

2023 SUSTAINABILITY REPORT

Sistem **AI**
A L Ü M İ N Y U M

www.sistemat.com

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ABOUT SİSTEM ALÜMİNYUM

www.sistemal.com

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■ ABOUT OUR REPORT

As Sistem Alüminyum,

Since 1994, we have addressed our activities with their social, environmental and economic dimensions. We are pleased to share our second sustainability report with all our stakeholders within the scope of our Sustainability Strategy, which we have prepared by taking into account the United Nations Sustainable Development Goals.

Our report covers our sustainability activities between January 01, 2023 and December 31, 2023.

The texts we present are prepared with reference to **GRI Standards**.

The information in the report covers our production facility in Ergene and our head office in Istanbul.

The opinions and suggestions of all our stakeholders are valuable to us.

You can contact us at sustainability@sistemal.com for your comments and suggestions about our report.

Thank you

S İ S T E M A L Ü M İ N Y U M

■ MESSAGE TO OUR STAKEHOLDERS



Dear Stakeholders,

When we started out as Sistem Alüminyum, we set the goal of being the most reliable, most innovative and the first solution partner that comes to mind in every field where aluminum is used. 30 years later, we are achieving many important successes on the way to reaching our goal. Since the day we were founded, we have been growing by 30 percent almost every year, **producing 103 thousand tons of profiles, 9 million square meters of composite panels and 7 thousand tons of aluminum forgings annually** with more than 1,300 employees who are the architects of our success.

We lead our sector by constantly increasing our product diversity. With our rich mold archive consisting of 25 thousand molds, we develop special products and solutions for sectors such as construction, automotive, aviation, marine, white goods, lighting and energy in our production facility in Ergene, Tekirdağ, which is built on an area of 330,000 m² and consists of 120,000 m² of indoor facilities.

As we continue our rise as a company, we also contribute to Türkiye becoming a priority destination for aluminum solutions. Since the day we were founded, we have exported to 75 countries on 4 continents.

Last year, we exported 50 percent of our total production to 42 different countries, making a significant contribution to the development of our industry and the economy of our country.

While increasing our production capacity, product diversity and commercial environment, we also bear the responsibility of leaving a green and livable world to future generations. For this reason, we adopt an environmentally sensitive and sustainable production approach in all our activities and realize innovative and reliable solutions. In 2022, we achieved significant results with our Sustainability Committee and Sustainability Working Group, published our first sustainability report last year and set new targets.

In order to draw attention to renewable energy sources in our industry and to demonstrate the impact of an environmentally friendly production approach on productivity, we have realized an important investment in this field. Thanks to our SPP project, we obtain approximately one fourth of the electricity we consume in our factory from renewable energy sources. We continue to work on alternative green energy investments to increase this ratio.

Within the scope of our sustainability approach, we aim to reduce our carbon footprint by 55 percent by 2030 and become carbon neutral by 2050 through effective work in emission and energy management processes.

In order to achieve this goal, we prioritize employee suggestions, employee satisfaction and equal opportunity, and we attach importance to ensuring corporate governance.

“

Together for a Sustainable Tomorrow...”

”

■ MESSAGE TO OUR STAKEHOLDERS

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We aim
to reduce
our carbon
footprint by
55 percent
by 2030
and become
carbon neutral
by 2050.

”

As the aluminum industry, we are among the priority sectors within the scope of the newly implemented Border Carbon Regulation Mechanism. In this context, we closely follow national and international legislation and work on projects that will ensure energy efficiency and reduce carbon emissions. Our constant priority in all our production processes is the environment.

To this end, we carry out our activities in accordance with the circular economic model by controlling the environmental impacts we create as a result of our production. In order to use natural resources efficiently, we aim to reduce the ratio of primary aluminum in aluminum production and increase the ratio of secondary aluminum. In 2023, we completed our LCA (Product Life Cycle Analysis) and EPD (Environmental Product Declaration) studies for 6 product groups.

As a result of our studies, we transparently share the environmental impacts of our products with all our stakeholders. We consider digital transformation as our priority agenda in order to become compatible with today's innovative technologies in the fastest way possible and to set new perspectives. We contribute to responsible production and consumption by implementing even further innovative systems through our digital transformation projects.

We continue our efforts to standardize all our processes with SAP, the most important of our digitalization projects.

By combining our R&D and innovation activities with our sustainability perspective, we are working to produce high value-added products by integrating our outputs resulting from our production activities into the circular economy. For 30 years, we have been working with the self-confidence of having achieved the goals we have set, and we are excited to work with determination and hope for the future.

We are pleased to share our 2nd Sustainability Report, which will carry all our efforts forward, contribute to the vision of leaving a more livable planet to humanity and guide all our stakeholders on their sustainability journey.

Best regards

Ayhan Yerekaban
Sistem Alüminyum
Chief Executive Officer

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**Our goal is to guide all our stakeholders on
their sustainability journey...**

■ ABOUT US



As Sistem Alüminyum, we have been operating since 1994, serving as a fully integrated designer and manufacturer of aluminum profiles for aluminum architectural systems and industrial applications.

As Türkiye's leading aluminum extrusion profile and composite panel manufacturer, we develop special products and solutions for sectors such as construction, automotive, aviation, marine, white goods, lighting and energy with our rich mold archive consisting of 25 thousand molds in our production facility in Ergene, Tekirdağ, which consists of 120,000 m² closed facilities built on an area of 330,000 m².

Our integrated facilities include a foundry, mold shop, aluminum extrusion press, aluminum composite panel and forging lines. As of 2021, our forged aluminum facility is also in service. With more than 1,300 employees, we produce 103 thousand tons of profiles, 9 million square meters of composite panels and 7 thousand tons of aluminum forgings annually.

Since the day we were founded, we have been growing by almost 30 percent every year and constantly expanding our export area. In our 30 years of experience, we have carried out commercial activities with more than 75 countries in Europe, North America, the Middle East and North Africa.

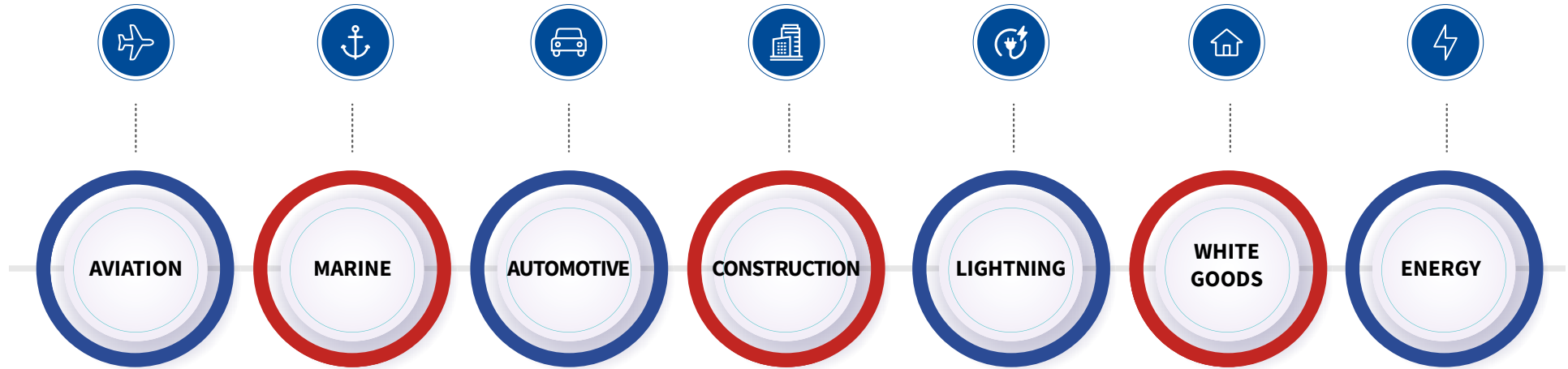
Due to our high export success, we won the first prize in the "Aluminum Bars and Profiles" category at the İDDMİB "Metallic Stars of Export" award ceremonies in 2018, 2019, 2020 and 2022, and the second prize in 2023, making us the company with the highest exports in our sector. We ranked 247th in Türkiye's Top 500 Industrial Companies 2023 List compiled by the Istanbul Chamber of Industry (ISO).

Along with our production capacity and the success we have achieved in our commercial activities, we have also adopted an environmentally sensitive and sustainable production approach as a fundamental principle

In accordance with our customer satisfaction-priority working model, we expanded our machine park by purchasing CNC suitable for customer needs in 2023.

As Sistem Alüminyum, we continue to grow with our new investments and maintain our leading position in our sector. In the coming period, we plan to realize our investments in Vertical Painting Line, High Stocking Facility, Automatic Transfer Coating Line, Composite Panel Facility.

■ OUR SECTORS

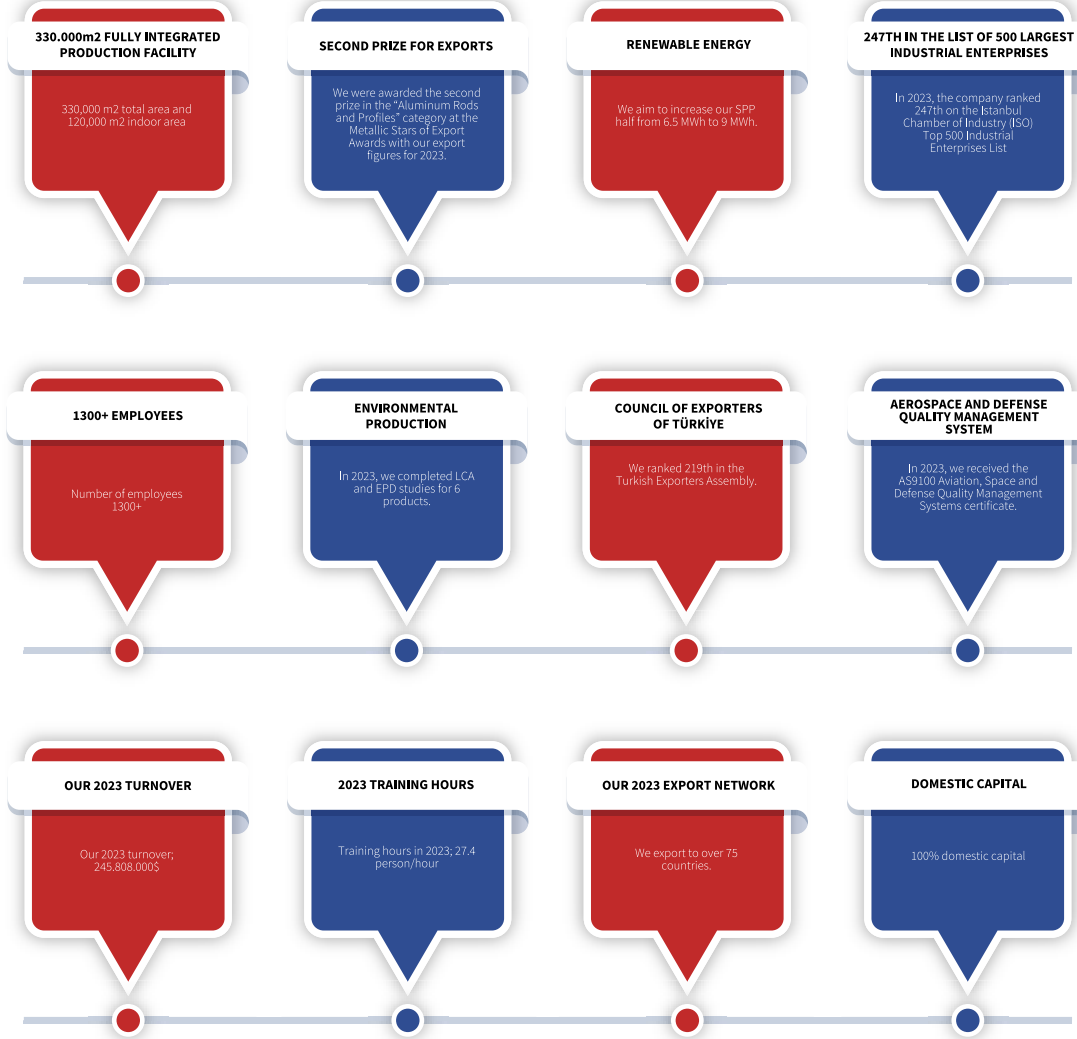


■ FROM PAST TO PRESENT

SİSTEM ALÜMİNYUM



■ WITH DATA SİSTEM ALÜMİNYUM



■ COOPERATIONS AND MEMBERSHIPS



■ OUR BRANDS

In our facilities with an annual production capacity of 103,000 tons, industrial aluminum profiles are produced for sectors such as aviation, marine, automotive, construction, white goods, lighting and energy under our “Sistem Alüminyum” brand.

