

Altaş Alüminyum İmalat Sanayi ve Ticaret A.Ş.

Sustainability Report 2024



www.altasal.com

**Building a Future
Where Generations Thrive**

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LETTER FROM CHAIR OF THE BOARD



Dear Stakeholders,

At Altaş Aluminum İmalat Sanayi ve Ticaret A.Ş., we embrace our sustainability vision not only as an environmental responsibility but also as a strategic approach to growth. The quality and innovation we have demonstrated for years in aluminum profile production are now further reinforced by our commitment to a lower carbon footprint.

We take pride in having successfully completed our sustainability initiatives throughout previous years. As of 2024, we are advancing our sustainable production approach to a new level by initiating new innovation projects designed to further enhance the low-carbon value of our products. These initiatives embody a transformation that is environmentally conscious, energy-efficient, and dedicated to creating a more liveable world for future generations.

This report is not only a transparent summary of our sustainability journey but also a testament to our determination for the future. With a strong sense of responsibility towards our employees, business partners, and society, we will continue to enhance our environmental and social impact.

Sincerely,

Hasan Tahsin Tuğrul

Chair of the Board



MESSAGE FROM GENERAL MANAGER



Dear Stakeholders,

At Altaş Aluminum, sustainability is not just a responsibility—it's a competitive advantage and a core driver of innovation. As a global player in aluminum extrusion, we are proud to lead the way in delivering high-performance, environmentally conscious solutions to our customers across international markets.

This year's sustainability report highlights our strategic progress in reducing environmental impact, empowering our workforce, and strengthening our governance practices. But more importantly, it reflects our commitment to creating long-term value for our customers and partners through sustainable innovation.

Aluminum's infinite recyclability gives us a unique edge, and we are leveraging this through advanced technologies, smart manufacturing, and a customer-centric approach. Our goal is clear: to be the preferred partner for sustainable aluminum solutions worldwide.

Thank you to our dedicated team, loyal customers, and trusted partners for being part of this transformation. Together, we are building a more sustainable, resilient, and innovative future.

Warm regards,

Taşkın ÖZKAL

General Manager



ABOUT OUR REPORT

Altaş Aluminum is proud to present its second Corporate Sustainability Report (CSR), covering the fiscal year 2024.

The reporting period extends from January 1, 2024, to December 31, 2024, and provides a comprehensive overview of the company's ESG activities, impacts, and performance across its headquarters and production facility in Kocaeli, Türkiye, as well as its production plant in Yakınkent, Çankırı.

The annexes of this report present our 2024 sustainability data in alignment with the Global Reporting Initiative (GRI) Standards. While the report has not been audited by an independent third party, we remain open to any external audit requested by our stakeholders.

The full report is available on our website: www.altasal.com.

For any questions, comments, or feedback regarding the contents of this report, please contact us at info@altasal.com. We highly value the perspectives of our stakeholders and welcome your input.



OUR STORY

Altaş Aluminum has been one of the leading aluminum extrusion companies in Türkiye since 1990.

We are a Turkish–Irish joint venture company. Although our Irish partner holds a 33% stake, they do not participate in the management or operational processes. This structure allows us to operate with full autonomy while benefiting from strong international cooperation. From our headquarters and main production facility in Gebze, Kocaeli, we efficiently serve global markets by manufacturing aluminum profiles, precision-machined parts, and fully assembled components tailored to customer specifications. Our commitment to quality, innovation, and customer satisfaction has enabled us to become a trusted supplier to diverse industries worldwide.

To meet the growing global demand, we are expanding our production capabilities with the construction of a new state-of-the-art facility on an 80,000 square meter site in Çankırı Yakıncık OSB. This investment will significantly increase our production capacity and strengthen our competitive position in both domestic and international markets.

Today, more than **80% of our high-quality products are exported** to the European Union, the United States, and Canada. With our IATF 16949:2016 certification, we proudly supply not only leading automotive manufacturers but also companies across multiple sectors in the global market. At the same time, we remain a key partner to major exporting companies within Türkiye, contributing to the growth of the national economy.

Driven by innovation, sustainability, and excellence, Altaş Aluminum continues to expand its global footprint while remaining committed to delivering world-class aluminum solutions for our customers.



OUR STORY

Key Milestones

1976 - Foundation

Tahsin Tuğrul and Turhan Özgürel, as co-founders, entered the aluminum extrusion industry, marking the beginning of Altaş Aluminum's journey.

1989 - Establishment

Altaş was established as a trade only company.

1990 - Strategic Investment

The Gebze site was acquired to establish production facilities.

1996 - Expanding

Horizontal powder coating line was installed, expanding production capabilities.

1993 - First Export

ALTAŞ started to export products to Europe.

1991 - First Production Line

Altaş became producer & exporter by the installation of 6" extrusion line.

2010 - International Partnership

Irish company became a shareholder, strengthening international presence.

2011 - First CNC Investment

First CNC machine was purchased

2016 - US Expansion

ERA Global Solutions Inc., our USA-based sister company, was established to serve the North American market.

2023 - New Technologies

Digit-13, our subsidiary established for technology development, was founded; a new 8" extrusion line was purchased, and the second CNC machine was installed.

2022 - Major Investment

Investment for a plant in Çankırı Yakınkent OSB

2019 - Capacity Growth

Re-installation of the 5" extrusion line to boost production capacity.

2024 - Next Generation Facility

Installation of the 8" extrusion line in Çankırı Plant, further increasing production capacity.

2025 - will be broadening...

Altaş will be broadening its presence by expanding into new markets...

Continuing our journey with innovation, sustainability, and global growth.....

OUR STORY

Our Governance

Board of Directors

The Board of Directors is the highest decision-making authority in our company. Our Co-Founder, **Mr. Hasan Tahsin Tuğrul**, serves as the Chairman of the Board, while **Mr. Taşkın Özkal** is the General Manager of the company. Under their leadership, we operate through the following structures:

Executive Committee

Comprising five members, the Executive Committee's duties and operating principles are defined and approved by the Board of Directors. Its key areas of responsibility include:

- **Financial and Non-Financial Performance Oversight:** Monitoring both financial performance (such as revenue, profitability, and cash flow) and non-financial performance (including environmental impact, social responsibility, and corporate governance). This ensures that the company conducts its operations ethically and responsibly, while also achieving sustainable financial results.
- **Strategy and Organization:** Setting the company's overall direction, including its mission, vision, strategic goals, sustainability roadmap, and organizational structure.
- **CSV (Creating Shared Value) Approval:** Reviewing and endorsing initiatives that address social and environmental challenges while simultaneously creating business value.
- **KPI and Continuous Improvement:** Defining and monitoring key performance indicators, while driving continuous improvement across the company.



OUR STORY

Our Governance

Sustainability Committee

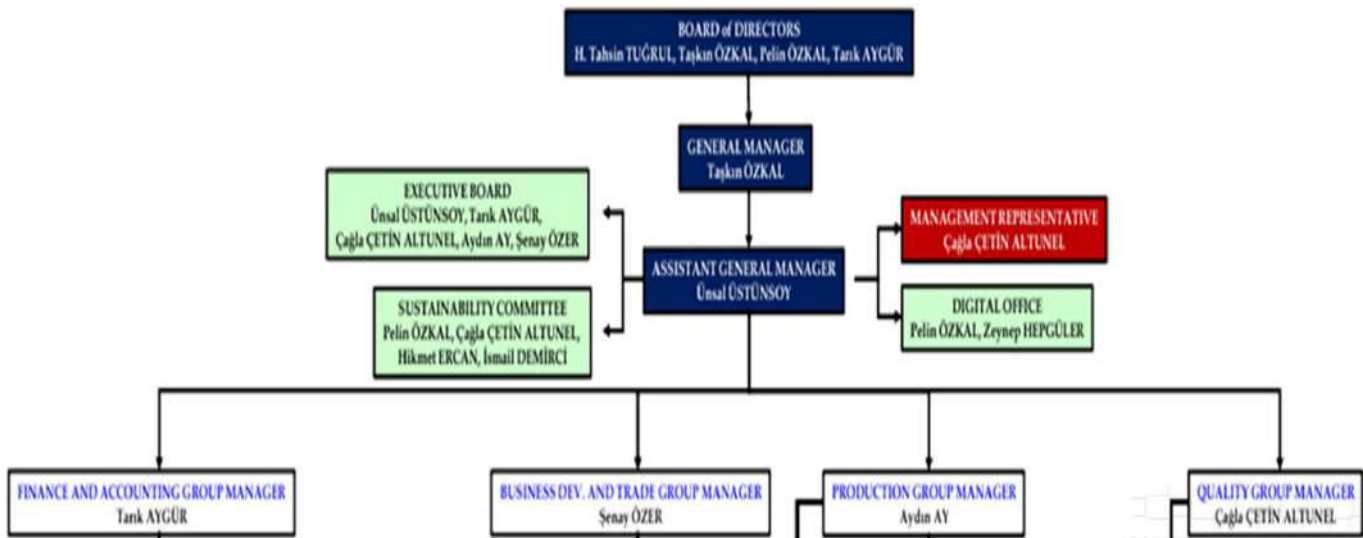
Oversees and approves the company's ESG (Environmental, Social, and Governance) and sustainability strategy. This includes setting objectives and initiatives that advance environmental stewardship, social responsibility, and sound governance practices.

Digital Office

Responsible for defining and implementing the company's digitalization agenda, ensuring alignment with modern technologies and up-to-date digital transformation initiatives.

Sustainability Report Approval

Approves the company's annual Sustainability Report, which communicates ESG performance and progress toward sustainability goals to stakeholders. This report may also be presented at the Annual General Meeting (AGM) for review by shareholders and other relevant parties.



OUR STORY

Our Mission, Vision, Target



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.



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.



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 threefold over the next two years through technological advancements, growth investments, and process optimization.



