection of their records.

4. Training and Development: We train our staff regularly on data security and record retention issues. These training sessions enable employees effectively fulfill their roles in safeguarding sensitive information.

5. Risk Assessment and Improvement Efforts: We conduct continuous risk assessments to identify potential vulnerabilities in our record retention processes and systems so that we implement necessary improvements to enhance data security measures,

6. Compliance with Personal Data Protection Law: As ALTAŞ Aluminum, we fully comply with all guidelines and regulations outlined in the Personal Data Protection Law No. 6698 ("Law").

We provide access to our campuses for employees, visitors, business partners, and suppliers, accompanied by a "Personal Data Protection Information Text" tailored to the specific situation and subject matter. Additionally, we obtain "Explicit Consent Declaration Forms" when necessary and ensure that the processing and transfer of personal data adhere to legal requirements, including obtaining necessary commitments.



ALTAŞ PLATO - NEW DIGITAL PLATFORM

At Altaş Aluminum, we are taking significant strides towards digitalization by launching the ALTAŞ PLATO digital platform project in collaboration with Digit-13, a Technopark incubator company. ALTAŞ PLATO is a web application accessible via internet browsers, designed to address the inefficiencies caused by the lack of communication between different software solutions used across our organization's departments.

Objectives of the ALTAŞ PLATO Project:

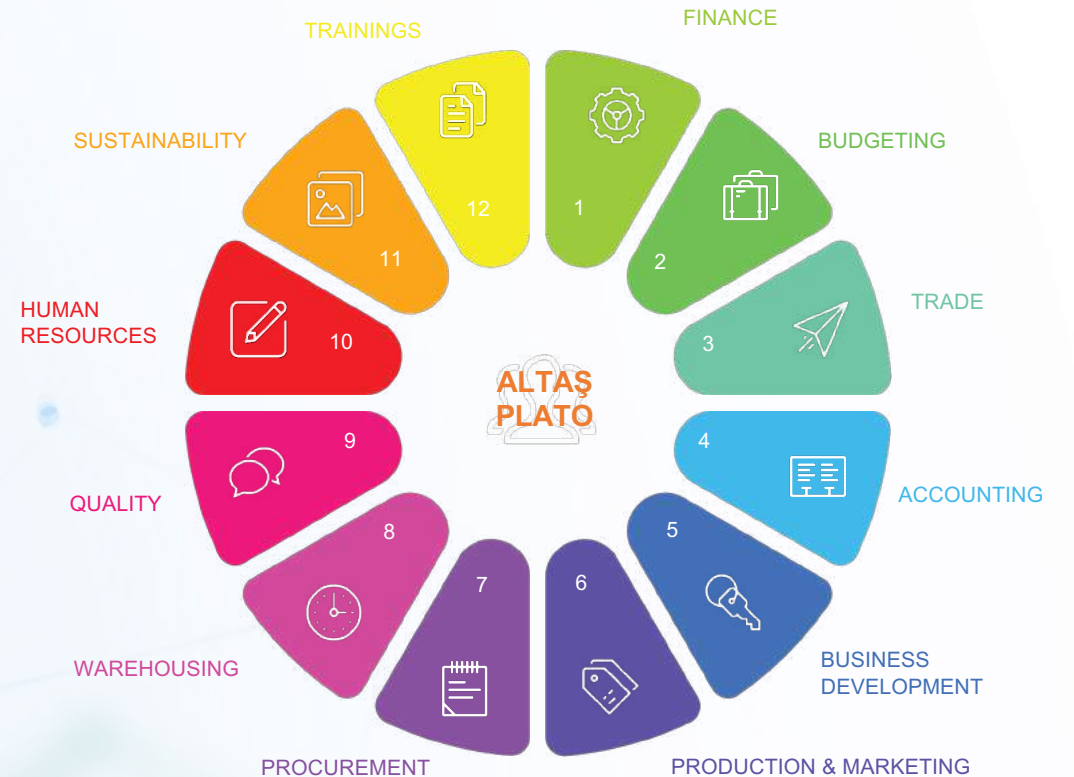
1. Organized and Efficient Work Environment
2. Reduction of Manual Processes
3. Open-Source Interfaces

Expected Outcomes:

1. Efficiency Improvement
2. Error Reduction
3. Enhanced Collaboration and Communication
4. Flexibility and Adaptability

With the ALTAŞ PLATO project, we are making a significant leap forward in our digitalization journey, aiming to modernize our organizational processes and create a more efficient and effective working environment while reducing the paper works.