Aluminum extrusion solutions for the building sector:

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

Alutechbond® Aluminum Composite Panel for creative facade applications:

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

Sistem ^{Al}
A L Ü M İ N Y U M

AluTech®
System Series

AluTech®
bond
Aluminium Composite Panel



■ OUR BRANDS

Sistem Aluminum Forging:

Forging is a method applied at high temperature and high pressure to shape the metal and the parts obtained by this method have high strength and durability. After the lightness of aluminum material and the high strength and durability obtained after forging, it has become the preferred product in a wide variety of industries such as automotive, aviation, energy, machinery industry. Sistem Alüminyum is the ideal solution partner for your forged aluminum parts with the experience of being one of the leading companies in the sector, its wide machine park, the advantages of being an integrated facility and its ability to produce high-tech products with many certificates such as IATF 16949 and EN 9100. With presses up to 4,000 tons of forging power and high-tech heat treatment furnaces and an annual capacity of 7,000 tons, it provides hot forging of all types of aluminum parts and offers them to the service of domestic and international customers.



■ OUR QUALITY MANAGEMENT

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

In our relations with our customers, we respond to their requests and technological needs, as well as continuing our support in solving all problems. We also have a product safety and compliance representative in our company. In all our related quality processes, we analyze, evaluate and monitor risks with reference to the ISO 31000 standard. At the end of these steps, we report the findings to the Corporate Sustainability Director directly responsible for quality. Our quality standards encourage forward thinking in all scopes. We are based on the IATF 16949 framework for the automotive quality management system and AS 9100 for the aerospace, defense and space quality management system. Our strategy is based on bringing all business and production processes to a high level of maturity and continuous improvement. Our quality strategy is based on a zero-defect philosophy. We integrate the PDCA cycle into all processes and the quality management system as a whole. Based on these principles, we create framework plans in cooperation with all units. These plans include individual excellence goals and related initiatives, as well as a quality assessment to determine the respective state of excellence.

Our certificates;

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

	Automotive /Otomotiv	Aviation /Havacılık	Defence /Savunma	Construction /İnşaat	White Goods /Beyaz Eşya	Energy /Enerji	Electronic /Elektronik
ISO 9001	✓	✓	✓	✓	✓	✓	✓
ISO 14001	✓	✓	✓	✓	✓	✓	✓
ISO 45001	✓	✓	✓	✓	✓	✓	✓
ISO 50001	✓	✓	✓	✓	✓	✓	✓
ISO 27001	✓	✓	✓	✓	✓	✓	✓
IATF 16949	✓						
TSE				✓	✓	✓	✓
CE				✓	✓	✓	✓
UKCA				✓	✓	✓	✓
AS 9100		✓	✓				
QUALANOD				✓	✓	✓	✓
QUALICOAT				✓	✓	✓	✓
REACH	✓	✓	✓	✓	✓	✓	✓
ROHS	✓	✓	✓	✓	✓	✓	✓
YY5				✓	✓	✓	✓
MADE IN TURKEY				✓	✓	✓	✓

[Click here to access our certificates.](#)

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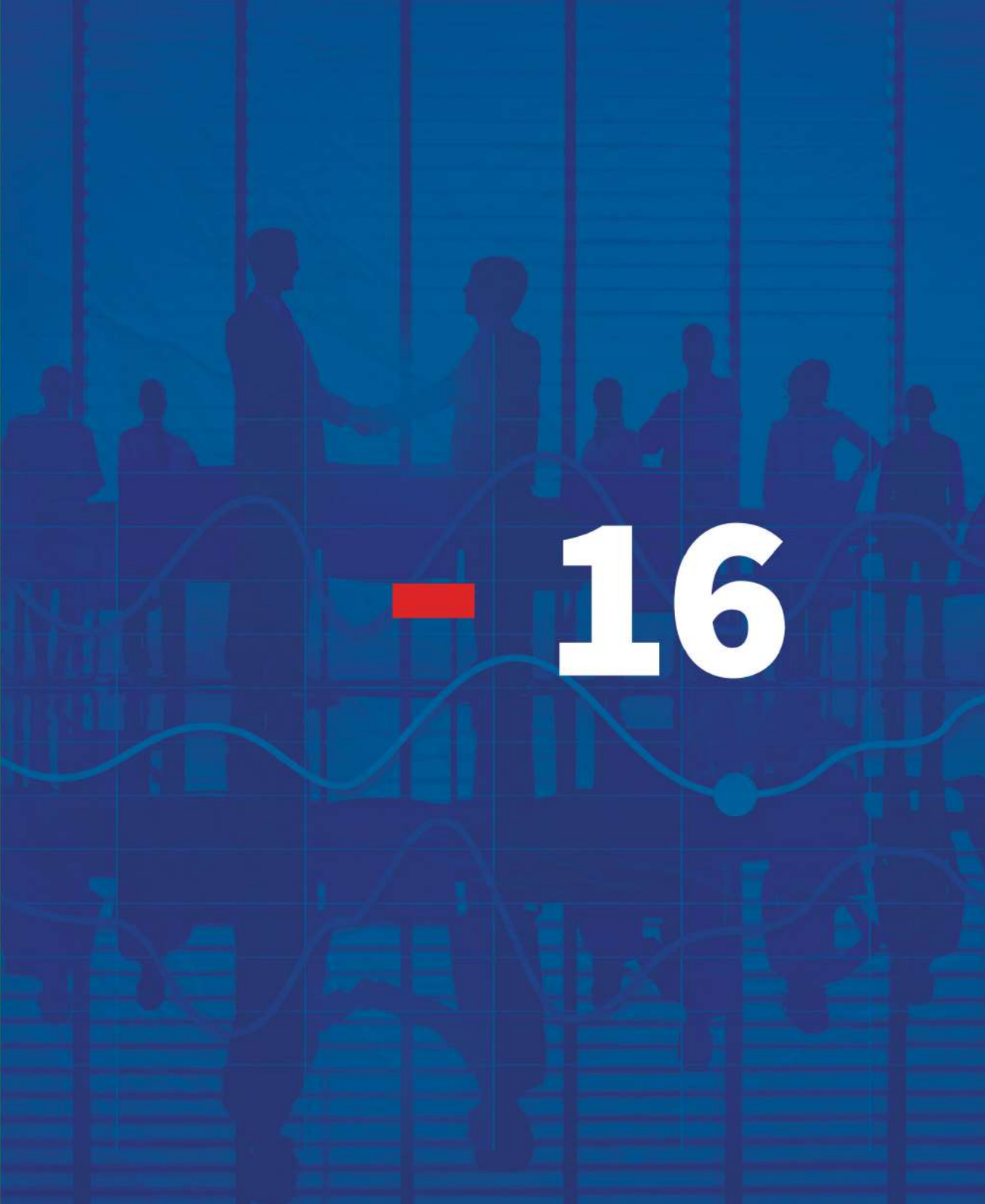
**Our quality
strategy is
based on the
philosophy of
zero defects.**

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OUR CORPORATE MANAGEMENT

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■ OUR MANAGEMENT APPROACH

VISION

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

MISSION

By leading the sector with its sustainable, innovative solutions, people-oriented and environmentally sensitive approaches, it meets the expectations of our stakeholders at the highest level.

Our Values

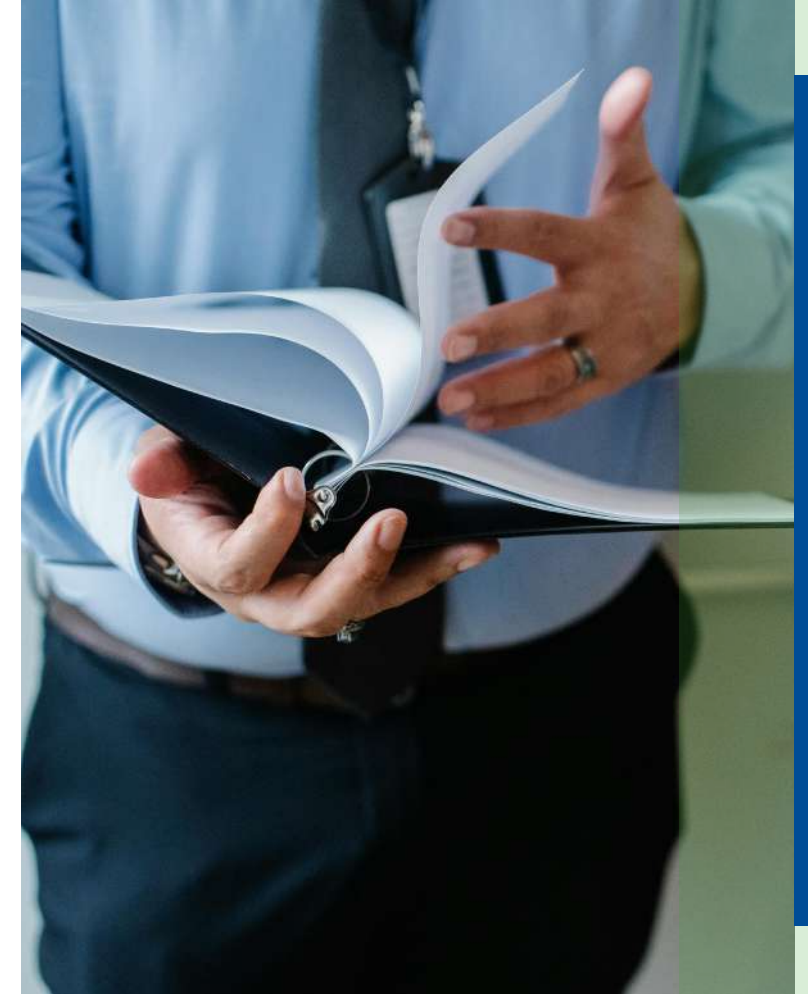
As Sistem Aluminum San. ve Tic. A.Ş.;

- Transparent,
- Fair, Fair, Fair,
- Accountable
- Responsible,
- Respected,
- Innovative
- Reliable,
- Environmentally sensitive,
- Valuing human beings,
- Valuing knowledge,
- Embracing common sense,
- Customer and solution oriented,
- We are a company committed to sustainable growth.

Our board of directors is the highest-level decision-making body. It leads all decision-making processes with a sustainable management model based on our company vision and board strategy. Our board of directors consists of 6 members, including the chairman of the board of directors, vice chairman of the board of directors, 3 board members and independent board members.

■ [Click here for detailed information about our Board of Directors.](#)

■ [Click here for detailed information about our Corporate Governance Policy.](#)



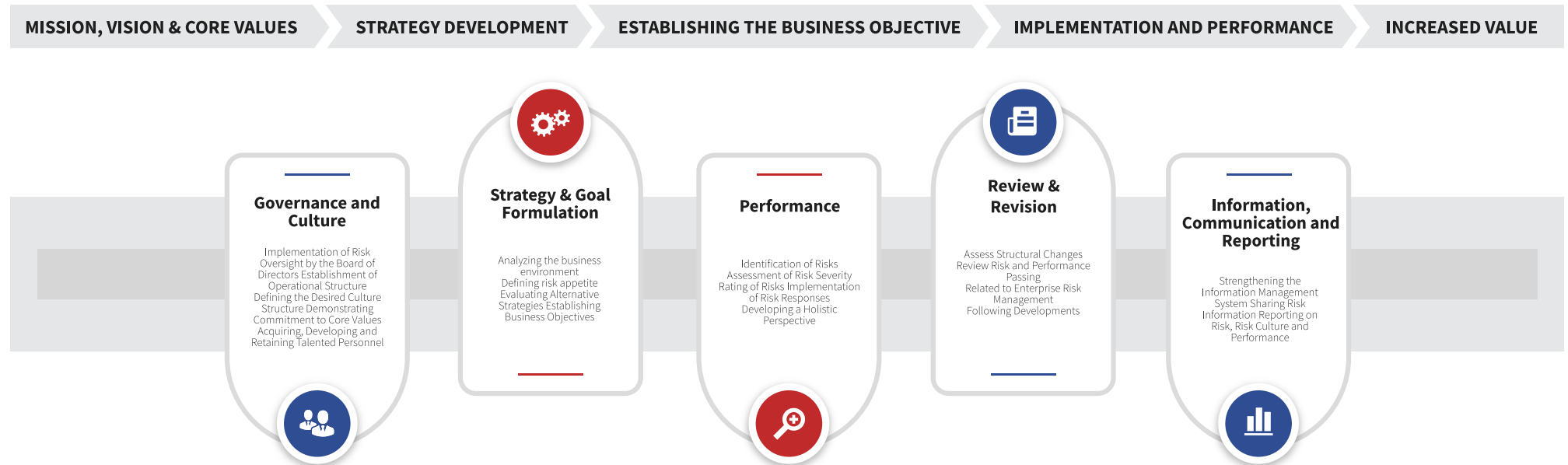
■ OUR CORPORATE RISK MANAGEMENT

Sistem Alüminyum corporate risk management framework;

- (I) Strategy Development
- (II) Setting Goals
- (III) Integrated with our Performance Processes

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

- (a) By consolidating and reducing risk management costs,
- (b) Optimizing our performance by making our risks visible,
- (c) Gain competitive advantage by producing clearer risk solutions than our competitors.