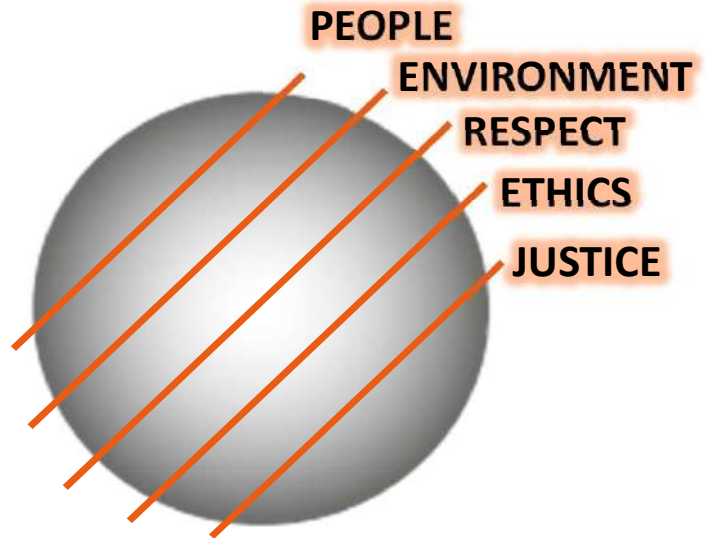
OUR STORY

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.
- Furthermore, 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.



Corporate Declaration

Our Vision

To be a company that can supply materials to every sector in which aluminum is used, progress towards institutionalization and whose stakeholders' satisfaction is over 75%.



Our Disciplines

Customer focus
Process approach
Risk based thinking
Accountability

Our Mission

To be the solution partner for the semi-finished and machined aluminum profile needs of the customers in domestic and international markets.



Our Commitment to the Customer

To ensure the expected quality
Fast and strong communication
On-time delivery
Solution-oriented
Innovative approach Reasonable price

Our Values

Quality
Confidentiality
Flexibility
Agility



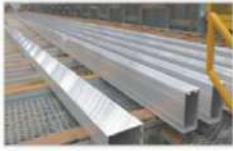
7 QMS Principle

Customer Orientation
Leadership
Commitment of Staff
Process Approach
Improvement
Evidence-based Decision-making
Customer Relationship Management



OUR STORY

Our Services



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

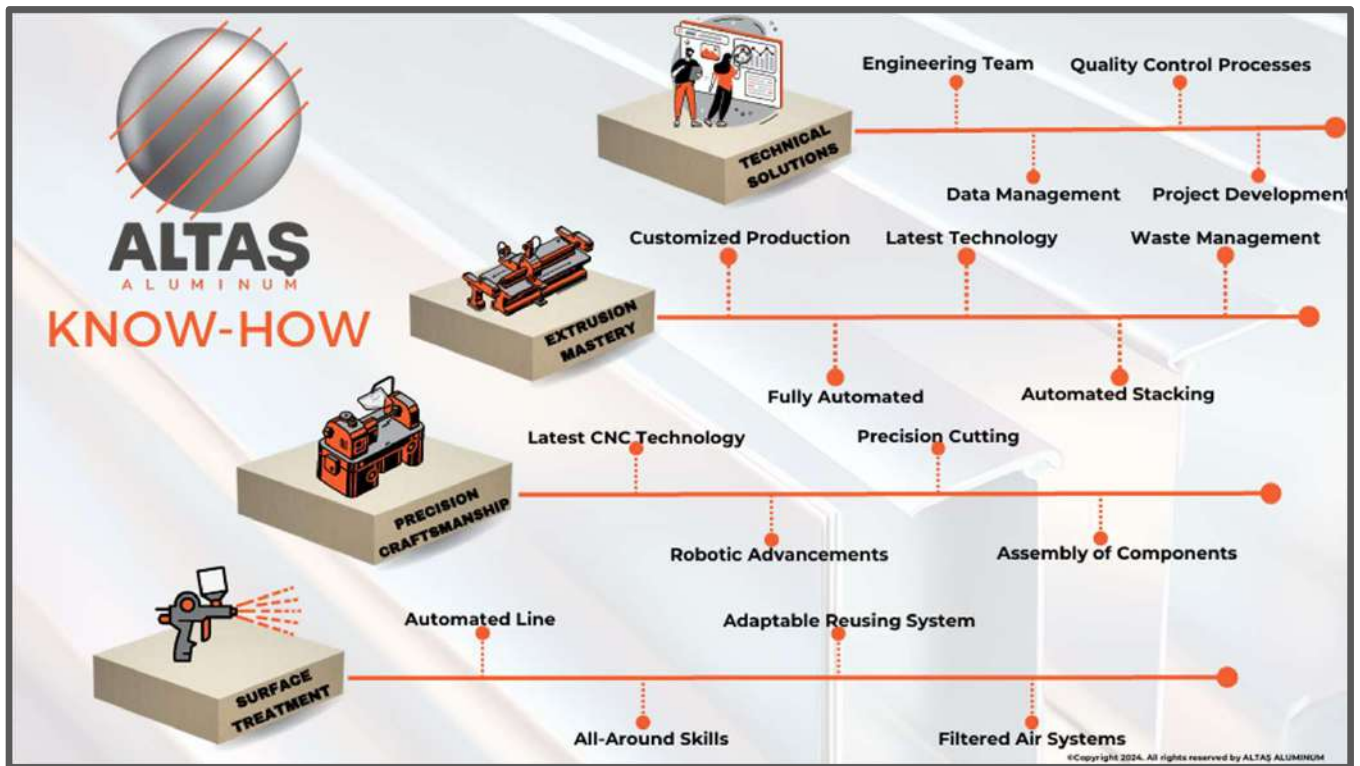
Our major services include extrusion, machining, powder coating, anodizing, and special packaging:

- ❖ 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.

OUR STORY

How we serve

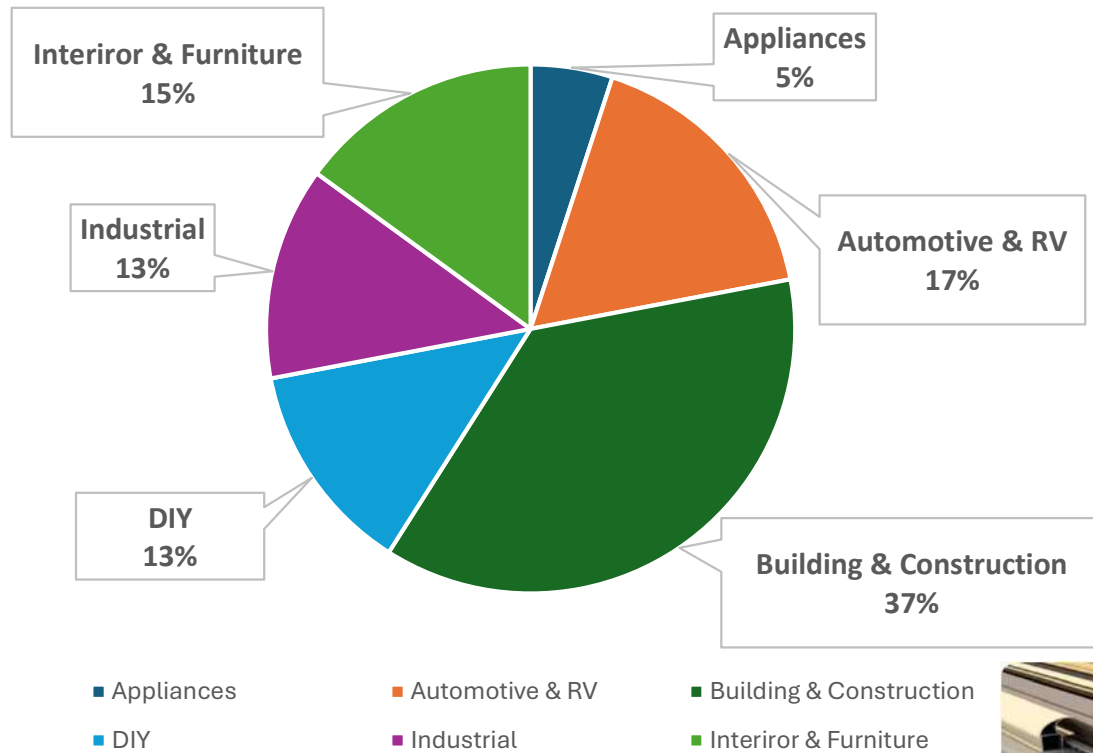


Altaş Aluminum's comprehensive know-how, highlighting its integrated expertise across technical solutions, extrusion mastery, precision craftsmanship, and surface treatment

- **Technical Solutions:** The foundation of innovation, supported by engineering teams, project development, quality control processes, data management, latest technologies, and waste management practices.
- **Extrusion Mastery:** Customized production capabilities, fully automated systems, precision cutting, and automated stacking, ensuring efficiency and consistency.
- **Precision Craftsmanship:** The application of the latest CNC technologies, robotic advancements, and component assembly, supported by adaptable reusing systems to enhance sustainability.
- **Surface Treatment:** Automated lines with advanced systems and versatile skill applications, guaranteeing durability, performance, and high-quality finishes.
- Together, these pillars represent Altaş Aluminum's dedication to innovation, efficiency, sustainability, and uncompromising quality across all stages of production.

OUR STORY

Who we serve



Served Industries



Automotive



Home Appliances



Construction



Interior



Furniture



Lighting



DIY



Aerospace



Defense



Your Industry



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



OUR STORY

Our Community Involvements

COLLABORATIONS & MEMBERSHIPS

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

SPONSORSHIPS

- Kocaeli Sport Club
- Rotary Club of Gebze
- Manning Foundation
- Turkish U19 Women Underwater Hockey National Team

CERTIFICATES

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



OUR STORY

Our Community Involvements

PARTICIPATIONS

- ALUMINUM EXPO 2024 DUSSELDORF



- BUSWORLD



- UK METAL EXPO



OUR STORY

Our Investments

Our investment in Çankırı is planned to cover a total area of at least 20,000 m². As of September 2024, construction of 3,000 m² has been completed. Development activities are ongoing in line with our strategic growth objectives.

Focus Areas of Investment:

- **Extrusion Capacity:** The primary focus of our investment program continues to be extrusion, reinforcing our core production capabilities.
- **Mechanical Processing Capabilities:** In parallel, we are enhancing our mechanical processing operations through the acquisition and implementation of 4+ axis profile machining centers and high-volume cutting systems. These additions are designed to significantly increase our efficiency, flexibility, and precision in mechanical processing.
- **Quality Enhancement:** To further strengthen our quality assurance, we are investing in advanced optical and digital measurement technologies. These systems will enable us to achieve higher accuracy in measurement and maintain superior product quality standards.