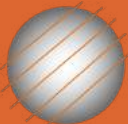
ALTAŞ PLATO APPLICATIONS



SUSTAINABILITY PRIORITIES - SOCIAL



Our Sustainability Priorities	Our Approach	Relevant section in the report
Gender Equality and Diversity	Last year, we increased the proportion of women employees from 21% to 31%. With the new production facility set to come online in 2024, we plan to increase our total workforce. Alongside this growth, we aim to raise the percentage of women employees to 33%	Our People In Numbers Gender Equality and Diversity Performance Indicators
Environmental Occupational Health and Safety	<ul style="list-style-type: none"> Increasing Regular and Comprehensive Training Programs Keeping employees' knowledge up-to-date by organizing refresher training at regular intervals Evaluating the risks identified through regular Risk Analyzes and taking the necessary technical and administrative measures Instant detection and intervention of risks by using automation and digital monitoring systems in OHS processes with upcoming new digitalization system ALTAŞ PLATO 	Health and Safety Employee Trainings Risk Assessment Performance Indicators
Employee Welfare and Rights	<ul style="list-style-type: none"> Enhancing employee welfare and rights through collective bargaining agreements and increasing social and cultural activities is a proactive approach to creating a positive and supportive work environment. Use feedback and data to continuously improve and adapt the welfare programs and activities to meet the evolving needs of employees. 	Collective Bargaining Agreement Managing Employee Rights and Welfare
Promoting Employee Trainings and Development	<ul style="list-style-type: none"> Planning necessary training based on needs 	Employee Trainings Performance Indicators



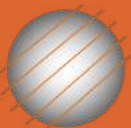
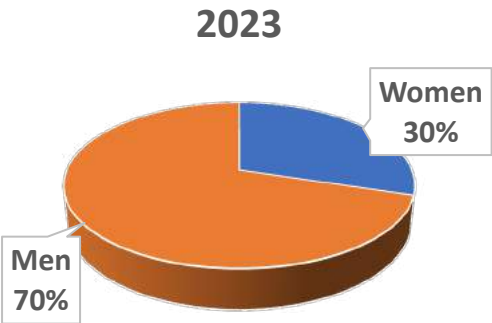
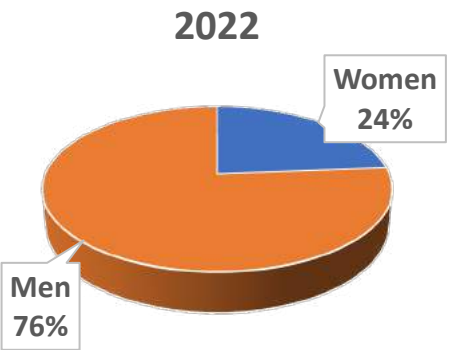
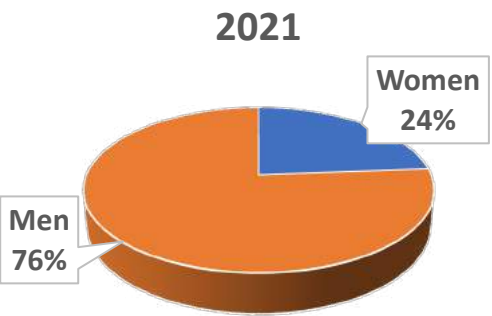
OUR PEOPLE IN NUMBERS

	2021			2022			2023		
EDUCATION	WOMEN	MEN	TOTAL**	WOMEN	MEN	TOTAL **	WOMEN	MEN	TOTAL**
Primary School	11	40	51	7	30	37	8	18	26
Middle School	3	20	23	3	14	17	8	16	24
High School	8	49	57	8	49	57	10	49	59
2 year degree	4	1	5	2	1	3	2	1	3
University	14	18	32	14	15	29	14	15	29
TOTAL	40	128	168	34	109	143	42	99	141

*Intern employees are not included in the total number of employees.

EMPLOYEE DISTRIBUTION

	2021	2022	2023
BLUE COLLAR	128	109	99
WHITE COLLAR	40	34	42
TOTAL	168	143	141



COLLECTIVE BARGAINING AGREEMENT

29 of our blue-collar employees are the member of Turkish Metal Workers' Union. Represents the 20.6 % of total employees in 2023.



At Altaş Aluminum, the collective bargaining agreement (CBA) is negotiation between the Turkish Employers Association of Metal Industries (MESS) and the Turkish Metal Workers' Union, of which our workers are members.

The validity period of this agreement is two years, starting on September 1st and ending on August 31st every two years.

The CBA is signed on September 1st, and from the signing date, retroactive wage differences are calculated. These differences, including wage and social aid discrepancies, are paid into the employees' accounts.