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

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

■ OUR CORPORATE RISK MANAGEMENT

Ownership of Risk

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

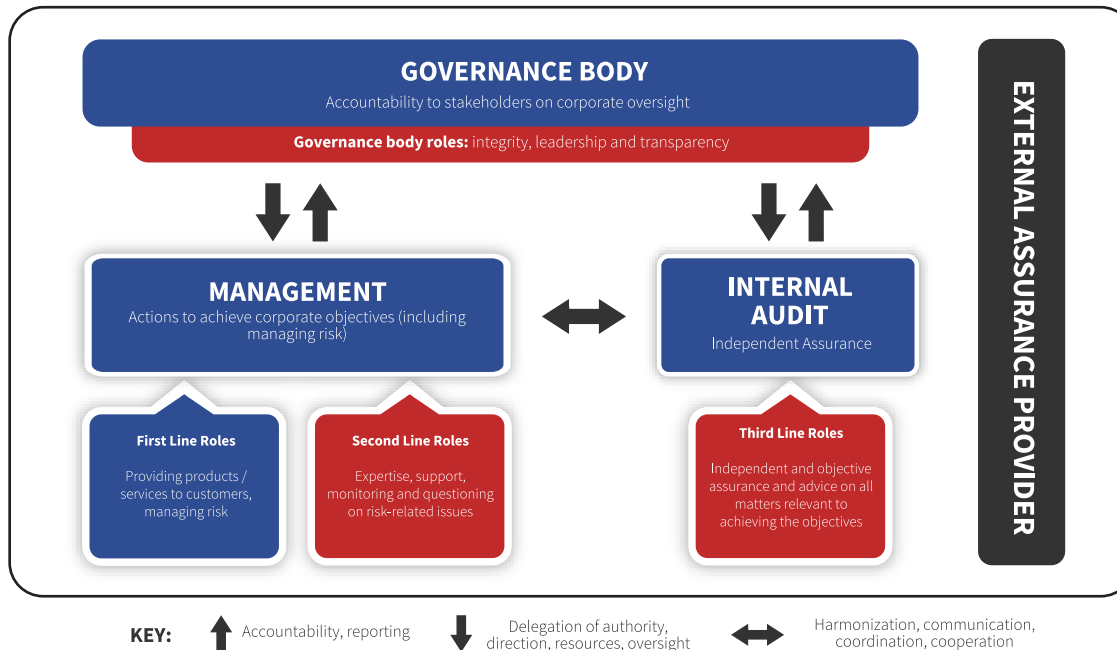
Risk Monitoring

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

Validation of Risk Activity

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

■ OUR CORPORATE RISK MANAGEMENT



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

Our Corporate Risk Management organization adopts a three-line risk management model and role distribution model to continuously inform our Board of Directors about risks, and our risks are handled in three separate lines.

First line roles are directly linked to the delivery of products and/or services to our customers.

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

To enhance our company's capacity to defend against risk, we outsource functions that complement the resource gaps of lines 2 and 3, including those that are legally required, such as independent audit, as a 4th assurance element to this 3-part internal organization.

These functions generally report directly to our board of directors. (market surveys and research, external payroll checks, IT infrastructure security testing, customer satisfaction surveys, insurance and reinsurance brokerages, other independent risk & control opinion providers and consultancies, etc.).

■ OUR ETHICAL MANAGEMENT

The purpose of our ethical management

to eliminate facts, processes and motivations that harm justice, honesty and transparency, and to provide our employees with a work environment where they feel safe.

Our Code of Ethics has become an important basis of our business policies by determining our principles of compliance with laws, conflicts of interest, anti-corruption, prudent trade, protection of labor and human rights including collective bargaining, data privacy, internal and external reporting. Our Ethics and Gender Equality Board monitors global ethical standards and ensures their systematic implementation. Our code of ethics is also part of our risk-based decision-making and accountability infrastructure. In this context, it shapes all our business processes.

Within the framework of our ethical management, we have an Ethical Code of Conduct Handbook, an Open Door Anti-Retaliation Policy, an Employee Respect and Harassment Prevention Policy and a Supplier Code of Conduct.

The independent Ethics Helpline, which aims to ensure compliance with our Code of Ethics to some extent, encourages reporting of ethical concerns and thus encourages dialog and a “speak up” culture. The Ethics Helpline, which we established with the support of the international consulting firm KPMG.

It provides 24/7 service to all members of the public, without exception, to make verbal and written ethical reports and notifications.

The phone number and web page providing service in this regard are fully under the control of KPMG and our company does not have access to this phone number and web page. Reports and notifications made to our ethics hotline can be made anonymously (by concealing the identity) according to preference and the identity of the reporters who choose to conceal their identity is not disclosed to our company within the scope of the contract between the sistem alüminyum and KPMG.

[Click here for the Code of Ethical Conduct Handbook.](#)

[Click here for the Open Door Non-Retaliation Policy.](#)

[Click here for the Employee Respect and Harassment Prevention Policy.](#)

[Click here for Supplier Code of Conduct.](#)

■ BOARDS, COMMITTEES AND COMMISSIONS

THE CORNERSTONES OF OUR COMPANY'S MANAGEMENT:

BOARDS, COMMITTEES AND COMMISSIONS

With the awareness of being a pioneer in Türkiye's aluminum industry, we put sustainability principles at the center of our way of doing business. From production to sales, from supply chain to social impact, we are making a determined effort to ensure and improve sustainability at every step. We believe that the future requires an approach that enhances the well-being of our world and society, rather than simply generating profit.

Our company's sustainability vision is a comprehensive approach that includes environmental, social and economic dimensions.

On the environmental aspect, we are constantly seeking innovative solutions to improve energy efficiency and reduce waste and emissions. Conserving natural resources and promoting the use of renewable energy are part of our commitment to reducing our long-term environmental impact.

On the social aspect, ensuring the well-being and safety of our employees, promoting diversity and collaborating with local communities are among our priorities. Supporting fair working conditions and investing in projects that benefit society are cornerstones of our company's sustainability efforts.

Financially, we emphasize financial stability and transparency to ensure long-term sustainability. Our company's success is measured by our endeavor to create long-term value rather than just short-term gains.

Our boards, committees and commissions play an active role in supporting and guiding this sustainability vision. We take sustainability principles into account when setting the company's strategic goals. With our various committees and commissions, we continuously evaluate our environmental, social and economic impacts and focus on improvement. Sistem Alüminyum takes decisive steps to build a world where not only today but also future generations can live. Therefore, we will continue to put sustainability principles at the center of the way we do business, because we believe that only in this way can we achieve real and lasting success.



**The Future
Shaped by the
Principle of
Sustainability:
Sistem
Aluminum's
Management
Journey**

■ BOARDS, COMMITTEES AND COMMISSIONS

THE CORNERSTONES OF OUR COMPANY'S MANAGEMENT: BOARDS, COMMITTEES AND COMMISSIONS

Sistem Alüminyum Board of Directors is the highest decision-making body of the company. It is responsible for the overall strategic direction and performance oversight of the company. The Board adopts sustainability principles as a fundamental part of the way we do business and ensures that they are integrated into our company's long-term strategies. It assesses environmental, social and economic impacts, and determines and implements the policies necessary to achieve the company's sustainability goals. It also manages interaction with stakeholders and attaches importance to the principle of transparency.

The Executive Board of Sistem Alüminyum is responsible for managing the company's operations and ensuring the implementation of strategic decisions. It is responsible for implementing sustainability principles at the enterprise level. Our Executive Board, which reports to the Board of Directors, closely monitors environmental, social and economic impacts and takes the necessary steps to implement the company's sustainability policies at the operational level. It also encourages employee participation, supports diversity and ensures the integration of social responsibility into the company's operations. Departments reporting to the Executive Board work in coordination with each other and ensure that the processes for which they are responsible are carried out efficiently and effectively.



■ BOARDS, COMMITTEES AND COMMISSIONS

THE CORNERSTONES OF OUR COMPANY'S MANAGEMENT: BOARDS, COMMITTEES AND COMMISSIONS

Corporate Governance Committee: Guaranteeing Transparency and Accountability

The Corporate Governance Committee, which forms the basis of our Company's sustainability efforts, plays an important role in upholding the principles of transparency, fairness, accountability, responsibility and ethical standards. The Committee assesses the company's compliance with corporate governance principles, manages interaction with internal and external stakeholders, and reviews and develops various policies to protect the company's reputation.

Early Detection of Risk and Audit Committee: Strong Control and Risk Management Under Control

The Early Detection of Risk Committee and the Audit Committee evaluate the Company's risk management processes, review internal control systems and take necessary steps to ensure their effectiveness, and ensure that the Company manages its activities in accordance with laws, regulations and internal policies. The Committee also continuously conducts risk assessments and strengthens audit processes to identify and respond effectively to potential risks in advance.



■ BOARDS, COMMITTEES AND COMMISSIONS

THE CORNERSTONES OF OUR COMPANY'S MANAGEMENT: BOARDS, COMMITTEES AND COMMISSIONS

The Sustainability Committee

The Sustainability Committee, established to coordinate and strengthen our company's sustainability efforts, and the Sustainability Working Commission, comprised of relevant executives, are committed to managing our company's environmental and social impact, engaging with stakeholders and putting sustainability principles at the center of how we do business.

The Sustainability Committee was established to develop the company's sustainability strategies, manage its environmental and social impact and strengthen relations with stakeholders. The Committee is composed of executives from various functions and departments and provides leadership in identifying and implementing sustainability-related strategies. It also monitors and reports on sustainability performance and recommends necessary improvements.

The Sustainability Working Commission

The Sustainability Working Commission was created to implement the strategies set by the Sustainability Committee and to ensure that sustainability goals are achieved at the day-to-day operational level. This commission is composed of representatives from relevant departments and develops, implements and monitors projects to manage environmental, social and economic impacts. It also researches sustainability best practices and raises awareness among stakeholders within the company.



**Our Steps for
the Future
Are Safe and
Secure**

■ BOARDS, COMMITTEES AND COMMISSIONS

THE CORNERSTONES OF OUR COMPANY'S MANAGEMENT:
BOARDS, COMMITTEES AND COMMISSIONS

All our boards and committees work with great dedication to strengthen our company's sustainability vision, to make it a fundamental part of the way we do business, to interact with stakeholders and to implement the necessary business plans to achieve the goals linked to long-term company strategies.

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Our goal is
to build a sustainable world for future generations.

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Boards

Board of Directors
Executive Board

Committees

Corporate Governance Committee
Audit Committee
Early Detection of Risk Committee
Promotion, Appointment and Remuneration Committee
Ethics Committee
OHS Committee
Disciplinary Committee
Sustainability Committee
Law on Protection of Personal Data Committee

Commissions

Investment Commission
Scrapping and Dematerialization Commission
Innovation and Award Suggestion Commission
Sustainability Working Commission
Energy Management System Commission
Information Security Commission
Strategic Planning Commission

■ OUR SUSTAINABILITY MANAGEMENT

At Sistem Alüminyum, the Corporate Sustainability Directorate carries out the determination of targets within the scope of sustainability, monitoring the determined targets, following national and international sustainability processes and increasing the sustainability awareness of employees.

We carry out important work with our Sustainability Committee and Sustainability Working Commission to ensure the continuity of the sustainability culture in accordance with the sustainability strategy within our company.

Our committee identifies and controls changes within the scope of sustainability, important issues that will affect the company, risks, opportunities and measures to be taken.

Our sustainability working commission carries out sustainability-related activities in an integrated manner with the committee.