Our investments are strategically structured to expand our production capacity, increase processing capabilities, and ensure consistent quality improvements. This integrated approach supports our long-term vision of sustainable growth and competitive advancement in the sector.



OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

At Altaş,

We believe that the true measure of success lies not only in what we achieve today but also, in the legacy we leave for future generations.

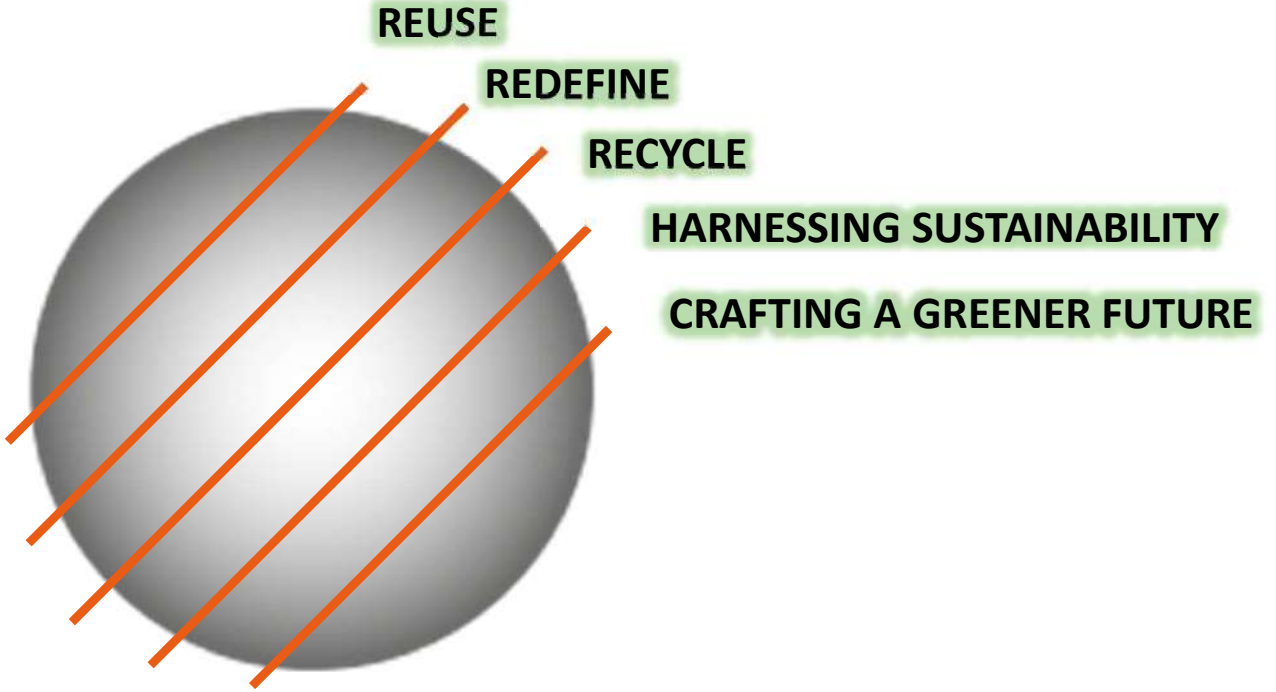
Guided by our commitment to sustainability, we strive to create a future that is greener, more livable, and more resilient.

Through responsible practices, innovation, and Collective action, we aim to hand over a world where next generations can thrive in harmony with nature.



OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Management Approach and Perspective



Our **Sustainability Committee** plays a vital role in driving the company's ESG (Environmental, Social, and Governance) and sustainability agenda, as endorsed by the Board of Directors.

The Committee fulfills this responsibility through the following key functions:

- **Strategic Road Mapping:** Develops comprehensive roadmaps, defines clear pathways to achieve sustainability objectives, and integrates these into the company's long-term strategic planning.
- **Monitoring and Evaluation:** Oversees the implementation of projects and initiatives, tracks progress against defined performance indicators and takes corrective actions when necessary to ensure alignment with sustainability targets.
- **Reporting and Stakeholder Engagement:** Provides transparent and consistent reporting on sustainability performance, while fostering open communication and collaboration with stakeholders.

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 JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Stakeholder Relations and Engagement

Our Stakeholders

| 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 | Meetings, visits, events, general terms and conditions agreements | Annual |
| Company management (Executive Board) | 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 |



OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Materiality Assessment: Survey Insights and Sustainability Goals

In line with our principles and sustainability approach, our stakeholders remain at the heart of our journey; we cannot achieve our ambitions in isolation. Collaboration with them is essential to ensure that the information we disclose is transparent, reliable, and accurate.

To gain deeper insights into how we are perceived and to capture the expectations of our stakeholders, we conducted a comprehensive stakeholder survey. Through this survey, we aim not only to address their perspectives but also to drive meaningful progress on the United Nations Sustainable Development Goals (SDGs) where our business has the greatest impact, specifically SDGs 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, and 16 — while reaffirming our support for all 17 SDGs.



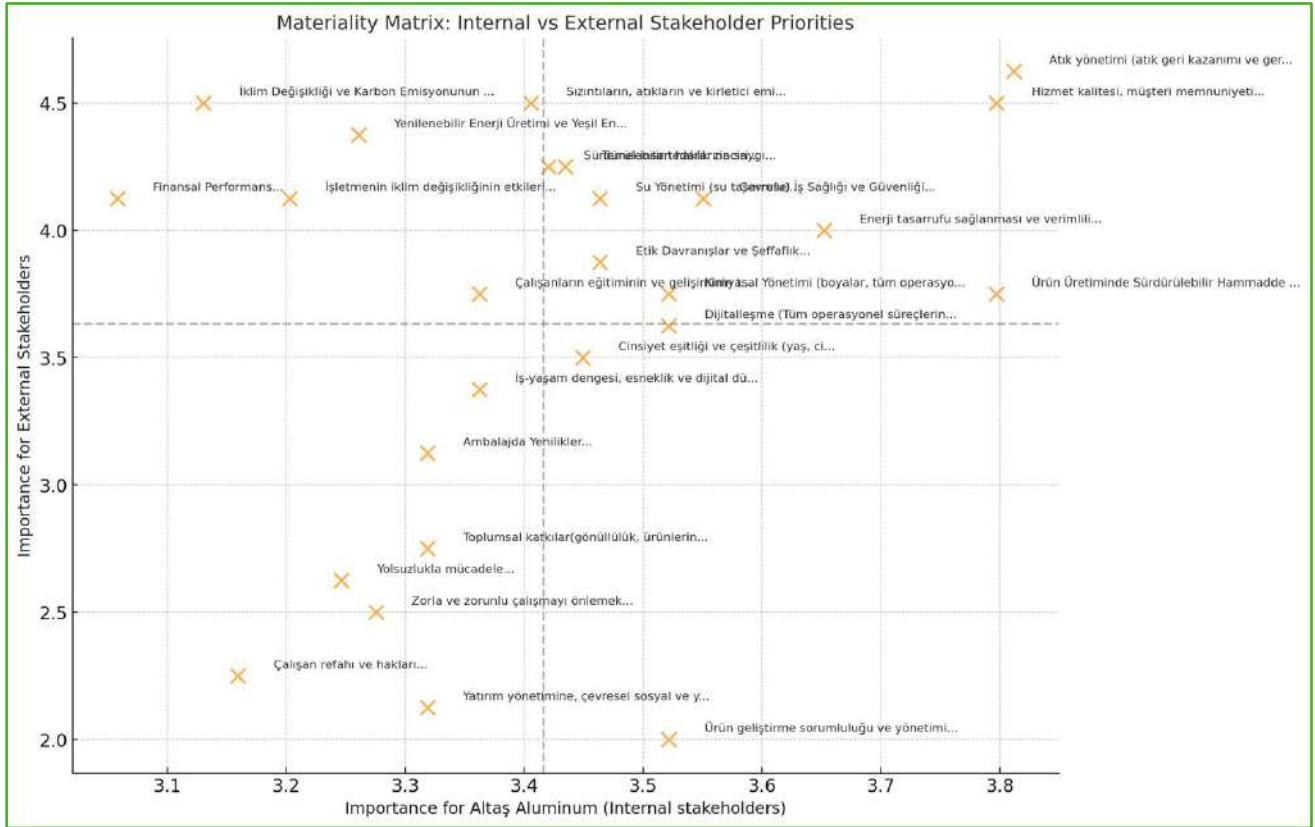
Building on these insights, we refined our priorities, strengthened the monitoring of our progress, and aligned our actions more closely with our sustainability strategy. This process reinforces our commitment to open dialogue, accountability, and continuous improvement, ensuring that our sustainability journey creates shared value for both our stakeholders and society as a whole.

OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Materiality Assessment: Survey Insights and Sustainability Goals

This materiality assessment provides valuable insights that will shape our sustainability roadmap.

By balancing externally driven expectations with internal organizational needs, Altaş Aluminum is committed to advancing its role as a responsible industry leader, driving positive impact for stakeholders, society, and the environment alike.



OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Materiality Assessment: Survey Insights and Sustainability Goals

The analysis reveals a strong alignment between internal and external stakeholders regarding key sustainability priorities.

Both groups attach very high importance to climate change mitigation and carbon reduction, renewable energy adoption, energy efficiency, sustainable raw material usage, waste management, and customer satisfaction. These areas will remain at the centre of Altaş Aluminum's sustainability strategy, guiding our investments and performance improvement initiatives.

External stakeholders have expressed heightened expectations regarding financial performance, environmental health and safety, and respect for human rights. These findings underline the importance of transparency and responsible governance in strengthening trust and ensuring long-term partnerships. We are committed to addressing these expectations through clear communication and enhanced ESG practices.




For our employees and shareholders, issues such as employee training and development, work-life balance, and product development responsibility hold particular importance. While these may not always rank as highly among external stakeholders, they are vital for maintaining employee engagement, innovation capacity, and overall organizational resilience. Altaş Aluminum will continue to invest in people-centered initiatives that support professional growth and well-being.