The agreement includes general provisions and main clauses covering:

- Union-Related Provisions: Regulations concerning union matters.
- Grievance and Dispute Resolution: Procedures for addressing complaints and resolving disputes.
- Disciplinary Board: Guidelines on the formation and function of the disciplinary board.
- Working Hours: Specifications on working hours.
- Leave Policies: Rules regarding various types of leave.
- Bonuses and Social Benefits: Information on bonuses and social aids.
- Compensation: Details on compensation policies.
- Occupational Health and Safety: Provisions for ensuring workplace health and safety.
- Hiring of New Employees: Regulations concerning the recruitment of new employees.
- Promotion Policies: Guidelines on employee promotions.



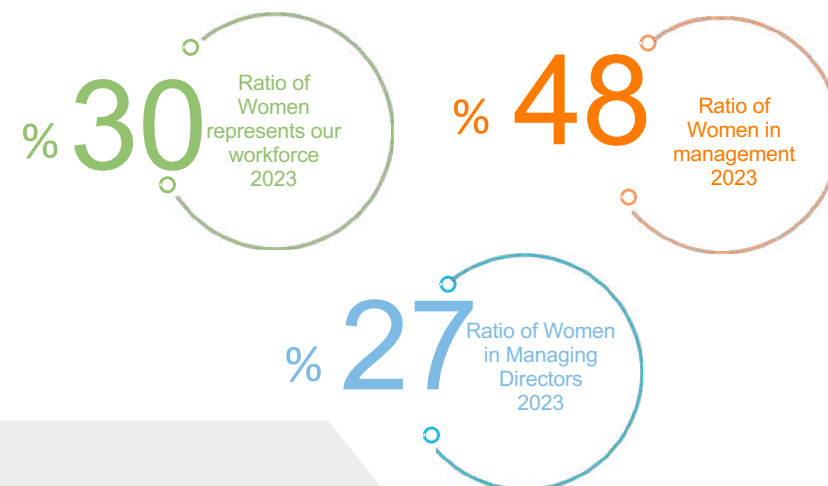
GENDER EQUALITY AND DIVERSITY

We are committed to fostering a work environment where every individual is respected, and inclusive practices are implemented. As a result, we actively promote cultural diversity and equal opportunity. In all human resources processes, including recruitment, training and development, performance and talent management, career management, and remuneration, we act without any discrimination based on gender, race, skin color, religious belief, spiritual or political ideology, ethnicity, economic status, sexual orientation, health condition, disability, age, or physical appearance. All employees are treated equally in line with our corporate culture.

This commitment ensures that our workplace is one where diversity is celebrated, and everyone has an equal opportunity to succeed. Our policies and practices are designed to create a supportive and inclusive environment, fostering innovation and collaboration. We believe that a diverse workforce is essential for driving creativity and achieving our business goals. By embracing and valuing the unique contributions of each individual, we strive to build a more equitable and dynamic organization.

In 2023, we made significant strides towards achieving a balanced male/female employment ratio. Women constituted 31% of the total workforce and approximately 48% of the managers.

This progress reflects our ongoing commitment to gender equality and diversity in the workplace. We believe that a balanced and inclusive environment enhances our organizational performance and drives innovation.



2023
Proportion of female employees in workforce 30%.

Out of 11 senior executives, 3 are female employees.

We aim to further improve the ratio of women in our workforce to 33% in 2024

EMPLOYEE TRAININGS

To support the professional and personal development of our employees, we regularly organize continuous training programs. These trainings equip our employees with up-to-date knowledge and skills, while also helping them acquire the competencies necessary for career advancement.

Professional training ensures they stay abreast of the latest innovations and techniques in our industry. Meanwhile, personal development training enhances skills such as communication, leadership, and time management, thereby improving overall performance and job satisfaction.

By doing so, we lay the necessary foundations for both the company's success and the sustainable achievements of our employees.

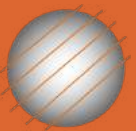
Training Hours in 2023

TOTAL TRAINING HOURS

Total	39.935
Women	12.728
Men	29.385

AVERAGE TRAINING HOURS PER EMPLOYEE

198,68
344
179,17



MANAGING EMPLOYEE RIGHTS & WELFARE

Altaş Aluminum is a company that values and respects employee rights. Our core principles are a testament to Altaş Aluminum's commitment to valuing its employees and respecting their rights. By adhering to these principles, the company aims to enhance employee happiness, productivity, and loyalty. regarding employee relations are as follows:

Merit-Based Recruitment:

- Merit-Based Selection: Conducting recruitment based on merit.
- Equal Opportunity: Providing equal opportunities to all employees regardless of language, religion, race, or gender.

Acquisition of Qualified Employees:

- Future-Oriented Talent Acquisition: Attracting qualified employees who will lead the company into the future.

Utilization of Talent and Creativity:

- Maximizing Potential: Making the most of employees' talents, strengths, and creativity.

Training and Development Opportunities:

- Equal Opportunities for Growth: Providing equal opportunities for training, guidance, and development of employees.