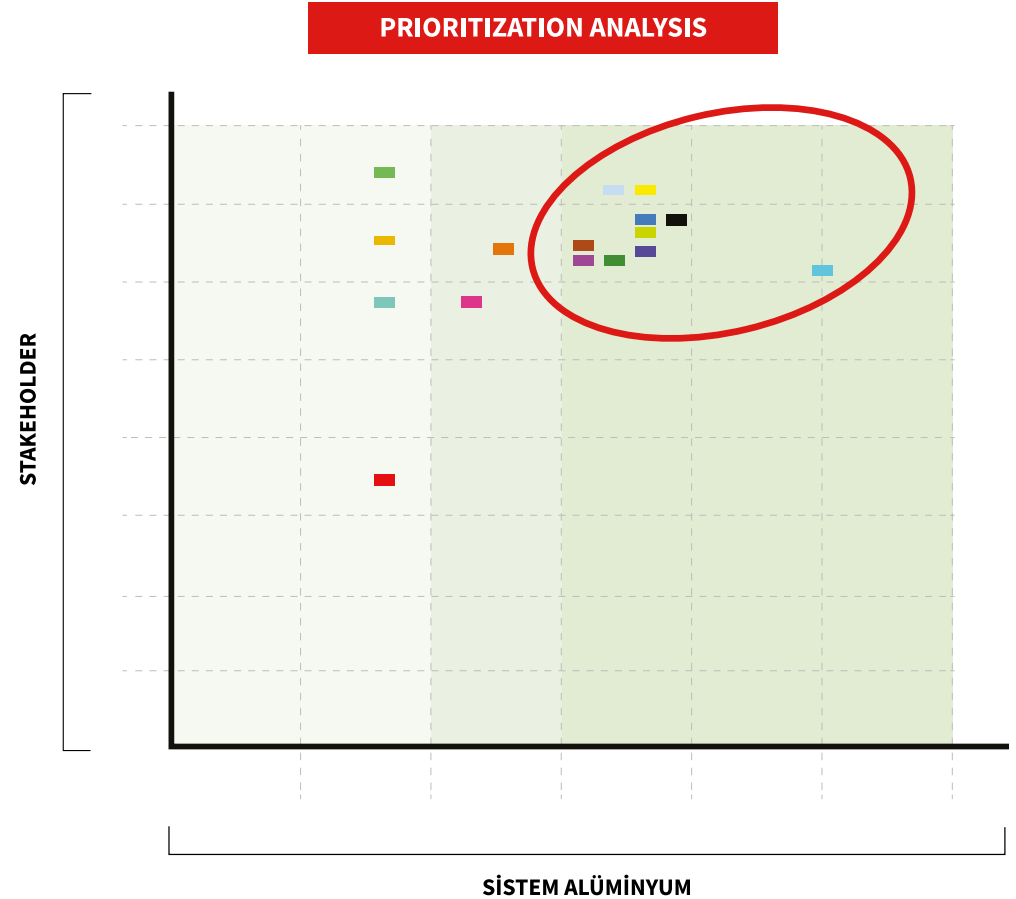
■ OUR SUSTAINABILITY PRIORITIES

In 2022, while creating our roadmap for our sustainability journey, we identified the most important issues within the framework of our activities and prioritized them in line with the expectations and needs of all our stakeholders. While conducting the prioritization study, we organized surveys for our customers, suppliers, employees, and board of directors.

In our study, we identified our strategic goals by addressing the material issues for our stakeholders and us in an environmental, economic, and social context.

Information about the map;

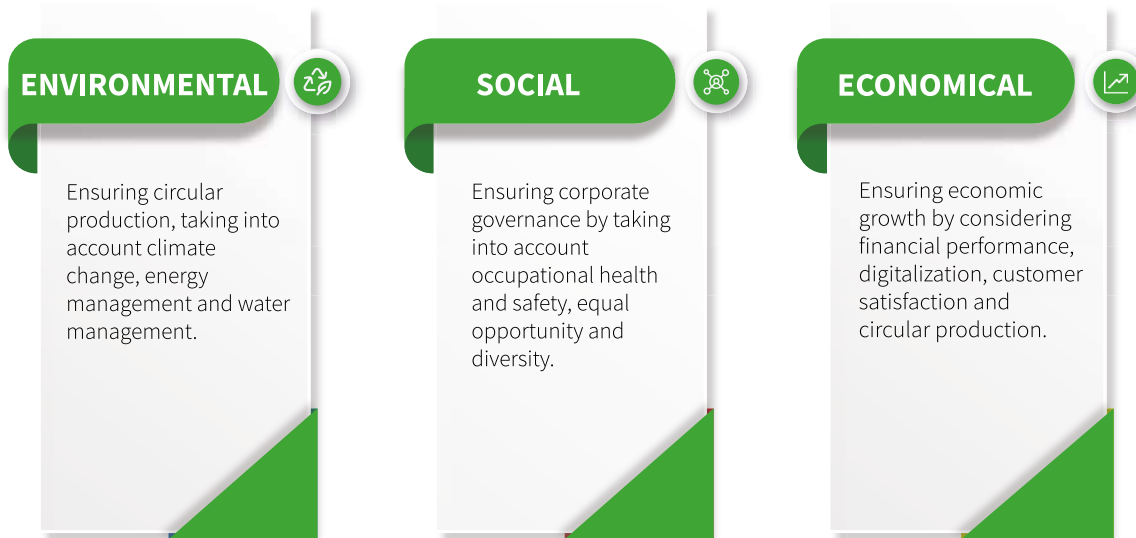
- | | |
|-----------------------------------|---------------------------------------|
| ■ Value Adding Collaborations | ■ Corporate Governance |
| ■ Partnerships R&D and Innovation | ■ Energy Management |
| ■ Equal Opportunity and Diversity | ■ Occupational Health and Safety |
| ■ Water Management | ■ Sustainable Supply Chain Management |
| ■ Cycle Production | ■ Employee Satisfaction |
| ■ Climate Change | ■ Customer Satisfaction |
| ■ Social Responsibilities | ■ Digitalization |
| ■ Waste Management | ■ Financial Performance |



■ OUR SUSTAINABILITY PERSPECTIVE

In accordance with the sustainability policy, we have adopted;

By creating a sustainable corporate culture in our processes, we take into account sustainable development goals in the environmental, social and economic context. We aim to contribute to global sustainable development and global sustainable growth with all our actions. As Sistem Alüminyum, with the participation of our stakeholders, we have established our sustainability strategy by determining our sustainable development goals in the environmental, social, and economic context.



“
To
Continuously
Improve
and Move to
Further Goals
”

■ OUR SUSTAINABILITY STRATEGY

OUR CONTRIBUTION TO THE UNSUSTAINABLE DEVELOPMENT GOALS

SCOPE	PRIORITY ISSUES	STRATEGIC PURPOSE	OUR WORK FOR 2023	OUR CONTRIBUTION TO THE UNSUSTAINABLE DEVELOPMENT GOALS
ENVIRONMENTAL	Climate Change Energy Management Water Management Circular Production	- Ensure Corporate and Environmental Sustainability, Labor, and Worker Safety - Ensure Corporate Sustainability by Managing All Risks	- We achieved an average of 20% energy savings with energy efficiency and kobetsu kaizen projects in our production facility. - Within the scope of combating climate change, we have been preparing investment plans to reduce emissions by calculating our corporate carbon footprint since 2020. - With our SPP investment, we started to generate 25% of our electricity from renewable energy. - We started our work within the scope of the carbon regulation mechanism at the border. - We conducted project research to contribute to circular production. - We contributed to industrial symbiosis studies. - We conducted LCA and EPD studies in 6 product groups to evaluate the environmental impact of our products.	
SOCIAL	Occupational Health and Safety Equal Opportunity and Diversity Corporate Governance	- Ensure Corporate and Environmental Sustainability, Labor, and Worker Safety - Create Motivated, High Performance Human Resources Aligned with Strategy - Maintain Continuous Improvement Systematic - Develop a Performance-Based Sustainable Remuneration and Benefits Policy - Create a Flexible and Agile Work Environment	- Within the scope of occupational health and safety, we carried out OHS trainings by taking into account the risk analysis of the departments where our employees work. - We conducted A3 studies on occupational accidents and worked to prevent accidents. - We organized our employee satisfaction survey and identified our priority areas.	
ECONOMIC	Financial Performance Digitalization Customer Satisfaction Circular Production	- Increase Sustainable Profit - Increase Corporate Value - Ensure Asset Efficiency - Grow in Existing Markets - Seek Opportunities in New Markets - Grow in Target Customers, Products and Markets - Implement Marketization Activities - Establish the IT Infrastructure to Feed Decision Support Processes Accurately and Quickly - Increase New Product Development Effectiveness - Improve Customer Relationship Management Effectiveness by Establishing CRM Infrastructure - Ensure Effective Management of Customer Projects - Ensure Service Excellence - Minimize Quality Losses - Increase Operational Effectiveness - Secure Appropriate Raw Material and Logistics Supply	- Within the scope of the customer satisfaction survey conducted by an independent organization, we identified our priority issues for our customers and created our actions for the issues we need to improve. - We expanded our customer portfolio with the fairs and events we participated in. - We shared our work with all our stakeholders through regular bulletins and blog posts. - We realized our SAP project, our digital transformation project. - We continued to work with our supply chain directorate to ensure raw material supply and logistics in accordance with the circular economic model.	

OUR ECONOMIC MANAGEMENT

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■ OUR ECONOMIC PERFORMANCE

With our rich catalog of 25,000 moulds, we develop special products and solutions for many sectors such as construction, automotive, aviation, marine, white goods, lighting, and energy in our production facility consisting of 120,000 m² closed areas built on an area of 330,000 m².

With our 5 melting furnaces, 9 press lines, 3 anodizing facilities, 2 electrostatic powder coating facilities, 4-station heat treatment facility, 5-axis CNC machining center, 2 forging press lines and 2 composite panel lines and more than 1300 employees; 130,000 tons/year billet, 4,000 pieces/year mould, 103. 000 tons/year of profiles, 24,000 tons/year of anodized profiles, 12,000,000 pieces/year of special anodized profiles, 20,000 electrostatic powder coated profiles, 600 tons/year of wood transfer coating, 5,000 pieces/day of aluminum forging press and 6,000,000 m²/year of composite panels and we lead the sector.

In 2023, we reached almost all of our production targets and achieved a turnover of 6 billion TL. In our 30-year period, we have carried out export activities with 75 countries, and in the last 6 years, we have tripled our export figures.



In recognition of our successful export performance, we were deemed worthy of the first prize in **2018, 2019, 2020, 2022 and the second prize in 2023** at the İDDMİB

“Metallic Stars of Export”
award ceremonies.



Since the day we were founded, we have been growing by approximately 30 percent almost every year, contributing to Türkiye's becoming a priority address country in the field of aluminum solutions. We will continue to grow with our nearly 30 years of industry experience, innovative vision, and sustainable investments.



We will continue to grow with our nearly 30 years of industry experience, innovative vision, and sustainable investments.

■ OUR SUSTAINABLE SUPPLY CHAIN MANAGEMENT



As Sistem Alüminyum we shape the basis of our supply chain management with our sustainable perspective. By ensuring that our suppliers also adopt this perspective, we create our relations with our suppliers in social, environmental, and economic dimensions within the framework of ethical rules.

We have selection criteria and an approved evaluation list at the point of including our suppliers in our portfolio. At this stage, we take into account certain factors such as our suppliers' compliance with our supplier code of conduct, financial structure, technological competence, references and sustainability strategy. We select our suppliers by evaluating them according to the supply of products that meet the conditions.

Before a company is added to the Approved Supplier List for purchased items that may affect product quality, the Purchasing department and the relevant supplier company units conduct preliminary interviews, and Quality Management Systems audit and evaluation studies are carried out. Companies that are deemed qualified and pass the evaluation and suppliers that are evaluated positively in sample production and test phase results are added to the Approved Supplier List.