Topics such as anti-corruption, forced labor prevention, and social contributions were rated with relatively lower urgency. While they may not be seen as immediate priorities, Altaş Aluminum remains fully committed to ensuring compliance with international standards and fostering positive social impact.



OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Materiality Assessment: Survey Insights and Sustainability Goals

| Supported SDGs | Contributed Sub-Target | Relevant section in the report |
|--|--|--|
|  <p>3 GOOD HEALTH AND WELL-BEING</p> | <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 QUALITY EDUCATION</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 GENDER EQUALITY</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> |



OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Materiality Assessment: Survey Insights and Sustainability Goals

| Supported SDGs | Contributed Sub-Target | Relevant section in the report |
|---|---|---|
|  <p>6 CLEAN WATER AND SANITATION</p> | <p>6. Ensure availability and sustainable management of water and sanitation for all</p> | <p>Water Management, Waste Management, Sustainable Resource Management</p> |
|  <p>7 AFFORDABLE AND CLEAN ENERGY</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 Emission Management</p> |
|  <p>8 DECENT WORK AND ECONOMIC GROWTH</p> | <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 Our People In Numbers Health and Safety Collective Bargaining Agreement</p> |



OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Materiality Assessment: Survey Insights and Sustainability Goals

| Supported SDGs | Contributed Sub-Target | Relevant section in the report |
|---|--|--|
|  | <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>New Investments</p> <p>Altaş Digital Office</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> |


OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Materiality Assessment: Survey Insights and Sustainability Goals

| 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 Energy Consumption and Management Emission Management 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 Emission Management Waste Management, Recycling, Reusage</p> |

OUR JOURNEY TOWARDS A SUSTAINABLE TOMORROW

Materiality Assessment: Survey Insights and Sustainability Goals

| Supported SDGs | Contributed Sub-Target | Relevant section in the report |
|---|--|---|
|  | <p>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> |

While there are SDGs beyond our direct sphere of influence, we are dedicated to contributing to them indirectly through our ongoing social responsibility projects and initiatives.



OUR ECONOMIC GOVERNANCE

In The Context Of Our Sustainability Priorities



| Our Sustainability Priorities | Our Approach | Relevant section in the report |
|---|---|---|
| Financial Performance / Economic Growth | In the third quarter of 2024, our new production facility in Yakınkent, Çankırı became 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 Behaviour 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 |



OUR ECONOMIC GOVERNANCE

In The Context Of Our Sustainability Priorities



| Our Sustainability Priorities | Our Approach | Relevant section in the report |
|-------------------------------|--|--|
| 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 |
| Research & Development | In line with our efforts toward process improvement and technological adaptation, we carry out research activities and related development projects. Within this framework, we evaluate the suggestions received from employees at all levels, and we recognize and reward those whose contributions prove to be the most beneficial and positively impact the efficient use of our resources. | Process Improvement and R&D Supervisor, Improvement Awards |



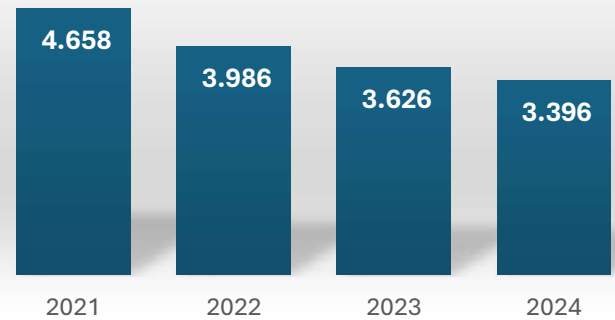
OUR ECONOMIC GOVERNANCE

Financial Performance

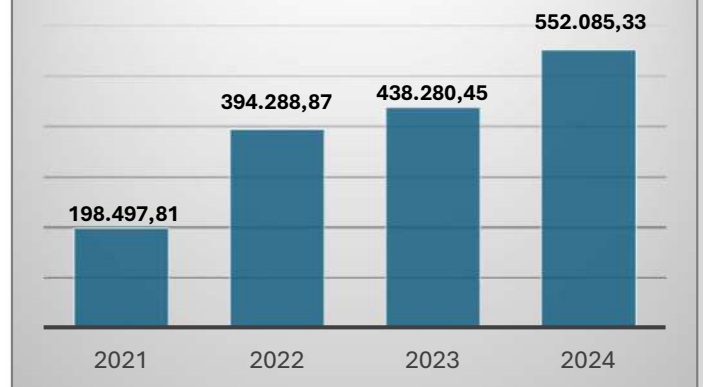
In 2021, the rapid rise in demand, particularly in Europe and America following the pandemic, spurred a swift increase in sales volumes and revenue. This boom in demand reflected a global trend of economic recovery and increased consumer spending as restrictions eased and markets reopened.

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.

Sales in Ton



Sales in TL x 1000



Throughout 2023 and 2024, these challenges were further compounded by heightened market uncertainties and prolonged stagnation in Europe and America. The slowdown in these regions exerted additional pressure on global demand, limiting growth opportunities and reinforcing a cautious outlook across the industry. Companies were required to navigate a more complex environment characterized by volatile consumer confidence, restrained investment activity, and persistent structural headwinds.

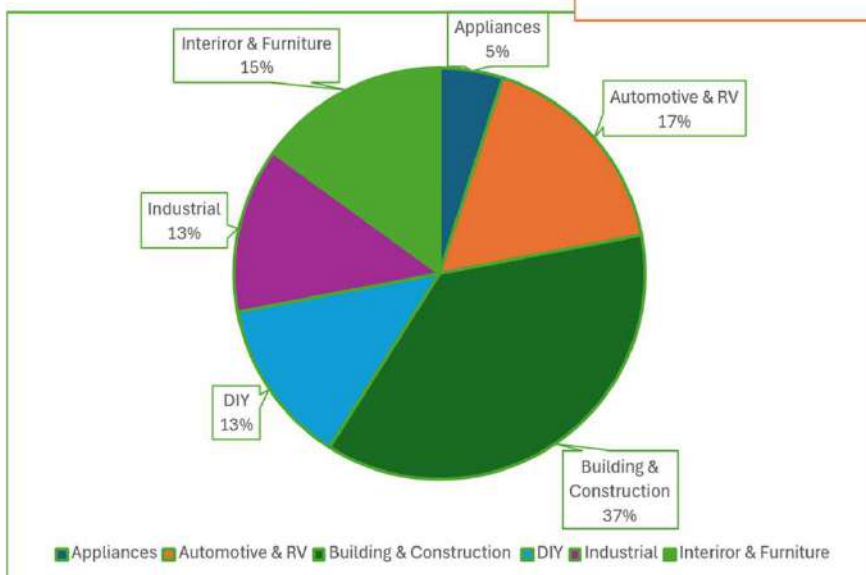
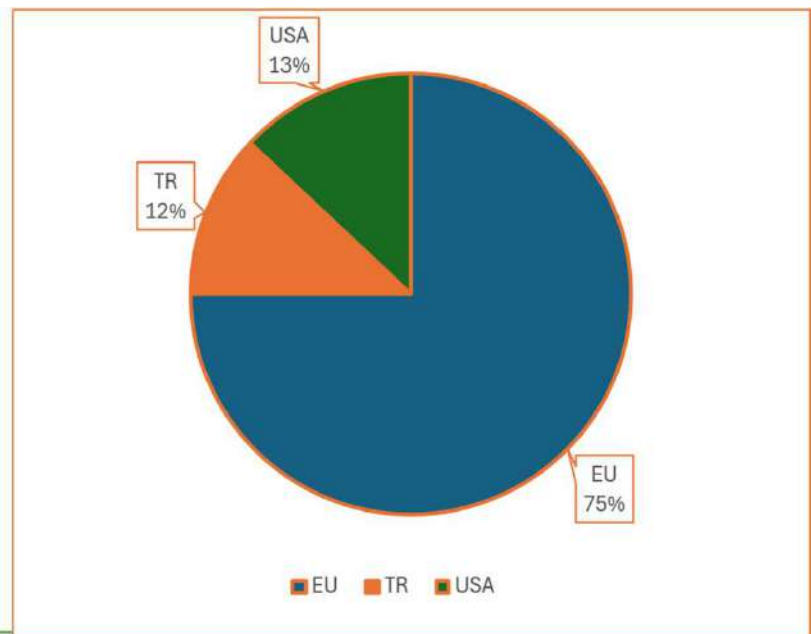
Despite the drop in sales volumes, we had a notable increase in our revenue when measured in Turkish Lira (TL). This was largely due to the significant appreciation of foreign currencies against the Turkish Lira.

OUR ECONOMIC GOVERNANCE

Financial Performance

In the coming years, we are committed to accelerating our growth by expanding both our customer base and sales volume as our new production facility becomes operational.

This strategic expansion will allow us to meet increasing global demand more effectively, boost our production capacity, and strengthen our supply chain efficiency. At the same time, we aim to enhance our contribution to exports while broadening our product portfolio and customer diversity, ensuring that we deliver greater value to international markets.



OUR ECONOMIC GOVERNANCE

Economic Growth

In 2024, Altaş Aluminum continued to contribute significantly to both the national and regional economy through sustainable growth and value creation.

Our operations generated a strong economic impact by creating new employment opportunities, fostering innovation, and strengthening collaboration with local suppliers and business partners.

We placed particular emphasis on enhancing our export performance and expanding our presence in global markets, positioning Altaş Aluminum as a trusted international player in the aluminum industry. Alongside this, we invested in advanced technologies and digital transformation initiatives to improve production efficiency, optimize resource use, and minimize operational costs.

New investment projects are expected to provide us with the opportunity to triple our production and sales capacity by 2027, enabling us to serve a wider range of industries and customers worldwide. While pursuing this ambitious growth, we remain committed to promoting gender equality by sustaining the positive progress achieved in increasing the ratio of women in our workforce.

At the same time, we are focused on strengthening our financial performance, with a clear objective of increasing our revenue in a responsible and sustainable manner. Through prudent financial management, we aim to build long-term resilience and ensure that our growth translates into lasting value for all stakeholders—including employees, customers, suppliers, and the communities in which we operate.