Safe and Healthy Working Conditions:

- Safe Work Environment: Providing clean, healthy, and safe working conditions with all necessary occupational safety measures.

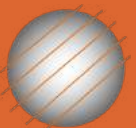
Transparent and Respectful Work Environment:

- Encouraging Respect and Cooperation: Creating and maintaining a transparent work environment that encourages mutual respect, collaboration, and solidarity.



Consider Employee Feedback

Evaluating, responding to, and taking motivational measures based on employee feedback and suggestions.



ACTIVITIES REDUCING EMPLOYEE STRESS

Beyond our core company principles, in 2023, we organized various social and cultural activities to help our employees reduce their occupational stress levels. These activities included:

Picnic Events:

Relaxation in Nature: We organized picnic events to allow our employees to spend time in nature, relax, and relieve stress.

Guided Tour of the Historic Peninsula:

Cultural Exploration: In collaboration with the Rotary Club, we arranged a guided tour of Istanbul's historic peninsula for the children of our employees who had never visited it before. This tour provided our employees and their children with an opportunity to discover the historical and cultural richness of Istanbul.



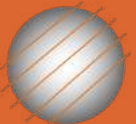
Anıtkabir Visit:

National Values: We organized a visit to Anıtkabir with our employees and their children. This visit allowed our employees to strengthen their connection to our national values and history.



We aim to continue organizing more social and cultural activities like these to ensure our employees spend quality time with their families.

Through such events, we seek to strengthen social bonds, promote work-life balance, and enhance overall happiness among our employees.



SOCIAL RESPONSIBILITY PROJECTS

As Altaş Aluminum, we include various social responsibility projects in order to increase the positive effects of our organization on society and the environment in areas such as education, creating equal opportunities and infrastructure.

Educational Supports-Scholarships

During the 2022-2023 academic year, we provided scholarships to a total of 13 students.

For the 2023-2024 academic year, we are awarding scholarships to a total of 16 students.

We are delighted to contribute to students' educational journeys through our scholarship program and aim to support even more students in the future.

Infrastructure Support Projects To Schools

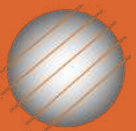
We enhanced the learning environment for students in four different schools by addressing infrastructure deficiencies through the provision of materials and equipment. This initiative aimed to ensure that students receive education under improved conditions. We are committed to continuing this support in the coming years, contingent upon available resources.

Aid to Earthquake Regions

For International Women's Day on March 8, we organized a donation aid campaign of approximately 191,500 TL, in cooperation with the Rotary Club, to be delivered to women in earthquake regions.

Apprenticeship Training

Throughout 2023, we provided internship opportunities to a total of 28 individuals, including 4 women. Among these interns, 16 were vocational training interns, 6 were high school seniors, and 6 were university students. The apprenticeship training opportunities we offer aim to help young people make a strong start to their careers. Our internship programs are of great importance in terms of transforming theoretical knowledge into practice and facilitating adaptation to the professional world.



HEALTH AND SAFETY



At ALTAŞ Aluminum, grounded in our commitment to quality and our experience in the aluminum extrusion sector, we aim to protect the health and safety of our employees, stakeholders, and the planet, ensuring a livable environment for future generations. To achieve this goal, we manage our operations according to the following principles across all production and support processes:

- Efficient use of global resources
- Promoting and supporting recycling
- Continuously improving negative aspects by evaluating environmental and occupational health and safety dimensions
- Reducing the impacts of emergencies
- Increasing awareness of environmental and occupational health and safety issues among employees, customers, and suppliers through information and education
- Planning investments with consideration of environmental and occupational health and safety issues involving all affected parties (environment, public, employees, suppliers, customers, visitors, etc.)
- Following current developments in environmental and occupational health and safety to foster a culture of openness and flexibility

As part of our occupational health and safety efforts, we regularly monitor and comply with relevant national and international laws and regulations, adhering to the principle of continuous improvement in all our activities.

HEALTH AND SAFETY



As Altaş Aluminum, we know that trainings are a key component of a robust safety culture. So we increased the total ISG (Occupational Health and Safety) training hours from 932 hours in 2022 to 2178 hours in 2023.

Thus, by increasing the OHS training time per person from 6.09 hours to 12.10 hours, we reached an increase of approximately 18.85% in the training time per person in the year 2023.

Our goal in the coming years is to minimize "lost time injuries" as much as possible.