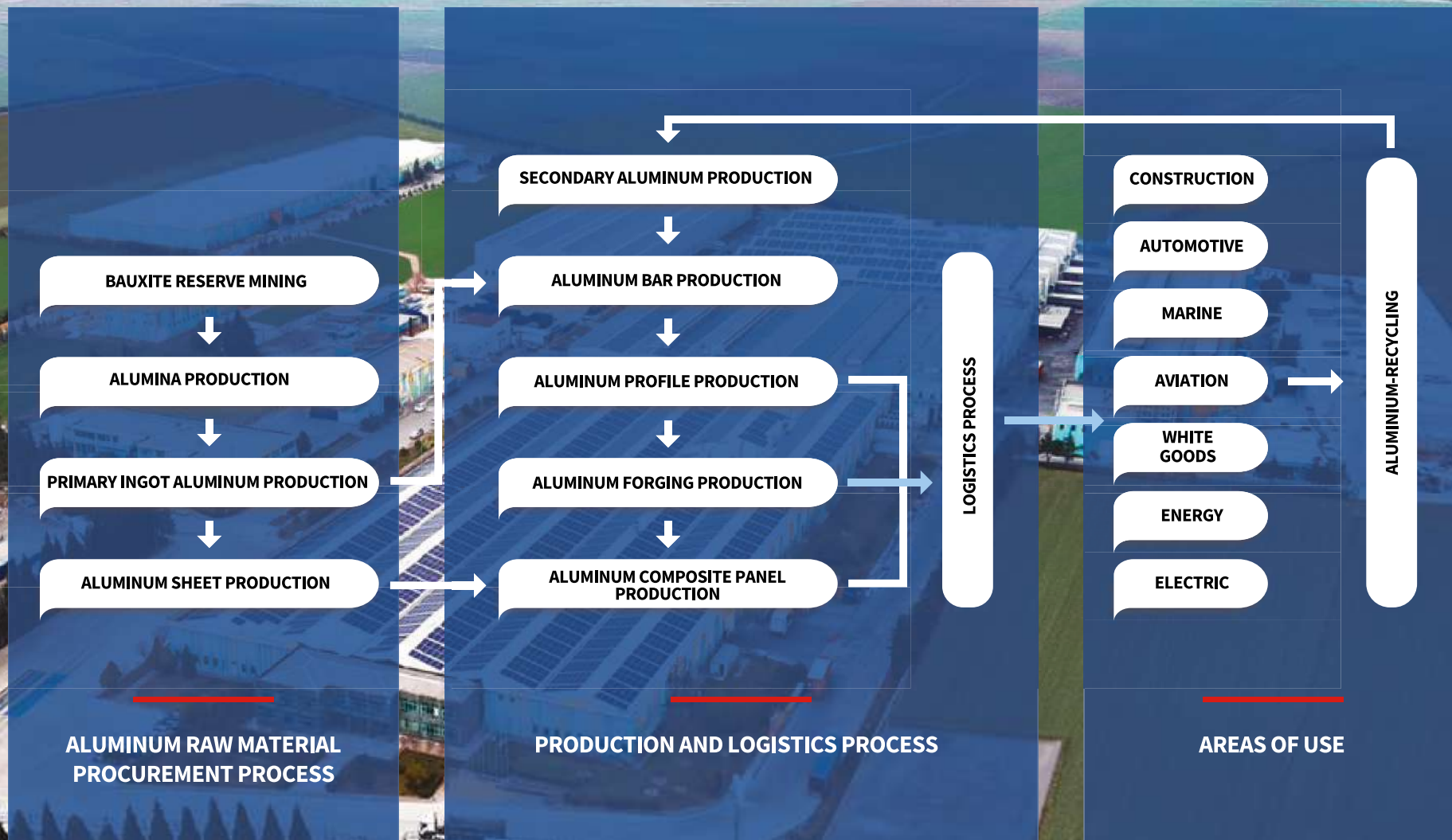
At Sistem Alüminyum, 100 supplier companies were evaluated in 2023.

As a result of the audits and performance evaluations we carry out with our suppliers, we contribute to their development. We monitor supplier performance with data such as the fulfillment of the requirements of the shipped product, customer processes that allow blocking and stopping delivery, delivery performance, number of freight occurrences, customer special case notifications (quality level drops), field returns, audit score and supplier document status.

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

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

■ OUR VALUE FLOW

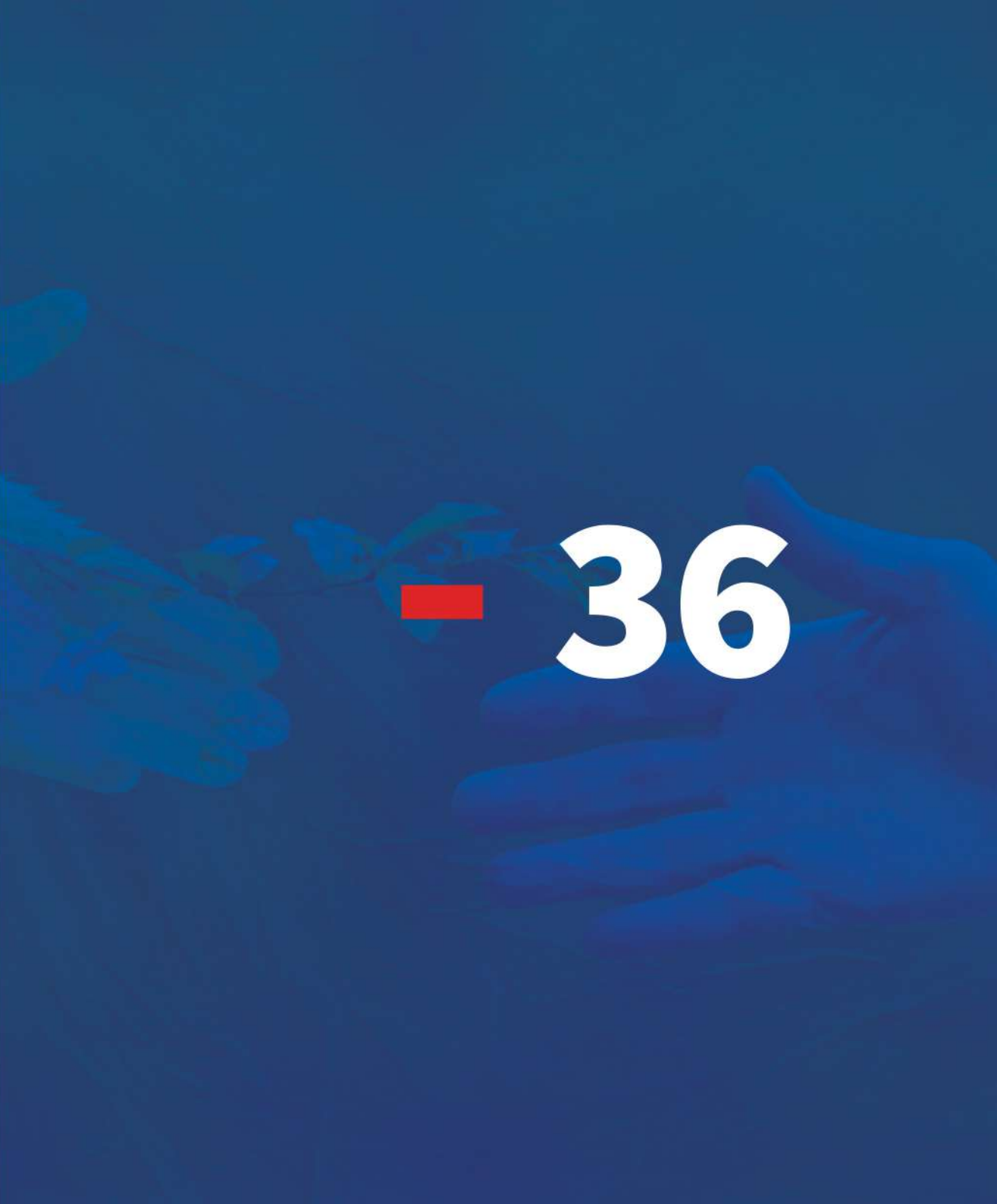


■ OUR STAKEHOLDER RELATIONS



OUR ENVIRONMENTAL MANAGEMENT

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The background of the right half of the slide is a dark blue image showing several hands of different skin tones cupping a small globe of the Earth. Overlaid on this image is a large white minus sign followed by the number 36.

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■ ENVIRONMENTAL MANAGEMENT SYSTEM

As Sistem Alüminyum our priority in all our production processes is the environment. Within this framework, we carry out our activities by controlling our environmental impacts that we create as a result of our production.

We conducted our risk analysis studies in order to effectively manage the risk of climate change, one of the biggest risks of our day. We prepared our action plan as a result of our risk analysis.

We closely follow national and international environmental legislation.

In this context, we determine our priorities and our road map in line with our sustainability strategy.

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

We continue our efforts to adopt environmental awareness, to raise awareness on water management, waste management, emission management and to make environmental sustainability a corporate culture.



■ ENVIRONMENTAL MANAGEMENT SYSTEM

OUR WORK FOR 2023

On June 5th, World Environment Day, we organized 'Sustainable Environment Training' with our Environmental Engineer for 5th, 6th and 7th graders in order to raise environmentally conscious young people and raise their awareness.

For our 6 product groups, we conducted Life Cycle Analyses (LCA) and received our Environmental Product Declaration (EPD) certificates.

We calculated our Corporate Carbon Footprint under ISO 14064-1 and verified our Corporate Carbon Footprint under ISO 14064-3.

We calculated and verified our Water Footprint within the scope of ISO 14046.

We participated in the Circular Economy and Resource Efficiency Platform Project supported by the Istanbul Development Agency. Within the scope of the project, we evaluated resource efficiency opportunities.

■ WASTE MANAGEMENT

We continue our waste management processes by taking into account the circular economy model. Within this framework, we work to minimize the waste generated as a result of material use and to reuse the waste in the product cycle.

In 2023, within the scope of the industrial symbiosis study we conducted, we re-included one of the wastes generated in our facility into the product cycle and ensured its use as raw material in other industries.

We keep track of our waste amounts by recording our waste on a departmental and daily basis. In accordance with the waste management regulation, we store the wastes in the temporary storage area and send them to licensed recovery/disposal companies.

Within the scope of the Zero Waste Certificate, we also carry out waste management of office waste generated outside the process in our facility.

Since 2020, we have increased the amount of waste going to recycling by 28% and recycled 99.5% of our waste generated in 2023.

Compared to last year, we reduced our total waste amount by 24% and the amount of waste per product by 19% in 2023.



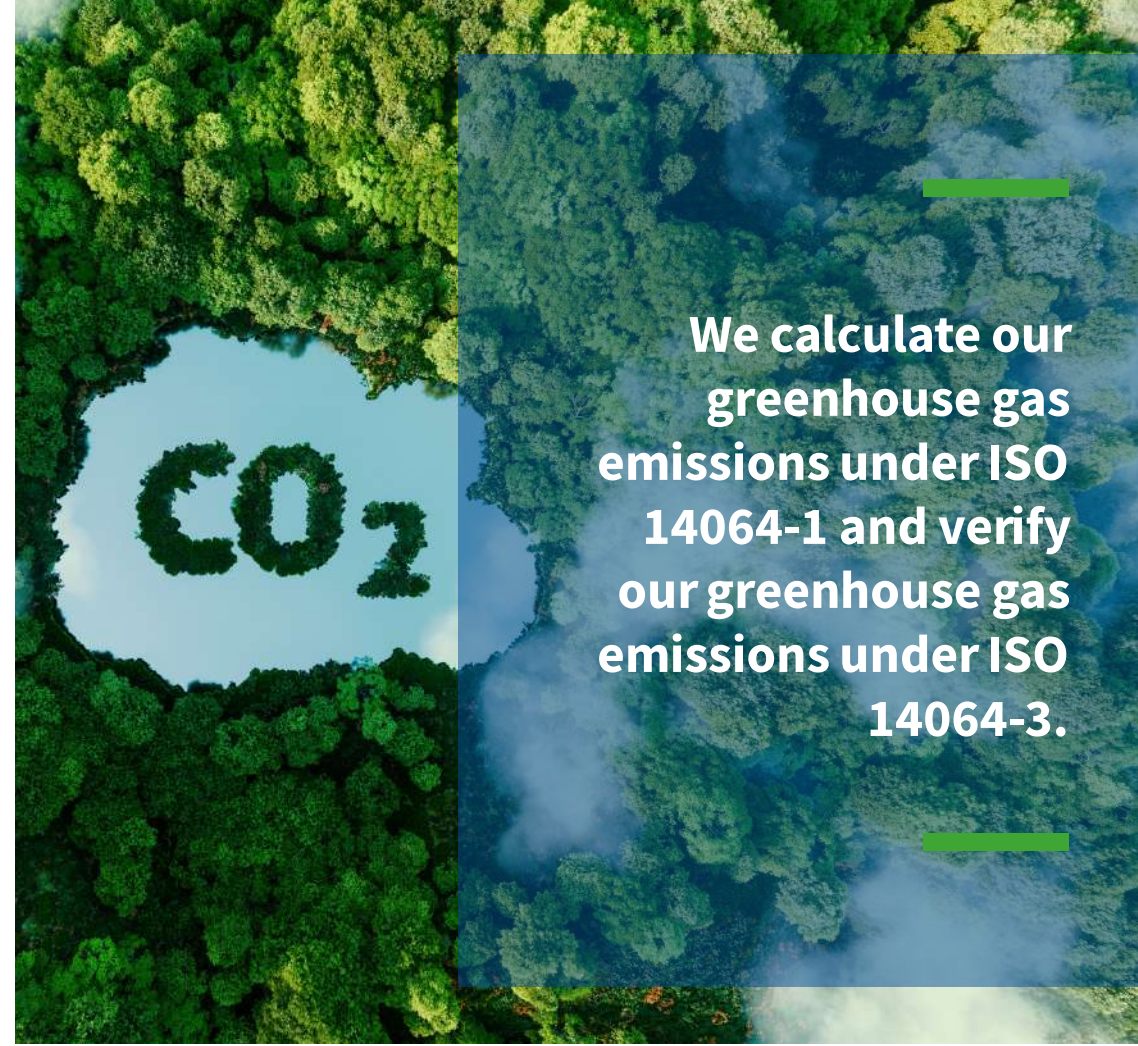
■ EMISSION MANAGEMENT

Climate change, one of the biggest problems of our age, has started to show its effects more and more day by day. Many efforts have been made to control and reduce greenhouse gas emissions, which are the main cause of climate change. In order to prevent the growth of the climate crisis, the Paris Climate Agreement was signed in 2016 and our country became a party in 2021. In this context, the goal of our country is to ensure the management of the climate crisis by becoming carbon neutral in 2053. In 2019, European Union (EU) member states also launched the Green Deal process within the scope of combating the climate crisis and continue to work with the goal of a carbon neutral continent in 2050.