Ultimately, our approach to economic growth is guided not only by profitability but also by the principles of sustainability, inclusivity, and shared prosperity, ensuring that Altaş Aluminum continues to be a driving force in the sector and a valuable contributor to society.



OUR ECONOMIC GOVERNANCE

Ethics And Code Of Conduct

At Altaş Aluminum, we are committed to conducting our business with fairness, transparency, and integrity in every relationship — whether with customers, business partners, employees, or stakeholders. These principles form the foundation of our long-term sustainability and corporate governance approach.



All employees are required to comply with the *Corporate Responsibility Policy*, which clearly defines the company's ethical standards and code of conduct. This policy ensures that every action taken within the organization is aligned with our values and corporate responsibilities.

In addition to our internal practices, we expect and encourage our business partners to uphold the same ethical standards. We place great emphasis on ensuring that our partners conduct their business in line with prevailing laws, regulations, and widely accepted values. In this way, we aim to extend the scope of our ethical commitment throughout the supply chain.

It is one of the primary responsibilities of our executives to ensure that the *Corporate Responsibility Policy* is not only effectively communicated but also properly implemented across all levels of the organization. Management plays a key role in fostering a culture of accountability and in ensuring that ethical standards remain at the core of our corporate activities.



OUR ECONOMIC GOVERNANCE

Ethics And Code Of Conduct

GOVERNMENT

- ✓ full compliance with the laws
- ✓ records and reports when necessary

- Competition and Laws
- Transparency

CUSTOMERS & SUPPLIERS

- ✓ quality products and services,
- ✓ clear, accurate and direct communication
- ✓ long-term environment of trust, confidentiality
- ✓ occupational safety rules.

- Cooperation
- Safety
- Confidentiality
- Transparency

OWNERS

- ✓ transparent and mutually respectful working environment
- ✓ equal opportunities for all employees regardless of language, religion, race, or gender,
- ✓ human rights, no bullying
- ✓ fair and competitive wage policy
- ✓ success rewarding clean, healthy, and safe working conditions
- ✓ occupational health and safety measures,
- ✓ no harassment
- ✓ no child laboring
- ✓ employee loyalty

- Human Rights
- Child Labor
- Remuneration
- Cooperation
- Equal Opportunities
- Diversity
- Safety
- Occupational health and safety

EMPLOYEES

- ✓ No offering, requesting or accepting benefits or other advantages which could influence a person's ability to make objective and fair business decisions.
- ✓ No sharing company-related information and documents with 3rd parties
- ✓ No using company resources for personal needs or for the personal needs of third parties
- ✓ No accepting or offering any gifts that may lead to bribery

- Protection of company assets
- Confidentiality
- Conflict of interest
- Invitations& gifts

ENVIRONMENT

- ✓ Global resources effectiveness
- ✓ Recycling in all processes where available

- Environmental & occupational health and safety



OUR ECONOMIC GOVERNANCE

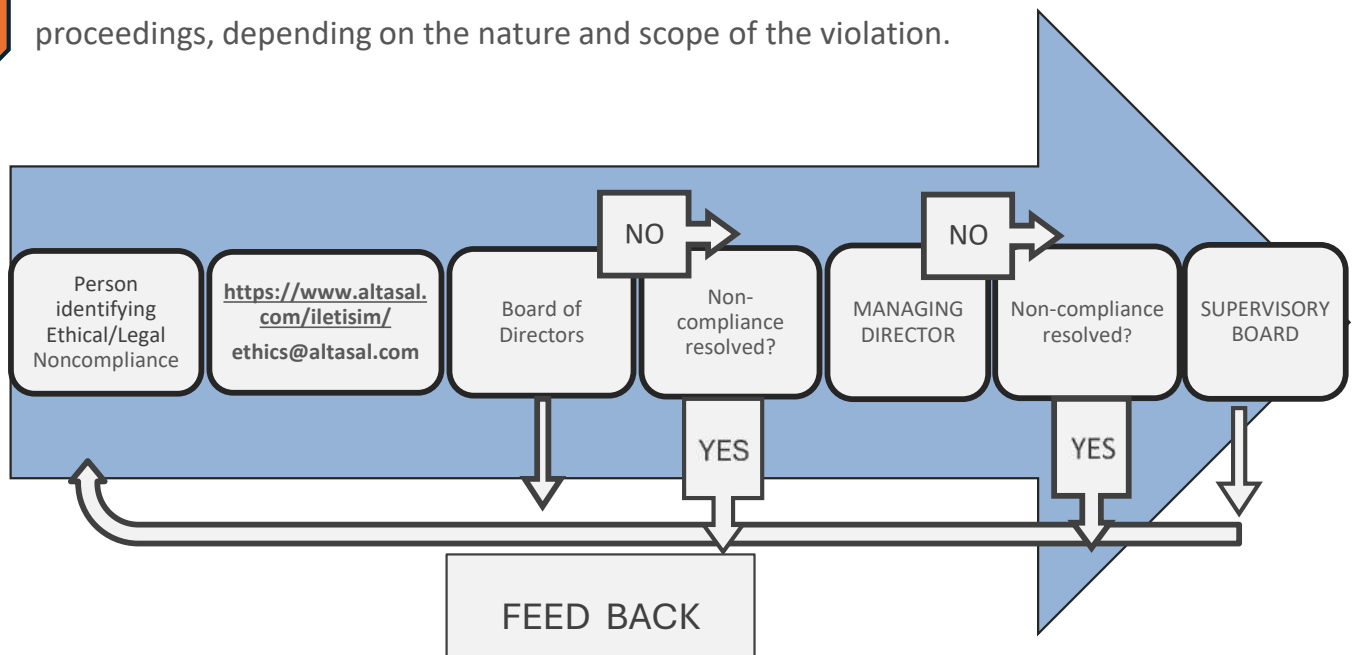
Ethics And Code Of Conduct

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.



We closed last three the years 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.

Detailed documentation is available for further viewing on our website.

www.altasal.com



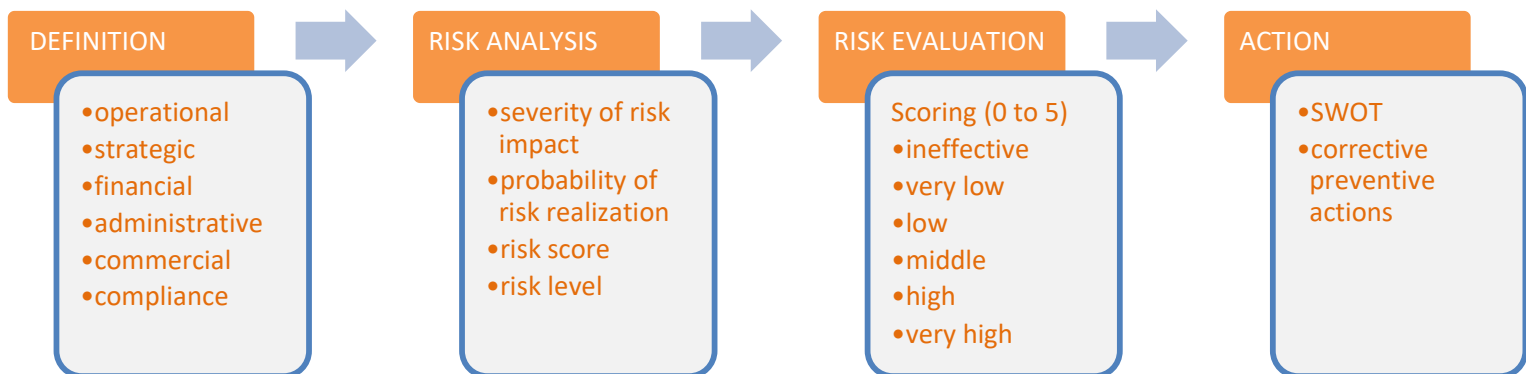
OUR ECONOMIC GOVERNANCE

Corporate Risk Assessment

At Altaş Aluminum, our corporate risk management policy is designed to identify and address operational, strategic, financial, administrative, commercial, and compliance risks, both internal and external. Through proactive action plans and the Risk-Oriented Process Approach, we aim to detect potential threats early, transform them into opportunities, and strengthen our operations.

The Risk and Opportunity Analysis Process, carried out with the involvement of all process owners and top management at least once a year, includes the monitoring, measurement, and evaluation of risks and their potential impacts. AltaSoft software is used to track this process, ensuring detailed monitoring and the creation of a comprehensive database.

Risk action plans are updated as needed based on collected data and include measures such as SWOT analysis, corrective and preventive actions, and corporate experience. All updates are systematically tracked through the Risk Module in AltaSoft to ensure effective implementation.



OUR ECONOMIC GOVERNANCE

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.

By keeping customer focus at the core of our operations, we successfully passed three customer audits during 2024.

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



OUR ECONOMIC GOVERNANCE

Quality And Costumer Satisfaction

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. Complaint records and the corresponding corrective actions are systematically documented in the ERP system under the relevant product category.

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.

Customer Satisfaction Survey Results

| Years | Costumer Feedback | Score |
|-------|-------------------|-------|
| 2021 | 4 | %97 |
| 2022 | 6 | %88 |
| 2023 | 19 | %90 |
| 2024 | 12 | %89 |

Quality management Training Hours

| Years | QMS Training Hours | Score |
|-------|--------------------|-------|
| 2021 | 482 | 2,86 |
| 2022 | 589 | 3,84 |
| 2023 | 834 | 4,15 |
| 2024 | 255 | 2,07 |

OUR COMMITMENTS TO CUSTOMERS

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



OUR ECONOMIC GOVERNANCE

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.



OUR ECONOMIC GOVERNANCE

Digitalization

At Altaş Aluminum, we are taking significant strides towards digitalization by launching the ALTAŞ PLATO digital platform project . ALTAŞ PLATO is a web application accessible via net 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

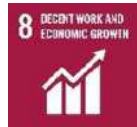
Expected Outcomes:

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.