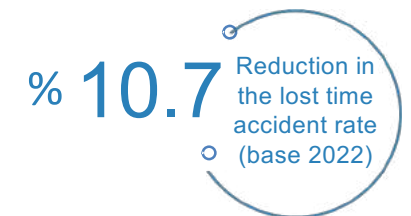
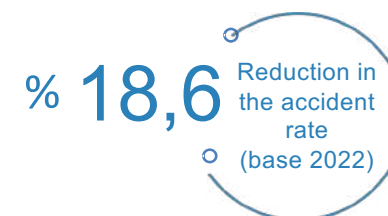
Besides the regular basic occupational health and safety training we provide, we also conduct regular training sessions on the use of personal protective equipment to prevent workplace accidents. These sessions focus on the use of appropriate protective gear such as helmets, goggles, ear protection, respiratory masks, and gloves to safeguard sensitive areas like the head, eyes, ears, respiratory system, and skin.

Furthermore, we strictly monitor and implement training on methods for preventing occupational diseases.

Additionally, our continuous training programs include regular fire drills and fire-fighting training to ensure our employees are prepared for emergencies.

We systematically review, investigate, listen to, identify, and analyze potential accidents and near misses in the work environment. We input these findings into our ALTASOFT risk analysis assessment software and report them to all relevant departments for necessary action. This allows us to mitigate potential hazards in the work environment and strive to minimize risks.

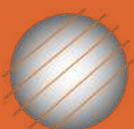
For more information, visit www.altasal.com/en/quality-policies.



SUSTAINABILITY PRIORITIES - ENVIRONMENTAL



Our Sustainability Priorities	Our Approach	Relevant section in the report
Climate Change & Reducing Carbon Emissions	GES investments Nest tree planting project	Energy Consumption and Management Emission Management
Green Energy and Renewable Energy Production and Usage	New investment strategies have been started for the use of renewable energy. Thus, we will increase the percentage of renewable energy in total energy use.	Energy Consumption and Management Emission Management
Saving Energy and Increasing Efficiency	LED lighting transformation GES investments	Energy Consumption and Management Emission Management
Use of Sustainable Raw Materials in Production	Increasing the ratio of products produced by scrap Recycling and reusing waste generated during production Alternative packing strategies to reduce the paper waste	Waste Management, Recycling, Reusage



ENERGY CONSUMPTION AND MANAGEMENT

In line with our goal of energy efficiency and using less energy per unit of product, we will focus on using electricity and natural gas more efficiently, which are our main energy sources.

LED lighting is known to be more energy-efficient than traditional lighting systems, and we recognize its importance in reducing electricity bills and minimizing our environmental impact.

Energy Consumption

Electricity Consumption (kwh)		Natural Gaz Consumption (sm3)	
2021	2.455.925	2021	452.289*
2022	2.148.028	2022	436.787*
2023	2.121.691	2023	309.280

Therefore, we have taken a significant step by switching to LED lighting, making lighting in common areas (corridors, toilets, etc.) through out our facility equipped with sensors and reduced our energy consumption by 13.6% compared to 2021.

This transformation not only reduces our maintenance costs but also provides longer-lasting lighting solutions, allowing us to create a more sustainable business model in our facilities.

Until September 2022, LNG was used in our facility due to the lack of natural gas infrastructure. By September 2022 with the arrival of the natural gas infrastructure, our facility has completely switched to natural gas use by modifying necessary systems. We were able to reduce our heating energy consumption by 31,62% compared to the year 2021.

Recognizing the importance of using renewable energy sources, we have initiated feasibility studies for forward-looking projects, particularly aimed at reducing electricity bills and significantly decreasing carbon emissions. Under the "Emission Reduction Projects" section, we will discuss these initiatives. Through these projects planned for the coming years, we aim to reduce energy costs, minimize our environmental impact, and establish a sustainable business model.



*For the comparison, LNG value is converted to equivalent natural gas with a conversion factor of 1kg LNG = 1.447 m3 equivalent natural gas.

EMISSION MANAGEMENT

We recognize the crucial role of reduced emissions in combating climate change. We understand that energy efficiency and the use of renewable energy sources support environmental sustainability by reducing emissions and positively impacting climate change.

Therefore, we aim to make three new investments in our upcoming production facility in Çankırı, planned for implementation after 2026, to generate clean energy and reduce our carbon emissions.

We make greenhouse gas emission calculations in our facility in accordance with the GHG regulation.

EMISSIONS

Gross direct (Scope 1) GHG emissions (ton CO2'e)		Energy indirect (Scope 2) GHG emissions (ton CO2'e)	
2021	980.3	2021	1188.67
2022	904.94	2022	945.13
2023	678.33	2023	933.54

The reduction in Scope 1 emissions has been achieved through the transition from using LNG to natural gas. The decrease in Scope 2 emissions, on the other hand, is a result of improvements made to thermal furnaces and certain equipment, leading to a reduction in electricity consumption.

EMISSION REDUCTION PROJECTS

Title: GES Investment Project

Target date: 2026 and later

Goals: Transition to renewable energy with solar energy investment in our Çankırı factory.