The Carbon Regulatory Mechanism at the Border (CCRM), which is a part of the Green Deal process, aims to establish an emission trading system, prevent emission leakages and take the necessary measures to reduce greenhouse gas emissions in carbon-intensive production sectors, including the aluminum industry.

Our main goal is to produce products with low carbon emissions within the scope of the Borderline Carbon Regulation Mechanism.

In line with our goal, we work with the corporate sustainability directorate, supply chain directorate and production directorate. In line with our 2050 carbon neutrality target, we conducted our climate change risk analysis. We calculate our greenhouse gas emissions within the scope of ISO 14064-1 and verify our greenhouse gas emissions within the scope of ISO 14064-3. In 2023, we completed the Environmental Product Declaration Certification (EPD) process by conducting Life Cycle Analysis (LCA) studies for our aluminum profile, anodized aluminum profile, painted aluminum profile, mechanically treated aluminum profile, A2 composite panel and B1 composite panel products.



■ WATER MANAGEMENT

We calculated and verified our Water Footprint within the scope of ISO 14046.



The climate crisis has serious and far-reaching impacts on water resources. Factors such as global warming, changing precipitation patterns, increased evaporation rates and increased frequency of extreme weather events directly affect the quantity and quality of water resources. The fair and balanced allocation of clean water resources is becoming more and more important every day.

The aluminum industry is an energy-intensive sector and is also important in terms of water use. Water plays a critical role in various stages of the aluminum production process. Therefore, water management is of great importance in terms of reducing environmental impacts and achieving sustainability goals.

In order to use water resources efficiently and sustainably, it is very important to ensure proper water management. In our facility, we have been performing water footprint calculations since 2021 to ensure sustainable water management effectively and accurately. In 2023, we made and verified our Water Footprint calculation within the scope of ISO 14046.

The wastewater generated by our production activities and domestic use is sent to the wastewater treatment plant of the organized industrial zone where our facility is located and treated based on our channel connection permit.

We check our discharge standards by analyzing wastewater samples taken from the wastewater discharge point of our facility by a third party on a regular basis every week.

■ ENERGY MANAGEMENT

Sustainable energy management aims to minimize environmental impacts through the effective and efficient use of energy. This can be achieved by expanding renewable energy sources, increasing energy efficiency and optimizing energy consumption. These approaches contribute to sustainable development by providing both economic and environmental benefits in the long term.

Energy management and the transition to renewable energy sources are vital to tackling the climate crisis. Efficient energy consumption, the use of renewable energy sources and energy efficiency are the most effective ways to reduce greenhouse gas emissions.

As Sistem Alüminyum, we carry out the energy processes in our facility within the framework of ISO 50001 Energy Management System. With our sustainable energy management strategy, we carry out improvement studies for the efficient and optimum use of energy in production processes. We monitor our department-based energy data on a monthly basis and hold meetings for their evaluation.

We are aware of the importance of renewable energy sources. In this context, we conduct research and feasibility studies on renewable energy sources.



With our SPP Project, we obtain some of our electricity from renewable energy sources.

■ CIRCULAR PRODUCTION



According to the latest Global Risk Report published by the World Economic Forum, it is obvious that serious risks await our world in the context of climate change. When the next 2-year and 10-year periods are compared, it is predicted that climate change and environmental risks will increase. Especially when the 10-year period is analyzed, it is seen that four of the top five risks will be caused by climate change and environmental risks.

Within the scope of combating climate change, the place of circular economy in greenhouse gas emission reductions is also very important. Within the scope of circular economy, resource efficiency, reuse, recycling and the use of alternative raw materials should be expanded. According to the Circular Gap Report published by the European Circular Economy Stakeholder Platform, there has been a decline in the global circularity rate. In particular, the rate of use of secondary materials consumed by the global economy decreased from 9.1% in 2018 to 7.2% in 2023. This data tells us that the use of circular resources globally is declining and the demand for natural resources is increasing.

Aluminum is a very important material from a circular economy perspective.

Thanks to its recyclability, energy savings and reduced environmental impact, it contributes to a sustainable future. Applying circular economy principles makes the use of aluminum more efficient, providing both economic and environmental benefits. Therefore, it is crucial that aluminum is considered more broadly and effectively in the context of the circular economy.

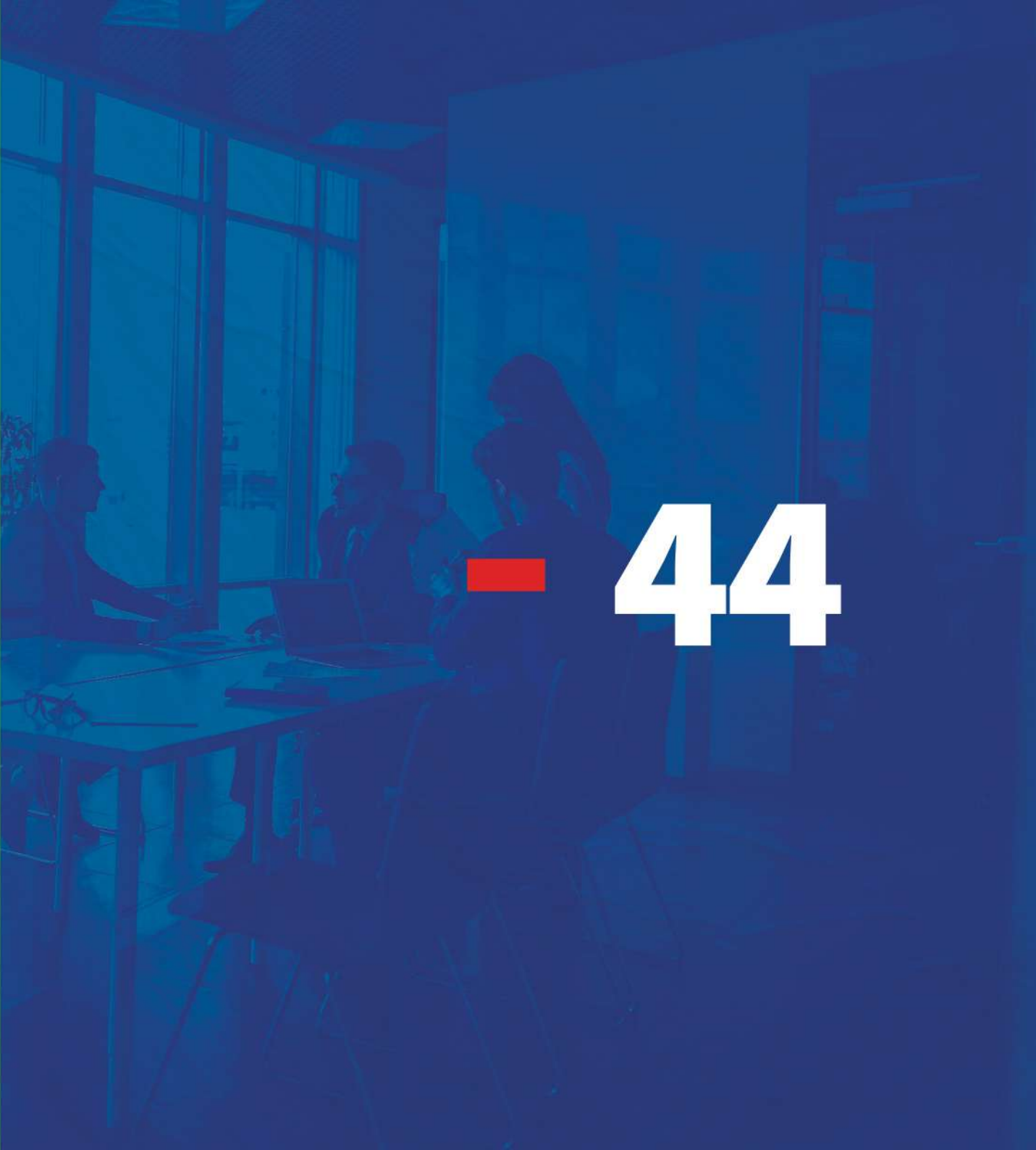
The use of recycled aluminum plays a critical role in the success of the circular economy model. It makes significant contributions to basic circular economy principles such as energy saving, resource efficiency, waste management and environmental sustainability.

As Sistem Alüminyum, we aim to increase the ratio of secondary aluminum by reducing the ratio of primary aluminum in aluminum production in order to use natural resources efficiently in order to contribute to the circular economy.

We develop appropriate solutions by determining the practices that can be done within the framework of reducing the use of primary aluminum, increasing the amount of recycled aluminum use, and reusing the process outputs.

OUR SOCIAL MANAGEMENT

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■ OCCUPATIONAL HEALTH AND SAFETY

As Sistem Alüminyum, the health and safety of our employees is one of our top priorities.

We work with a holistic and proactive approach to create a safe and healthy environment for both our employees and all our stakeholders. In accordance with our integrated management system, we consider it a basic requirement to comply with all legislation and administrative regulations regarding occupational health and safety. We take the necessary measures to prevent occupational/ environmental accidents and occupational diseases and carry out improvement works.

With our “We, not me” philosophy, we make continuous improvements and developments with the participation of our employees in OHS Culture. With the notifications and suggestions made through our suggestion system, it is aimed for our employees to be with us in all OHS-related activities. In 2023, 228 OHS improvement suggestions received from our employees through the suggestion system were completed.

The induction trainings of our employees are carried out by the occupational safety specialist and workplace physician in accordance with the regulation on the Procedures and Principles of Occupational Health and Safety Trainings of employees. And OHS renewal trainings are provided at 2-year intervals. In addition, the awareness of our employees is increased with additional trainings in accordance with the risks and working styles in the field.

In 2023, 953 employees were trained on occupational health and safety, 68 employees were trained on emergency teams, 64 forklift operators were trained on OHS in forklift use, 253 employees were trained on OHS Awareness through Creative Drama, 33 employees were trained on OHS in Maintenance works, 31 employees were trained on Safe Working at Height, 33 anodizing department employees were trained on Polishing fires.

Im Jahr 2022 werden unsere Mitarbeiter durch unser regelmäßig überarbeitetes Risikobuch und Schulungen über die Risiken im Arbeitsbereich und die zu treffenden Vorsichtsmaßnahmen informiert, und a In 2022, our personnel are informed about the risks in the field and the precautions to be taken through our regularly revised risk booklet and trainings, and our employees are notified of imminent danger and possible incidents through the near-miss and dangerous situation notification system.

Accidents that occur against the measures taken are examined by occupational safety experts, lean experts and department managers by conducting detailed root cause analyzes. After the evaluations, necessary preventive and corrective actions are determined and implemented.

“ In 2023, the accident frequency rate was 10.92 and the accident severity rate was 5.44.” ”

■ EMPLOYMENT IN SİSTEM ALÜMİNYUM



On our way with the goal of sustainable corporate growth, we include value-added colleagues to our family with our motto

“WE, not me”.

At Sistem Alüminyum, our priority in employment processes is to protect the health and safety of employees, support their personal and professional development, and provide them with a fair working environment where all their rights are protected.

In the employment processes, we stay in contact with the employee even before they start working, inform them about the first day of work, organize all processes in order to prevent them from feeling unfamiliar, and observe their motivation by staying in contact with our employees with the individual performance system we apply to our employees throughout their working life.

■ SİSTEM ACADEMY

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



VISION

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

MISSION

By leading the sector with its sustainable, innovative solutions, people-oriented and environmentally sensitive approaches, it meets the expectations of our stakeholders at the highest level.

Classical Education System

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

Academy Perspective

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

“

WE
TRANSFORMED
OUR CLASSICAL
EDUCATION
APPROACH INTO
AN ACADEMIC
PERSPECTIVE!

”

■ EDUCATION AND DEVELOPMENT

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

1

PROFESSIONAL DEVELOPMENT

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

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

2

LEADERSHIP DEVELOPMENT

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

Executive Development Program
Director Development Program
Coaching Program

3

SKILLS DEVELOPMENT

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

Internal Trainer Program
Rotation and Job Changes
Coaching Program

4

PERSONAL DEVELOPMENT

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

Personal Development Trainings

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OUR TRAINING & DEVELOPMENT ACTIVITIES

■ TRAINING AND DEVELOPMENT ACTIVITIES



Through online and face-to-face training programs, we provided **9,271.51** hours of external training and **28,122.96** hours of internal training, and shared the development of **2052** colleagues.