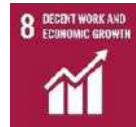
SOCIAL VALUES AND CONTRIBUTION



| Our Sustainability Priorities | Our Approach | Relevant section in the report |
|--|--|--|
| Gender Equality and Diversity | In 2023, we have increased our proportion of women employees from 21% to 30%. And in 2024 our women employee ratio is increased with 31%. With the new production facility expanding 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 Analysis 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 |



SOCIAL VALUES AND CONTRIBUTION



| Our Sustainability Priorities | Our Approach | Relevant section in the report |
|--|--|---|
| 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 |



SOCIAL VALUES AND CONTRIBUTION

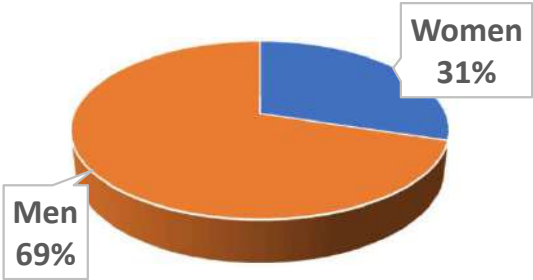
Our Human Capital in Numbers

| | 2021 | | | 2022 | | | 2023 | | | 2024 | | |
|----------------|-------|-----|-------|-------|-----|-------|-------|-----|-------|-------|-----|-------|
| EDUCATION | WOMEN | MEN | TOTAL | WOMEN | MEN | TOTAL | WOMEN | MEN | TOTAL | WOMEN | MEN | TOTAL |
| Primary School | 11 | 40 | 51 | 7 | 30 | 37 | 8 | 18 | 26 | 12 | 37 | 49 |
| Middle School | 3 | 20 | 23 | 3 | 14 | 17 | 8 | 16 | 24 | 5 | 7 | 12 |
| High School | 8 | 49 | 57 | 8 | 49 | 57 | 10 | 49 | 59 | 9 | 23 | 32 |
| 2 year degree | 4 | 1 | 5 | 2 | 1 | 3 | 2 | 1 | 3 | 3 | 7 | 10 |
| University | 14 | 18 | 32 | 14 | 15 | 29 | 14 | 15 | 29 | 9 | 11 | 20 |
| TOTAL | 40 | 128 | 168 | 34 | 109 | 143 | 42 | 99 | 141 | 38 | 85 | 123 |

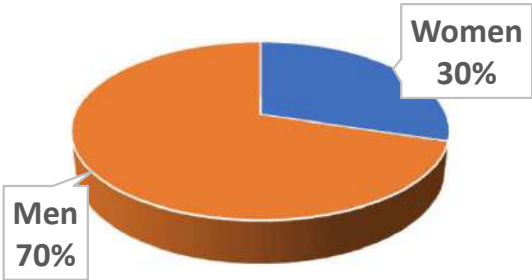
*Intern employees are not included in the total number of employees.

| | 2021 | 2022 | 2023 | 2024 |
|--------------|------|------|------|------|
| Blue Collar | 128 | 109 | 99 | 97 |
| White Collar | 40 | 34 | 42 | 26 |
| TOTAL | 168 | 143 | 141 | 123 |

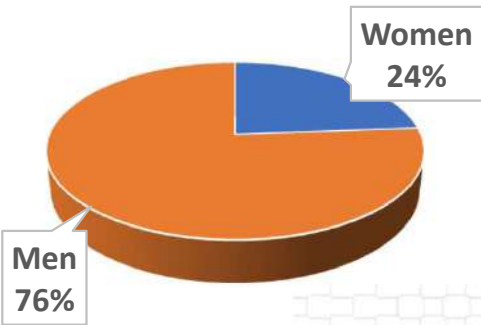
2024



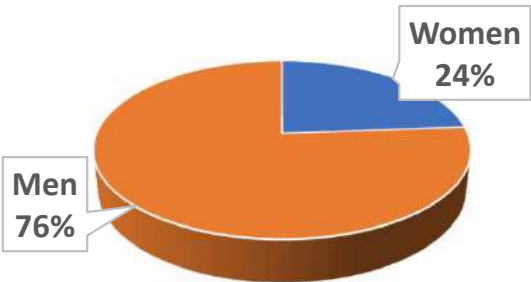
2023



2022



2021

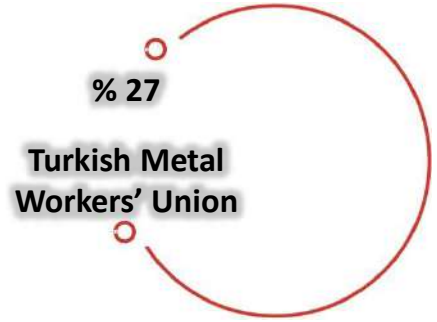


SOCIAL VALUES AND CONTRIBUTION

Collective Bargaining Agreement

In 2024, 33 of our blue-collar employees are the member of Turkish Metal Workers' Union. Represents the 27 % of total employees.

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:

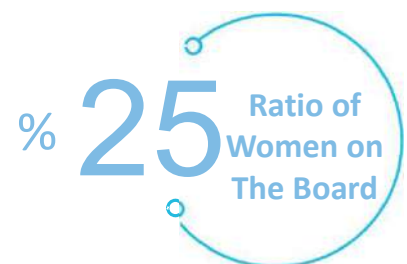
- Union-Related Provisions: Regulations concerning union matters.
- Grievance and Dispute Resolution: Procedures for addressing complaints and resolving disputes.
- Disciplinary Board: Guidelines on the formation and function of the disciplinary board.
- Working Hours: Specifications on working hours.
- 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.

SOCIAL VALUES AND CONTRIBUTION

Gender Equality And Diversity

We are committed to fostering a workplace where every individual is respected, valued, and provided with equal opportunities. Our human resources practices—including recruitment, training and development, performance and talent management, career advancement, and remuneration—are implemented without discrimination on the basis of gender, race, skin colour, religion, political or spiritual beliefs, ethnicity, socio-economic background, sexual orientation, health condition, disability, age, or physical appearance. Every employee is treated fairly and consistently in line with our corporate culture.

This commitment ensures that diversity is celebrated and that all employees are empowered to succeed. Our policies and practices are designed to cultivate a supportive and inclusive environment that promotes collaboration, innovation, and continuous growth. We strongly believe that a diverse workforce is a key driver of creativity and long-term business success. By recognizing and valuing the unique contributions of each individual, we aim to build a more equitable, resilient, and future-ready organization.



In 2024, we continued to advance our efforts toward achieving a balanced male/female employment ratio. Women represented 31% of the total workforce and approximately 43% of managerial positions, reflecting steady progress compared to previous years. This achievement underscores our ongoing commitment to gender equality and workplace diversity.

We firmly believe that a balanced and inclusive environment not only enriches organizational culture but also enhances performance and drives sustainable innovation.

SOCIAL VALUES AND CONTRIBUTION

Employee Training

As part of our commitment to sustainability, we place strong emphasis on the continuous development of our employees. We recognize that investing in people is a cornerstone of building a resilient, innovative, and future-oriented organization.

To this end, we regularly implement professional and personal development programs designed to equip employees with up-to-date knowledge and critical skills. Professional training ensures that our workforce remains aligned with the latest innovations and industry practices, while personal development initiatives enhance competencies such as communication, leadership, and time management.

These programs contribute to higher levels of employee engagement, job satisfaction, and performance, while simultaneously preparing our teams for future challenges. By fostering a culture of learning and growth, we strengthen both individual career pathways and the company's long-term competitiveness.

Through these initiatives, we create shared value: ensuring the sustainable success of our business while supporting the well-being and professional fulfillment of our employees.

| | 2023 | | 2024 | |
|-------|----------------|-----------------------------|----------------|-----------------------------|
| | Training Hours | Training Hours per Employee | Training Hours | Training Hours per Employee |
| Women | 12.728 | 344 | 585 | 15 |
| Men | 29.385 | 179 | 1052 | 12 |
| TOTAL | 42.113 | 199 | 1637 | 13 |

In 2023, the overall training hours increased mainly due to a mastership certificate program carried out under Vocational Training. The six-month program, with 195 hours per month, was completed by 28 participants, totalling 32,760 hours. These trainings were organized to strengthen our workforce by enhancing employee qualifications and skills.



SOCIAL VALUES AND CONTRIBUTION

Managing Employee Rights & WellFare

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.



SOCIAL VALUES AND CONTRIBUTION

Employee Motivation Activities

- March 8 International Women's Day



- Paying Tribute to Our Founder



- Çankırı Facility Commissioning and Integration Day



SOCIAL VALUES AND CONTRIBUTION

Employee Motivation Activities

- Birthdays



- Welcoming the New Year



- Year-Round Social Events



SOCIAL VALUES AND CONTRIBUTION

Commitment to Continuous Improvement



In 2024, seniority awards were presented to employees marking their 10th, 15th, 20th, and 25th anniversaries, recognizing their long-standing dedication and continued commitment to building the future with us.



In addition, awards were presented to the departments that contributed to maintaining our quality standards by meeting their targets, to employees who enhanced our development through innovative projects, to those who supported continuous improvement with their constructive suggestions, and to colleagues who demonstrated commitment to safety by remaining accident-free and protecting both themselves and others.



SOCIAL VALUES AND CONTRIBUTION

Responsibility Projects

Our Apprenticeship Training and Internship Programme

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. And in 2024, 13 interns had been with us. 7 of them were vocational training interns, 4 of them were university student and 2 of them were high school seniors. 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.

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 continuing to provide scholarship support for 16 students in the 2024–2025 academic year.

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

As part of our long-standing tradition, we provide support to employees upon marriage and to those who expand their families through childbirth.

SOCIAL VALUES AND CONTRIBUTION

Health & 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 liveable 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.