Reduction in our carbon emissions

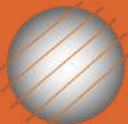
Reduction in electricity usage and costs

Title: Nest Tree Planting Project

Target date: 2026 and later

Goals: Afforestation and tree planting activities are conducted in Çankırı factory areas to create natural habitats and increase biodiversity.

Reducing the amount of carbon in the atmosphere and producing oxygen



WATER MANAGEMENT

We are aware of the importance of water, a limited natural resource, for the survival of all living beings. In the location where our organization operates, there is no water stress area no water supply under protection or one from which we consume a significant portion.

Our highest water consumption in operations comes from the production of the painted products. For this process water stored in tanks. Water in these tanks can be used multiple times but the frequency of changing water varies depending on the number of the painted products.

To enhance water efficiency, we extend the intervals for changing water in the tanks as conditions allow and raise awareness among our staff to minimize unnecessary domestic water use in our production facility.

Until August 2021, water needs were met with water transportation. Since then, with the infrastructure improvements, the company switched to municipal water.

Instead of using plastic bottles/ carboys for drinking water, the company switched to purified water as of March 2023 and installed 8 water purifiers in various locations within the company.

We aim to invest in future projects in order to take more permanent measures for both conserve natural resources and reduce water consumption.



Municipal Water Consumption (m3)

2021	6.722
2022	3.792
2023	3.321

WATER RECOVERY PROJECT

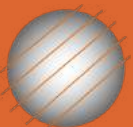
Title: Rain Water Harvesting Project

Target Date: 2026 and later

Goals: Reduce water consumption in our Çankırı factory.

Protecting natural water resources

Reduce water costs.



WASTE MANAGEMENT, RECYLING & REUSAGE

To prevent environmental pollution and conserve our natural resources, we are taking necessary measures and developing solutions to minimize our waste.

In 2023, our facility sent approximately 28 tons of paper and packaging waste and 2.2 tons of plastic waste for recycling.

With our new initiatives implemented in 2023, we successfully reduced the amount of paper waste sent for recycling from 35.18 tons to 28.09 tons.

The primary factor in this reduction was our effort to decrease paper waste from packaging. Instead of renewing existing packing papers at every transfer, we reuse them and consider different packaging suggestions from customers, sometimes even offering new packaging options.



Additionally, to reduce the use of plastic and paper, we provided all our employees with glass water bottles, thereby reducing the use of paper and plastic cups and raising awareness among our employees about reducing paper and plastic usage.

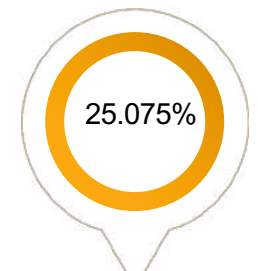
Furthermore, by recycling of scraps to aluminum billets and utilizing it in production, we contribute to the circular economy and reduce the amount of waste sent for disposal.

The ratio of aluminum from scrap to total raw materials used was 24.23% in 2022, in 2023 we increased this ratio to 25.41%. In the coming years, we aim to plan our orders to ensure that raw materials are obtained from recycling in line with our circular economy goals and further increase this ratio



Reduction in waste paper sent for recycling

The ratio of waste paper sent for recycling to the products sold was 0.883% in 2022, it was reduced to 0.801% in 2023.



Increase ratio of scrap usage

The ratio of scrap to total raw materials used was 24.23% in 2022, it was increased to 25.075% in 2023.

SOCIAL PERFORMANCE INDICATORS

EMPLOYEE DEMOGRAPHICS

	2021	2022	2023
Total number of employees*	168	143	141
Women	40	34	42
Men	128	109	99
Total number of blue-collar employees	137	116	113
Women	27	23	28
Men	110	93	85
Age 18-30	46	33	37
Age 30-50	66	57	48
Age 50 and over	25	26	28
Total number of white-collar employees	31	27	28
Women	13	11	14
Men	18	16	14
Age 18-30	9	6	5
Age 30-50	17	16	18
Age 50 and over	5	5	5
Number of Senior-Top Level managers	11	11	11
Age 18-30	0	0	0
Age 30-50	6	6	6
Age 50 and over	5	5	5
Total number of senior Women managers	3	3	3

*Intern employees are not included in the total number of employees

HEALTH AND SAFETY

	2021	2022	2023
Fatality rate	0	0	0
Total Number of Accidents	29	21	18
Women	1	2	3
Men	28	19	15
Total number of Lost Time Injuries	20	16	15
Women	1	1	2
Men	19	15	10
Total Accident Rate*	71,31	54,41	44,43
Lost Time Accident rate**	49,18	41,45	37,02
Accident Severity Rate***	1,2	0,76	0,5
Lost Hour Rate****	3,77	2,34	1,86

*Total Injury Rate: all occupational accidents (including first aid) per 1,000,000 person*hour

**Lost time injury rate for every 1,000,000 person*hour

***Injury Severity Rate for lost day rate for every 1,000 working days.

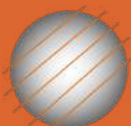
****The ratio of unworked hours per 100 working hours.