■ TRAINING AND DEVELOPMENT ACTIVITIES



From 2022 onwards, we continue to realize,

‘Internal Trainer Program - Training of the Trainer’

We ensured that our 66 colleagues, who share their experience and expertise, and help our new recruits adapt more easily to both the dynamics of the company and the teams, are ready to become Internal Trainers by increasing their competencies.



■ OUR PERSONAL DEVELOPMENT ACTIVITIES

Based on our White-Collar Competency Matrix, which we have specifically created for our company and includes a total of 33 competencies — 7 core, 17 functional (role-specific), and 9 managerial — we have significantly contributed to the development of shared competencies through our ‘Journey to the Summit Development Program’ for our management level and the ‘Future Leaders Development Program’ for our Specialist, Engineer, and Assistant Specialist levels.

Development Program	Number of Modules	Number of Participants	Total Training Hours
Journey to the Summit Development Program	4	23	805
Future Leaders Development Program	1	92	11,93



■ SİSTEM E-ACADEMY

For those of us who love development, we have moved our trainings 'one click' away and We created **Sistem e-Academy**.

With the gamification module, we selected our colleague who spends the most time in **Sistem e-Academy** every month.

We declared them our Development Hero.



Eğitimin, eğlencenin rekabetin yaşı yok!

Öğrenme ve gelişim faaliyetlerimizi sürdürdüğümüz **Sistem Akademi**'de artık öğrendikçe puan ve rozet kazandıran yeni bir dönem başladı.

- Bolca eğitim tamamla,
- Eğitimlerde süre geçir,
- Eğitimlere kayıt ol,
- Mobil uygulama kullanma gibi

değerli davranışları tekrar ederek puan kazanın, birbirinden keyifli rozetleri toplayın. **Lider tablosunda zirveye çıkın!**

Sürpriz hediyeleri kazanma şansını yakalayın.

Sistem Akademi'de "Oyunlaştırma Modülü"nü keşfedin!

Tanıtım videomuzu izleyin!

Hemen keşfedin!

Sistem AI
AKADEMİ



Sistem e-Akademi Yayında!

Mesleki, Liderlik, Yetenek ve Kişisel gelişime yönelik her zaman ve her yerden kolayca ulaşabileceğiniz birbirinden değerli online eğitimler **Sistem E-Akademi**'de sizleri bekliyor!

Sistem Akademi gelişim katalogu **40**'den fazla konu uzmanı ile birlikte geliştirilmiş, **600**'den fazla eğitimden oluşmaktadır.

Katalogta farklı öğrenme tercihlerine cevap verebilecek **konu uzmanı, dramalı ve animasyon videolar, kitap özetleri, makaleler, e-kitaplar, etkileşimli içerikler, ses dosyaları ve simülasyonlar** gibi farklı türde içerikler yer almaktadır.

Platforma Ulaşın!

Tanıtım Filmini İzleyin!

e.mobil+ uygulaması ile videolarınızı mobil cihazınızda indirerek internetinizden kurtulup zamanınızda da istediğiniz gelişiminize istediğiniz yerden, istediğiniz zaman katkıda bulunabilirsiniz.

Mobil Kurum Kodunuz: **SİSTEMAL**

Available on the App Store **Get it on Google Play**

QR kodları

■ OUR PRINCIPLES FOR A SUSTAINABLE WORKING LIFE

1

We adopt sustainable growth as a principle.

2

We embrace common sense, value people and value knowledge.

3

We recognize achievements.

4

We respect diversity and difference.

We Care About Our Employees' Ideas
We have activated the Sorwe application for our company so that our employees can access the screen where they can make their feedback, thoughts and suggestions faster and easier.

Thanks to the suggestion wall at Sorwe, our employees can anonymously share their thoughts and requests; celebrate each other's special days such as birthdays and anniversaries; participate in surveys created and quickly be informed about announcements created by the company.



OUR SOCIAL ACTIVITIES

■ MARCH 8TH INTERNATIONAL WOMEN'S DAY

Supporting women's entrepreneurship, we presented our gifts specially selected for our colleagues to our female colleagues working in the office and in the field, and celebrated **March 8th International Women's Day**.



■ SENIORITY AWARDS

Within the scope of the **Recognition, Appreciation and Honoring Instruction**, we delivered gifts to our colleagues who have completed 5, 10, 15 and 20 years of service.



■ APRIL 23RD NATIONAL SOVEREIGNTY AND CHILDREN'S DAY

On April 30, 2023, we came together with all our colleagues to celebrate the **April 23rd** National Sovereignty and Children's Day together.



■ INTER-INSTITUTIONAL DRAGON FESTIVAL

As SisTeam Dragon Rowing Team, we won the 2nd place trophy in the Fun Sport category with **1.10,57** in the **Inter-Institutional Dragon Festival**, which we participated for the 7th time on 03-04.06.2023 and 8th time on 16-17.09.2024!



■ JUNE 5TH WORLD ENVIRONMENT DAY

On June 5th, World Environment Day, we organized **‘Sustainable Environment Training’** with our Environmental Engineer for 5th, 6th and 7th graders at 75. Yıl Bedia Süleyman Serpicioğlu Secondary School in order to raise environmentally conscious young people and raise awareness.



■ 2ND TRADITIONAL REPUBLIC DAY PAINTING CONTEST

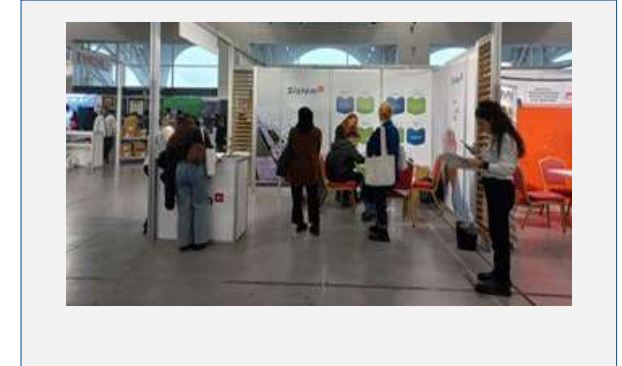
With the **2nd Traditional Republic Day Painting Contest** we organized, we saw what the theme of '**Republic and Children**' means to our colleagues through the eyes of their children between the ages of 6-13.



■ DECEMBER 8-9 IBB CAREER AND EMPLOYMENT FAIR & SUMMIT

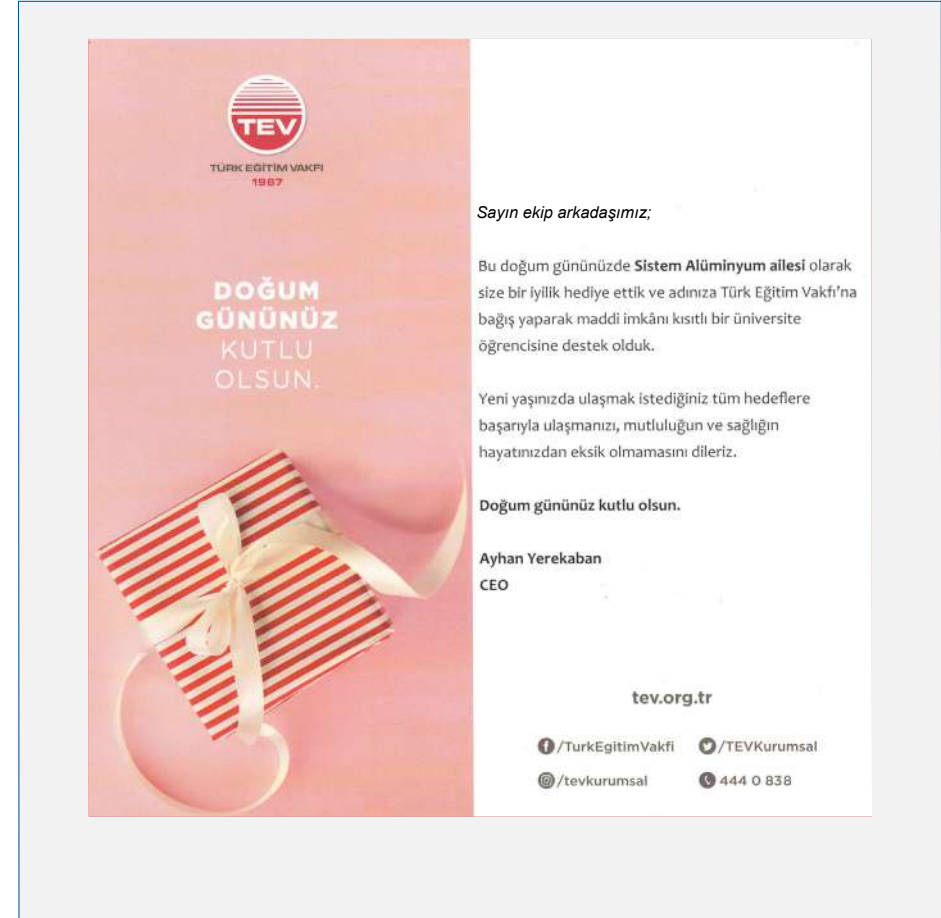
As the Organizational Development department, we took our place in the Istanbul Metropolitan Municipality (IBB) Career and Employment Fair & Summit event organized by IBB on 8-9 December 2023.

At the fair, where 162 well-known and large-scale companies participated, at the end of the 2 days we participated, we talked about our processes and activities by explaining our company one-to-one to 600 visitors who visited our stand.



■ BIRTHDAY

For our colleagues on their birthdays, with the awareness that skilled manpower will develop this country and that this power can be achieved through education, Sistem Alüminyum San. ve Tic. A.Ş. family, we are making a donation to the Turkish Education Foundation on their behalf.



OUR INNOVATION MANAGEMENT

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DIGITAL TRANSFORMATION

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

Digital Transformation Strategy;

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

Digital Transformation Vision;

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

Digital Transformation Goals;

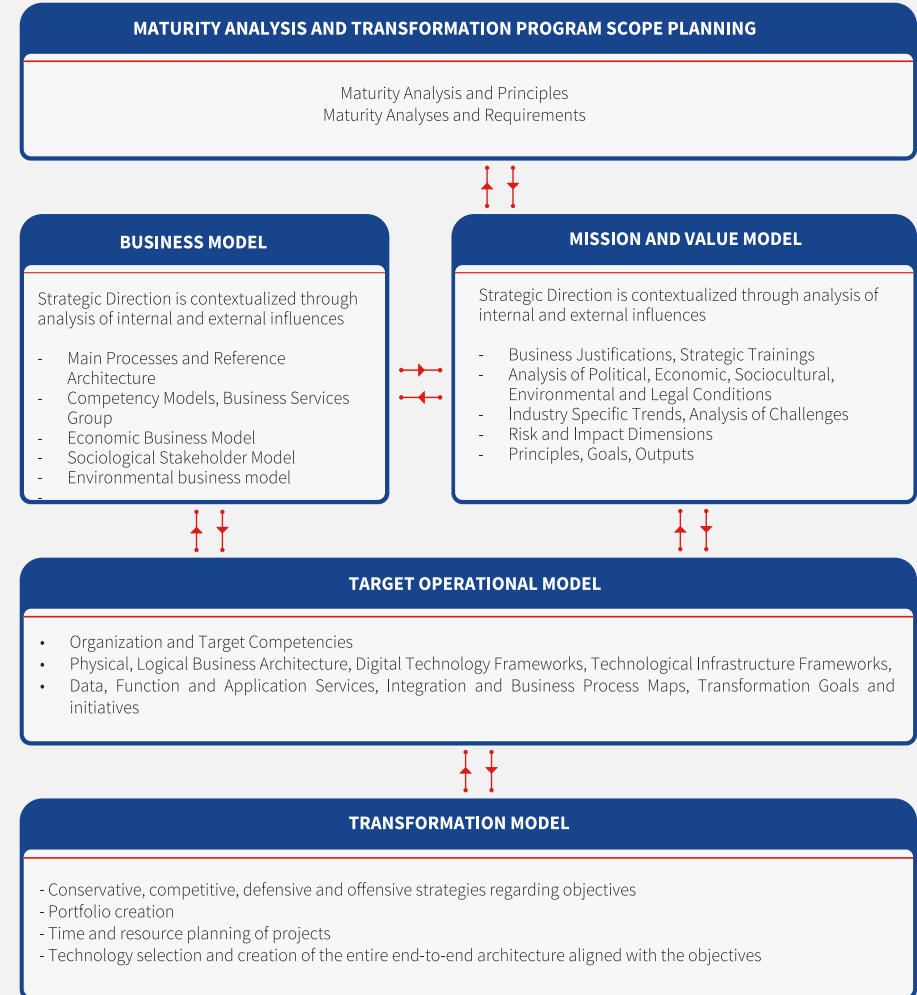
In line with the mission and value model, we have identified transformation expectations and initiatives under 5 main goals. With these 5 main goals, we aim to complete the first phase of our digital transformation plan.