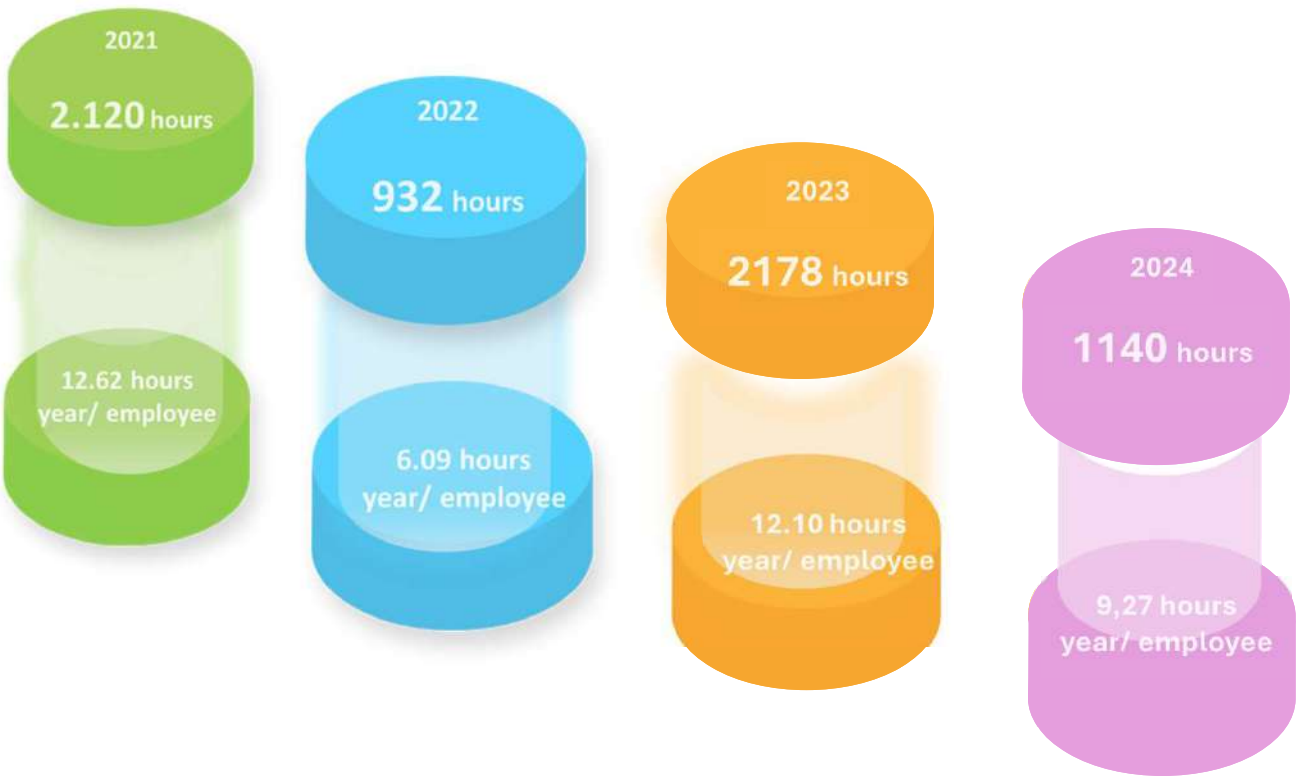


SOCIAL VALUES AND CONTRIBUTION

Health & Safety

As Altaş Aluminum, we acknowledge that training constitutes a cornerstone of a **sustainable safety culture**. In this context, we place strong emphasis on the continuous delivery of Occupational Health and Safety (OHS) programs.

In 2024, a total of 1,140 OHS training hours were delivered, corresponding to an average of 9.27 hours per employee.

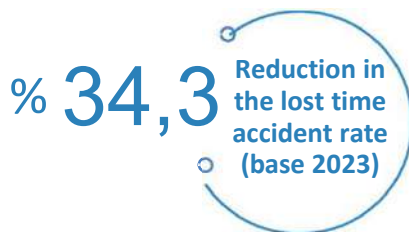


Looking ahead, our strategic priority is to minimize lost time injuries to the greatest extent possible, thereby reinforcing our commitment to workplace safety and employee well-being



SOCIAL VALUES AND CONTRIBUTION

Health & Safety



In 2024, we achieved a 34.3% reduction in working hours lost due to occupational accidents, along with a 33% decrease in incidents requiring first aid.

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 analyse 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.

ENVIRONMENTAL VALUES AND CONTRIBUTION



| Our Sustainability Priorities | Our Approach | Relevant section in the report |
|--|---|--|
| Climate Change & Reducing Carbon Emissions | GES investments 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 |

ENVIRONMENTAL VALUES AND CONTRIBUTION

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.

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 since 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.

| | 2021 | 2022 | 2023 | 2024 |
|--|-----------------|-----------------|-----------------|-----------------|
| Electricity Consumption, MWh | 2.455,93 | 2.148,03 | 2.121,69 | 2.319,40 |
| Natural Gaz Consumption, sm³ | 452.289* | 436.787* | 309.280 | 345.279 |

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



ENVIRONMENTAL VALUES AND CONTRIBUTION

Energy Consumption And Management



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 combustion 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.

By commissioning our fully equipped main production line in Çankırı with state-of-the-art technologies, we aim not only to reduce overall energy consumption but also to strengthen our commitment to building a more sustainable and future-oriented operational structure.



ENVIRONMENTAL VALUES AND CONTRIBUTION

Emission Management



We recognize the vital role of reducing emissions in addressing climate change. We also acknowledge that energy efficiency and the use of renewable energy sources contribute significantly to environmental sustainability by lowering emissions and creating a positive impact on the climate.

Accordingly, we plan to implement new investments in our upcoming production facility in Çankırı, scheduled after 2027, with the objective of generating clean energy and reducing carbon emissions.

Furthermore, we conduct greenhouse gas emission calculations at our facility in full compliance with the GHG Regulation.

Emission Reduction Projects

Title: Tree Planting Project

Target date: 2027 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

Title: GES Investment Project

Target date: 2027 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



ENVIRONMENTAL VALUES AND CONTRIBUTION

Emission Management



From previous years, 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 the result of improvements made to thermal furnaces and certain equipment, leading to a reduction in electricity consumption.

The increase recorded in 2024 is primarily a direct result of the additional consumption associated with the commissioning of our new premises. Moreover, with the transfer of our main production line, extrusion, to our Çankırı facility, we anticipate some upward fluctuations in emission levels during the initial years due to the additional energy demand created by installation and transition processes. The first impact of this was already felt in the last quarter of 2024, and it has been reflected in our annual emission values.

However, thanks to the higher technological level of the new facility, we expect to see an improvement in our emission levels once the installation and transition phases are fully completed..

| | 2021 | 2022 | 2023 | 2024 |
|--|----------------|---------------|---------------|----------------|
| Gross direct (Scope 1) GHG emissions (ton CO₂e) | 980,3 | 904,94 | 678,33 | 737,16 |
| Energy indirect (Scope 2) GHG emissions (ton CO₂e) | 1188,67 | 945,13 | 933,54 | 1020,30 |



ENVIRONMENTAL VALUES AND CONTRIBUTION

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.

| Water Consumption | |
|-------------------|----------------------|
| 2021 | 6.722 m ³ |
| 2022 | 3.792 m ³ |
| 2023 | 3.321 m ³ |
| 2024 | 3.964 m ³ |

Water Project

Title: Rainwater Harvesting Project

Target Date: 2027 and later

Goals: Reduce water consumption in our Çankırı factory.

Protecting natural water resources

Reduce water costs.



ENVIRONMENTAL VALUES AND CONTRIBUTION

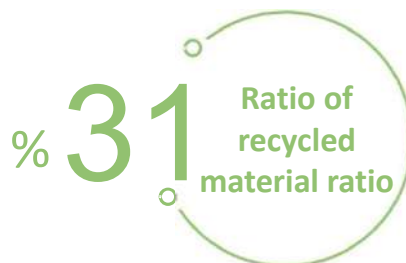
Waste Management, Recycling & Reuse



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

In 2024, our facility sent approximately 28 tons of paper and packaging waste and 3.2 tons of plastic waste and 30,16 ton of paper for recycling.

We are committed to reducing paper waste in our packaging process. Instead of replacing packing papers with every transfer, we carefully reuse them whenever possible. We also take customer feedback into account, exploring alternative packaging ideas and, when appropriate, offering innovative new solutions.



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% and in 2024 we have reached the recycled material ratio a 31,07%. 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.



APPENDICES

Social Performance

Employee Demographics

| | 2021 | 2022 | 2023 | 2024 |
|---|------------|------------|------------|------------|
| Total number of employees* | 168 | 143 | 141 | 123 |
| Women | 40 | 34 | 42 | 38 |
| Men | 128 | 109 | 99 | 85 |
| Total number of blue-collar employees | 137 | 116 | 113 | 97 |
| Women | 27 | 23 | 28 | 27 |
| Men | 110 | 93 | 85 | 70 |
| Age 18-30 | 46 | 33 | 37 | 29 |
| Age 30-50 | 66 | 57 | 48 | 28 |
| Age 50 and over | 25 | 26 | 28 | 40 |
| Total number of white-collar employees | 31 | 27 | 28 | 26 |
| Women | 13 | 11 | 14 | 11 |
| Men | 18 | 16 | 14 | 15 |
| Age 18-30 | 9 | 6 | 5 | 9 |
| Age 30-50 | 17 | 16 | 18 | 17 |
| Age 50 and over | 5 | 5 | 5 | 1 |
| Number of Senior-Top Level managers | 11 | 11 | 11 | 11 |
| Age 18-30 | 0 | 0 | 0 | 0 |
| Age 30-50 | 6 | 6 | 6 | 6 |
| Age 50 and over | 5 | 5 | 5 | 5 |
| Total number of senior Women managers | 3 | 3 | 3 | 3 |

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



APPENDICES

Social Performance

Trainings

| | 2024 |
|---|------|
| Total number of trained employees* | 187 |
| Total number of trained blue-collar employees | 161 |
| Total number of trained white-collar employees | 26 |
| Avarage training hours per blue-collar employees | 7 |
| Avarage training hours per white-collar employees | 19 |
| Avarage OHS training hours per employee | 6 |
| Avarage Quality training hours per employee | 4 |
| Average operational training hours per employee | 3 |
| Average other training hours per employee* | 5 |

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

Health & Safety

| | 2021 | 2022 | 2023 | 2024 |
|--|-----------|-----------|-----------|-----------|
| Fatality rate | 0 | 0 | 0 | 0 |
| Total Number of Accidents | 29 | 21 | 18 | 23 |
| Women | 1 | 2 | 3 | 8 |
| Men | 28 | 19 | 15 | 15 |
| Total number of Lost Days because of Injuries | 20 | 16 | 15 | 13 |
| Women | 1 | 1 | 2 | 4 |
| Men | 19 | 15 | 10 | 9 |
| Total Accident Rate* | 71,31 | 54,41 | 44,43 | 56,56 |
| Lost Time Accident rate** | 49,18 | 41,45 | 37,02 | 31,96 |
| Accident Severity Rate*** | 1,2 | 0,76 | 0,5 | 0,61 |
| Lost Hour Rate**** | 3,77 | 2,34 | 1,86 | 1,069 |

*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.