TRAININGS

	2023
Total number of trained employees*	201
Total number of trained blue-collar employees	158
Total number of trained white-collar employees	28
Average training hours per blue-collar employees	201
Average training hours per white-collar employees	287
Average OHS training hours per employee	12,10
Average Quality training hours per employee	4,15
Average operational training hours per employee	397,52
Average other training hours per employee*	77,50

*Intern employees are included in the total number of employees

**Other trainings includes: Ethics, orientation, sustainability, employee awareness, regulations, corporate responsibility, corporate values, corporate vision and mission, personal development.



ENVIRONMENTAL PERFORMANCE INDICATORS

MATERIALS			
	2021	2022	2023
Total production amount (kg)	3.911.884,50	3.676.832	3.331.724,40
Total amount of raw materials (kg)	5.123.849	4.596.284,41	4.088.793,43
Amount of recycled raw materials(kg)	1.377.843,74	1.121.960,39	1.039.131,74
Ratio of Recycled Raw Material to Total Raw Material Amount (%)	26,89%	24,23%	25,41%

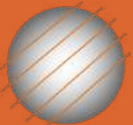
WASTE		
	2022	2023
TOTAL WASTE (tons)	1.812,37	1.801,17
Non Hazardous Waste	1.200,41	1.137,32
Hazardous Waste	611,96	663,85
Recovered waste (tons)	1.167,52	1.097,20
Sent for disposal*	611,00	661,58

*All waste disposal operations are carried out by authorized companies in accordance with Turkish Environmental Legislation.

EMISSIONS			
	2021	2022	2023
Total Sales (tons)	4642,03	3982,51	3506,19
Emission per Product, tCO2/t	0,467	0,465	0,46
Scope 1 emission, tCO2	980,3	904,94	678,33
Scope 2 emission, tCO2	1188,67	945,13	933,54
Total emission, tCO2	2168,96	1850,07	1611,88

ECONOMIC PERFORMANCE INDICATORS

FINANCIAL FIGURES		
	2022	2023
Net Sales	394.288.873 TL	438.280.447 TL
Cost of sales (-)	313.119.746 TL	343.933.905 TL
Research and development expenses	0.0	1.243.112 TL
Marketing, sales and distribution expenses	12.899.564 TL	16.443.179 TL



GRI content index	
Statement of use	Altaş Aluminum has reported in accordance with the GRI Standards for the period 1 January- 31 December 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	NA

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT OMITTED	REASON	EXPLANATION

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-1 Organizational details	About Our Report, 5 Who We Are 6			
	2-2 Entities included in the organization's sustainability reporting	About our report, 5 Who We Are 6			
	2-3 Reporting period, frequency and contact point	About our report, 5			
	2-4 Restatements of information	First sustainability report			
	2-5 External assurance	Report contents have not been audited by an external third party.			
	2-6 Activities, value chain and other business relationships	Our Services, 12 Sectors We Serve,13 Our Recognition, 14 Key Stakeholders Engagement,17			
	2-7 Employees	Our People In Numbers,36 Social Performance Indicators, 50			
	2-8 Workers who are not employees	In 2023, we provided internship opportunities to a total of 28 individuals,			
	2-9 Governance structure and composition	Our Governance, 8,9			
	2-10 Nomination and selection of the highest governance body	Our Governance,8, 9			
	2-11 Chair of the highest governance body	Our Governance, 8, 9			
	2-12 Role of the highest governance body in overseeing the management of impacts	Our Governance 8, 9			
	2-13 Delegation of responsibility for managing impacts	Our Governance, 8, 9			