APPENDICES

Environmental Performance

| Materials | | | | |
|--|----------|----------|----------|-----------|
| | 2021 | 2022 | 2023 | 2024 |
| Total production amount (tons) | 3.911,88 | 3.676,83 | 3.331,72 | 3.155, 12 |
| Total amount of raw materials (tons) | 5.123,85 | 4.596,28 | 4.088,79 | 3.491,13 |
| Amount of recycled raw materials (tons) | 1.377,84 | 1.121,96 | 1.039,13 | 1.084,53 |
| Ratio of Recycled Raw Material (%) | 26,89% | 24,23% | 25,41% | 31,07% |

| Waste | | | |
|---------------------------|-----------------|-----------------|----------------|
| | 2022 | 2023 | 2024 |
| TOTAL WASTE (tons) | 1.812,37 | 1.801,17 | 1764,25 |
| Non-Hazardous Waste | 1.200,41 | 1.137,32 | 891,23 |
| Hazardous Waste | 611,96 | 663,85 | 873,02 |
| Recovered waste | 1.167,52 | 1.097,20 | 928,75 |
| Sent for disposal* | 611,00 | 661,58 | 835,5 |

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

| Emissions | | | | |
|---|---------|---------|---------|---------|
| | 2021 | 2022 | 2023 | 2024 |
| Total Sales (tons) | 4658 | 3986 | 3626 | 3396 |
| Emission per Product, tCO ₂ /t | 0,467 | 0,465 | 0,46 | 0,538 |
| Scope 1 emission, tCO ₂ | 980,3 | 904,94 | 678,33 | 737,16 |
| Scope 2 emission, tCO ₂ | 1188,67 | 945,13 | 933,54 | 1020,3 |
| Total emission, tCO ₂ | 2168,96 | 1850,07 | 1611,88 | 1757,46 |

APPENDICES

Economic Performance

| Financial Figures | | | |
|--|----------------|----------------|----------------|
| | 2022 | 2023 | 2024 |
| Net Sales | 394.288.873 TL | 438.280.447 TL | 551.908.701 TL |
| Cost of sales (-) | 313.119.746 TL | 343.933.905 TL | 494.685.642 TL |
| Research and development expenses | 0.0 | 1.243.112 TL | 3.557.196 TL |
| Marketing, sales and distribution expenses | 12.899.564 TL | 16.443.179 TL | 26.035.212 TL |

| GRI content index | | | | | |
|-----------------------------------|--|--|------------------------|-----------------------------|--|
| Statement of use | | Altaş Aluminum has reported in accordance with the GRI Standards for the period 1 January- 31 December 2024 | | | |
| 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, 6 Our story,7 | | | |
| | 2-2 Entities included in the organization’s sustainability reporting | About our report, 6 Our story,7 | | | |
| | 2-3 Reporting period, frequency and contact point | About our report, 6 | | | |
| | 2-4 Restatements of information | 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, 13 Who We Serve,15 Our Community Involvements, 16 Stakeholders Relation and Engagement, 21 | | | |
| | 2-7 Employees | Our Human Capital in Numbers, 46 Social Performance, 65 | | | |
| | 2-8 Workers who are not employees | In 2024, we provided internship opportunities to a total of 13 individuals, | | | |
| | 2-9 Governance structure and composition | Our Governance, 9 | | | |
| | 2-10 Nomination and selection of the highest governance body | Our Governance, 9 | | | |
| | 2-11 Chair of the highest governance body | Our Governance, 9 | | | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | Our Governance, 9 | | | |
| | 2-13 Delegation of responsibility for managing impacts | Our Governance, 9 | | | |
| GRI 2: General Disclosures 2021 | 2-14 Role of the highest governance body in sustainability reporting | Our Governance, 9 Management Approach and Perspective,20 | | | |
| | 2-15 Conflicts of interest | Our Values, 12 Ethics and Code of Conduct, 36 | | | |
| | 2-16 Communication of critical concerns | Our Governance, 9 Corporate Risk Assessment, 39 | | | |
| | 2-17 Collective knowledge of the highest governance body | Letter from Chair Of The Board, 4 Message from General Manager, 5 Our Governance, 9 Management Approach and Perspective,20 | | | |
| | 2-18 Evaluation of the performance of the highest governance body | Our Governance, 9 Ethics and Code of Conduct, 36 Corporate Risk Assessment, 39 | | | |
| | 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, 4 Message from General Manager, 5 Management Approach and Perspective,20 | | | |
| | 2-23 Policy commitments | Corporate Risk Assessment, 39 Ethics and Code of Conduct, 36 Data Security, 42 Collective Bargaining Agreement, 47 | | | |
| | 2-24 Embedding policy commitments | Health and Safety, 55 Corporate Risk Assessment, 39 Ethics and Code of Conduct, 36 Data Security, 42 Collective Bargaining Agreement, 47 www.altasal.com/en/quality-policies | | | |
| | 2-25 Processes to remediate negative impacts | Health and Safety, 55 Corporate Risk Assessment, 39 Ethics and Code of Conduct, 36 Quality and Customer Satisfaction, 40 | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | Quality and Customer Satisfaction, 40 Corporate Risk Assessment, 39 Ethics and Code of Conduct, 36 | | | |
| GRI 2: General Disclosures 2021 | 2-27 Compliance with laws and regulations | Ethics and Code of Conduct, 36 | | | |
| | 2-28 Membership associations | Our Community Involvements, 16 | | | |
| | 2-29 Approach to stakeholder engagement | Stakeholders Relation and Engagement, 21 | | | |
| | 2-30 Collective bargaining agreements | Collective Bargaining Agreement, 47 | | | |

| MATERIAL TOPICS | | | | | |
|---|---|--|--|--|--|
| GRI 3: Material Topics 2021 | 3-1 Process to determine material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Stakeholders Relation and Engagement, 21 Materiality Assessment: Survey Insights and Sustainability Goals, 22 | | | |
| | 3-2 List of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 In The Context of Our Sustainability Priorities, 31 Social Value and Contribution, 45 Environmental Value and Contribution, 58 | | | |
| Financial performance and Economic growth | | | | | |
| Economic performance | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Our Governance, 9 Management Approach and Perspective, 20 Economic and Governance, 31 | | | |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed | Financial Performance, 33 Economic Growth, 35 Economic Performance, 68 | | | |
| Ethical behavior and transparency | | | | | |
| Anti-corruption | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Economic and Governance, 31 Ethics and Code of Conduct, 36 Corporate Risk Assessment, 39 | | | |
| GRI 205: Anti-corruption 2016 | 205-1 Operations assessed for risks related to corruption | Ethics and Code of Conduct, 36 Corporate Risk Assessment, 39 | | | |

| Use of sustainable raw materials in production | | | | | |
|--|--|--|--|--|--|
| Materials | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Waste Management, Recycling and Reusage, 64 Environmental Values And Contribution, 58 | | | |
| GRI 301: Materials 2016 | 301-2 Recycled input materials used | Waste Management, Recycling and Reusage, 64 Environmental Performance, 67 | | | |
| Saving energy and increasing efficiency | | | | | |
| Energy | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Environmental Values And Contribution, 58 Energy Consumption and Management, 59 | | | |
| GRI 302: Energy 2016 | 302-1 Energy consumption within the organization | Energy Consumption and Management, 59 Environmental Performance, 67 | | | |
| | 302-4 Reduction of energy consumption | Energy Consumption and Management, 59 | | | |
| Climate change and reducing carbon emissions | | | | | |
| Emissions | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Environmental Values And Contribution, 58 Emission Management, 61 | | | |
| GRI 305: Emissions 2016 | 305-1 Direct (Scope 1) GHG emissions | Emission Management, 61 Environmental Performance, 67 | | | |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Emission Management, 61 Environmental Performance, 67 | | | |
| | 305-5 Reduction of GHG emissions | Emission Management, 61 | | | |
| Environmental occupational health and safety | | | | | |
| Occupational health and safety | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Health and Safety, 55 | | | |
| GRI 403: Occupational Health and Safety 2018 | 403-1 Occupational health and safety management system | Health and Safety, 55 www.altasal.com/en/quality-policies | | | |
| | 403-9 Work-related injuries | Health and Safety, 55 Social Performance Indicators, 50 | | | |

| Promoting Employee Training and Development | | | | | |
|--|--|---|--|--|--|
| Training and education | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Social Value and Contribution, 45 Employee Trainings, 49 | | | |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee | Employee Trainings, 49 Social Performance, 65 | | | |
| Gender Equality and Diversity | | | | | |
| Diversity and equal opportunity | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Social Value and Contribution, 45 Gender Equality and Diversity, 48 | | | |
| GRI 405: Diversity and Equal Opportunity 2016 | 405-1 Diversity of governance bodies and employees | Our Human Capital In Numbers, 46 Gender Equality and Diversity, 48 Social Performance, 65 | | | |
| Material topics not disclosed in the GRI index | | | | | |
| Employee Welfare and Rights | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Social Value and Contribution, 45 Managing Employee Rights and Welfare, 50 | | | |
| | Employee Welfare and Rights | Managing Employee Rights and Welfare, 50 Employee Motivation Activities, 51 | | | |
| Service Quality and Customer Satisfaction | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Economic and Governance, 31 | | | |
| | Service Quality and Customer Satisfaction | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Quality and Customer Satisfaction, 40 | | | |
| Digitalization | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Economic and Governance, 31 Digitalization, 43 | | | |
| | Digitalization | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Economic and Governance, 31 Digitalization, 43 | | | |
| Green energy and renewable energy production and usage | | | | | |
| GRI 3: Material Topics 2021 | 3-3 Management of material topics | Materiality Assessment: Survey Insights and Sustainability Goals, 22 Environmental Values And Contribution, 58 | | | |
| | Green energy and renewable energy production and usage | Energy Consumption and Management, 59 Emission Management, 61 | | | |



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