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	Our Governance, 8, 9 Corporate Approach to Sustainability, 16			
	2-15 Conflicts of interest	Our Values, 11 Ethics and Code of Conduct, 28, 29			
	2-16 Communication of critical concerns	Our Governance 8, 9 Risk Assessment, 30, 31			
	2-17 Collective knowledge of the highest governance body	Letter from Chair Of The Board, 3 Message from General Manager, 4 Our Governance, 8, 9 Corporate Approach to Sustainability, 16			
	2-18 Evaluation of the performance of the highest governance body	Our Governance, 8, 9 Ethics and Code of Conduct, 28, 29 Risk Assessment, 30,31			
	2-19 Remuneration policies		2-19, a,b	Confidentiality constraints	We can not disclose salary information
	2-20 Process to determine remuneration		2-20, a, b	Confidentiality constraints	We can not disclose salary information
	2-21 Annual total compensation ratio		2-21, a, b, c	Confidentiality constraints	We can not disclose salary information
	2-22 Statement on sustainable development strategy	Letter from Chair Of The Board, 3 Message from General Manager, 4 Corporate Approach to Sustainability, 16			
	2-23 Policy commitments	Risk Assessment, 30,31 Ethics and Code of Conduct, 28,29 Data Security, 33 Collective Bargaining Agreement, 37			
	2-24 Embedding policy commitments	Health and Safety, 43, 44 Risk Assessment, 30, 31 Ethics and Code of Conduct, 28, 29 Data Security, 33 Collective Bargaining Agreement, 37 www.altasal.com/en/quality-policies			
	2-25 Processes to remediate negative impacts	Health and Safety, 43,44 Risk Assessment, 30,31 Ethics and Code of Conduct, 28,29 Quality and Customer Satisfaction, 31,32			
	2-26 Mechanisms for seeking advice and raising concerns	Quality and Customer Satisfaction, 31,32 Risk Assessment, 30 Ethics and Code of Conduct, 28, 29			

GENERAL DISCLOSURES					
GRI 2: General Disclosures 2021	2-27 Compliance with laws and regulations	Ethics and Code of Conduct, 28, 29			
	2-28 Membership associations	Our Recognition, 14			
	2-29 Approach to stakeholder engagement	Key Stakeholders Engagement, 17			
	2-30 Collective bargaining agreements	Collective Bargaining Agreement, 37			
MATERIAL TOPICS					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Topics, 18 Key Stakeholders Engagement, 17 Materiality Assessment, 19,20			
	3-2 List of material topics	Sustainability Topics, 18 Materiality Assessment, 19,20 Sustainability Priorities-Economic and Governance, 24 Sustainability Social, 35 Sustainability Priorities- Enviromental, 45			
Financial performance and Economicgrowth					
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Governance, 8, 9 Corporate Approach to Sustainability, 16 Sustainability Priorities-Economic and Governance, 24			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Our Financial Performance, 25, 26 Economic Growth, 27 Economic Performance Indicators, 51			
Ethical behavior and transparency					
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities-Economic and Governance, 24 Ethics and Code of Conduct, 28, 29 Risk Assessment, 30, 31			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and Code of Conduct, 28,29 Risk Assessment, 30,31			

Use of sustainable raw materials in production					
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Waste Management, Recycling and Reusage, 49 Sustainability Priorities- Environment, 45			
GRI 301: Materials 2016	301-2 Recycled input materials used	Waste Management, Recycling and Reusage, 49 Environmental Performance Indicators, 50			
Saving energy and increasing efficiency					
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities- Environment, 45 Energy Consumption and Management, 46			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption and Management, 46 Environmental Performance Indicators, 50			
	302-4 Reduction of energy consumption	Energy Consumption and Management, 46			
Climate change and reducing carbon emissions					
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities- Environment, 45 Emission Management, 47			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emission Management, 47 Environmental Performance Indicators, 50			
	305-2 Energy indirect (Scope 2) GHG emissions	Emission Management, 47 Environmental Performance Indicators, 50			
	305-5 Reduction of GHG emissions	Emission Management, 47			
Environmental occupational health and safety					
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities- Social, 45 Health and Safety, 43,44			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health and Safety, 43, 44 www.altasal.com/en/quality-policies			
	403-9 Work-related injuries	Health and Safety, 43, 44 Social Performance Indicators, 50			

Promoting Employee Training and Development					
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities- Social, 45 Employee Trainings, 39			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Trainings, 39 Social Performance Indicators, 50			
Gender Equality and Diversity					
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities- Social, 45 Gender Equality and Diversity, 38			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our People In Numbers, 36, 37 Gender Equality and Diversity, 38 Social Performance Indicators, 50			
Material topics not disclosed in the GRI index					
Employee Welfare and Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities- Social, 45 Managing Employee Rights and Welfare, 40			
	Employee Welfare and Rights	Managing Employee Rights and Welfare, 40 Activities Reducing Employee Stress, 41			
Service Quality and Customer Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Quality and Customer Satisfaction, 32 Sustainability Priorities- Economic and Governance, 24			
	Service Quality and Customer Satisfaction	Corporate Approach to Sustainability, 16 Quality and Customer Satisfaction, 32			
Digitalization					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities- Economic and Governance, 24 Altaş Plato-New Digital Platform, 34			
	Digitalization	Corporate Approach to Sustainability, 16 Sustainability Priorities- Economic and Governance, 24 Altaş Plato-New Digital Platform, 34			
Green energy and renewable energy production and usage					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Approach to Sustainability, 16 Sustainability Priorities- Environment, 45			
	Green energy and renewable energy production and usage	Energy Consumption and Management, 46 Emission Management, 47			



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