These 5 main goals are as follows:

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

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

TRANSFORMATION FROM PLANNING TO EXECUTION





2023 Technology Implementations in line with Digital Transformation Targets

- SAP S/4 Hana Rise Implementation
- SAP Successfactors Implementation
- SAP MII (Manufacturing Integration and Intelligence Implementation)
- SAP Analytics Cloud Implementation
- Meyer Implementation

■ R&D AND INNOVATION

As Sistem Alüminyum;

We produce products with an innovative perspective for different sectors such as aviation, maritime, automotive, construction, white goods, lighting and energy. We work by developing our projects in line with sector and market needs.

Our Goal

By combining R&D and innovation with a sustainability perspective, we aim to produce products with high added value by adding our outputs resulting from our production activities to the circular economy.

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



■ OUR CONTINUOUS IMPROVEMENT CULTURE

As Sistem Alüminyum San. ve Tic. A.Ş.;

We know the importance of continuous development and believe in the power of eliminating waste by simplifying processes for sustainable growth. By improving our digital suggestion system, where each employee enters their suggestions, we enabled participants to share their ideas more easily.

With the projects we have done;

We participated in the Efficiency project competition organized by the Turkish Ministry of Industry with 4 projects and in the Energy Efficiency in Industry competition organized by the Turkish Ministry of Energy and Natural Resources with 1 project.

We aim to share our company's success in process improvement by participating in similar competitions every year with at least one project.



■ OUR LEAN MANAGEMENT CULTURE

We aim to focus on these issues and increase our added value.



**LOGISTICS
SYSTEMS**



DIGITALIZATION



**LEAN LEADER
ACADEMY**

**To move our company forward in the increasing
competition in the sector every year.**

■ OUR LEAN MANAGEMENT CULTURE

In order to identify, improve and eliminate the 8 basic wastes in our processes, we raised awareness by providing a total of 2,000 hours of training to our employees with the trainings we organized jointly with Sistem Academy in 2023.



2,000 Hours of Training

- Mikrun and Kanban System
- Variance Analysis
- Advanced Excel
- SMED
- 5S
- Problem Solving Techniques
- Suggestion System
- A3 Project Management Technique

***We Continuousl
Improve Our
Processes by
Reducing Waste***

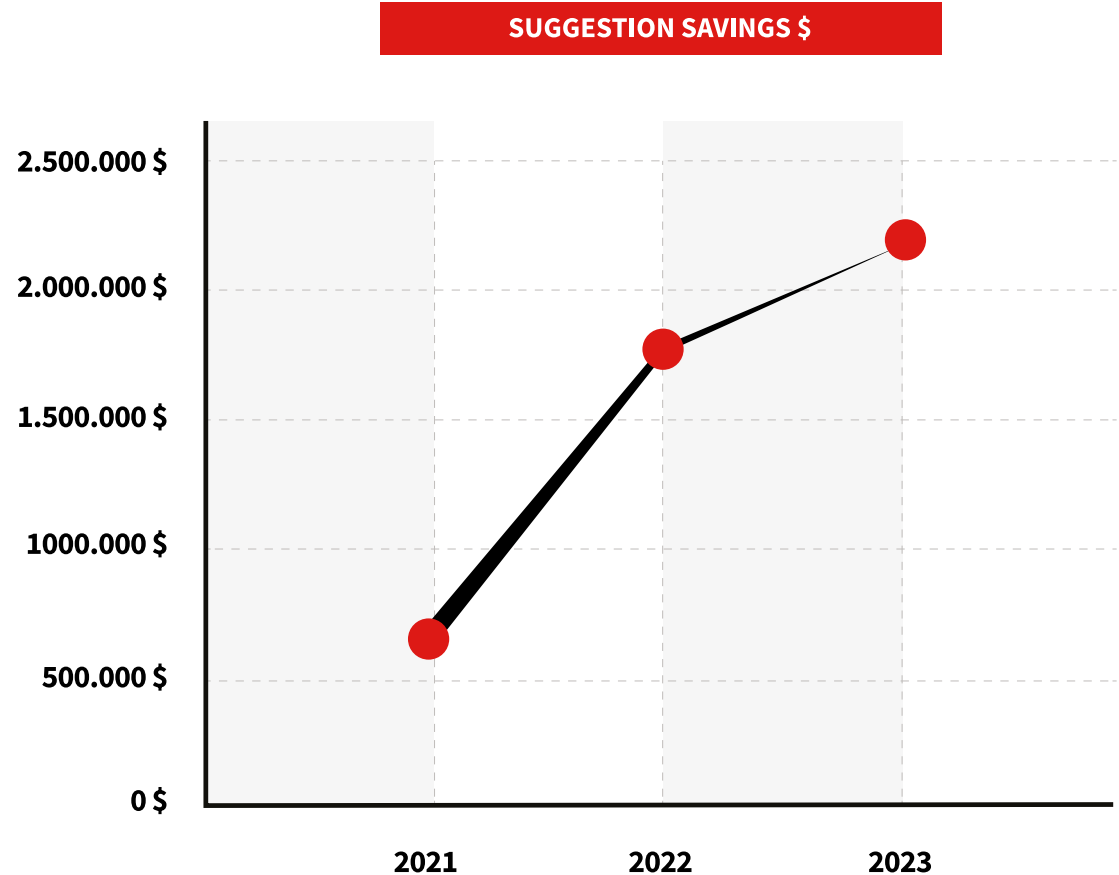
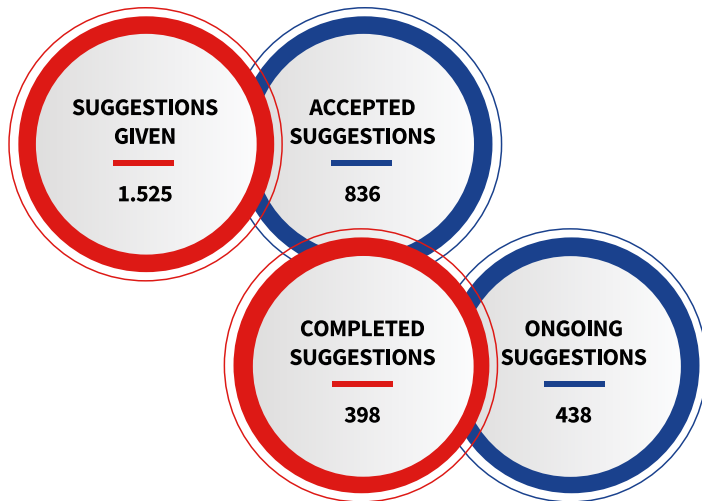


■ EMPLOYEE ENGAGEMENT

2023 IN FIGURES

The savings from the projects and improvement suggestions continue to increase every year with better quality suggestions.

In 2023, we achieved savings of \$2,159,000 through process improvement projects.



APPENDICES

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■ PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

	EMPLOYEE DEMOGRAPHICS	2021	2022	2023
NUMERICAL PERFORMANCE INDICATORS	TOTAL NUMBER OF EMPLOYEES	1.171	1.221	1363
	NUMBER OF FEMALE EMPLOYEES	144	155	166
	NUMBER OF MALE EMPLOYEES	1.027	1.066	1197
	NUMBER OF WHITE COLLAR EMPLOYEES	138	156	226
	NUMBER OF FEMALE WHITE-COLLAR EMPLOYEES	51	48	75
	NUMBER OF MALE WHITE-COLLAR EMPLOYEES	87	108	151
	NUMBER OF BLUE COLLAR EMPLOYEES	1033	1065	1137
	NUMBER OF FEMALE BLUE-COLLAR EMPLOYEES	93	107	91
	NUMBER OF MALE BLUE COLLAR EMPLOYEES	940	958	1046
	NUMBER OF EMPLOYEES BY AGE GROUP			
	30 YEARS AND UNDER	482	504	513
	30-50 YEARS	571	664	755
	50 YEARS AND OVER	118	53	95
	TRAINING AND DEVELOPMENT	2021	2022	2023
	EMPLOYEE TRAINING (NUMBER OF PEOPLE)	1031	1.252	1.367
	BLUE COLLAR	891	1.101	1.148
	WHITE COLLAR	140	151	219
	TOTAL EMPLOYEE TRAININGS (PERSON*HOUR)	26,08	20,23	27,4
	BLUE COLLAR	25,69	15,79	23,4
	WHITE COLLAR	28,59	50,57	48,2
	OCCUPATIONAL HEALTH & SAFETY	2021	2022	2023
	ACCIDENT FREQUENCY RATE	13,09	11,79	10,92
	ACCIDENT SEVERITY RATE	7,82	6,40	5,44
	TOTAL HOURS OF OCCUPATIONAL HEALTH AND SAFETY TRAINING PROVIDED TO EMPLOYEES	7.915	11.930	12.112
	NUMBER OF ESTABLISHED OCCUPATIONAL HEALTH AND SAFETY COMMITTEES	1	1	1
	TOTAL NUMBER OF MEMBERS IN THE BOARD'S OCCUPATIONAL HEALTH AND SAFETY COMMITTEES	12	13	13
	NUMBER OF EMPLOYEE REPRESENTATIVES IN ESTABLISHED OCCUPATIONAL HEALTH AND SAFETY COMMITTEES	1	1	1

■ PERFORMANCE INDICATORS

PERFORMANCE INDICATORS

	EMPLOYEE PARTICIPATION	2021	2022	2023
SOCIAL PERFORMANCE INDICATORS	NUMBER OF SUGGESTIONS	1476	2485	1525
	SUGGESTION RETURN (\$)	607.000	1.764.000	2.159.000

	TOTAL ENERGY CONSUMPTION	2021	2022	2023
ENVIRONMENTAL PERFORMANCE INDICATORS	ELECTRICITY CONSUMPTION (kWh)	32.362.459	38.558.830	37.665.394
	NATURAL GAS CONSUMPTION (sm3)	11.236.407	12.401.832	12.474.510
	ELECTRIC ENERGY INTENSITY PER PRODUCT (Kwh/ton product)	724,98	748,79	782,17
	NATURAL GAS ENERGY INTENSITY PER PRODUCT (sm3/ ton of product)	251,72	240,84	259,05
	WASTE MANAGEMENT	2021	2022	2023
	TOTAL WASTE AMOUNT (tons)	4.601,73	5.142,06	3.907,15
	HAZARDOUS WASTE AMOUNT (tons)	1.543,06	2.907,64	2.104,61
	NON-HAZARDOUS WASTE AMOUNT (tons)	3.058,67	2.234,42	1.802,54
	AMOUNT OF WASTE RECOVERED (tons)	3.289,50	4.730,59	3.887,62
	AMOUNT OF WASTE GOING TO DISPOSAL (LANDFILL)	0,002	222,364	0,01
	AMOUNT OF WASTE GOING TO DISPOSAL (ENERGY RECOVERY)	1.312,23	189,11	19,52
	WASTE AMOUNT PER PRODUCT (tons of waste/ton of product)	0,103	0,100	0,081
	WATER MANAGEMENT	2021	2022	2023
	UNDERGROUND WATER USE (m3)	237.081	262.461	248.546
	WATER DENSITY (m3/ton product)	5,31	5,10	5,16
	EMISSION MANAGEMENT	2021	2022	2023
	DIRECT GHG EMISSIONS (SCOPE 1) (tons CO2e)	22.232	26.028	27.268
	ENERGY-DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 2) (tons CO2e)	16.014	16.966	16.573
	GREENHOUSE GAS EMISSION DENSITY (tons CO2e/ton product)	0,86	0,83	0,91

■ PERFORMANCE INDICATORS

PERFORMANCE INDICATORS				
	RESOURCE MANAGEMENT	2021	2022	2023
ENVIRONMENTAL PERFORMANC INDICATORS	AMOUNT OF NON-PRIMARY ALUMINUM/RECOVERED RAW MATERIALS USED AS INPUT (TONS)	26.045	34.541	33.331
	NON-PRIMARY ALUMINUM RAW MATERIAL/TOTAL RAW MATERIAL (%)	46	48	47
ECONOMIC PERFORMANCE INDICATORS	FINANCIAL MANAGEMENT	2021	2022	2023
	NET SALES (\$)	229.994.000	307.837.000	248.808.000
	SUPPLY CHAIN MANAGEMENT	2021	2022	2023
	DOMESTIC SUPPLIER RATIO (%)	94	94	95
	FOREIGN SUPPLIER RATIO (%)	6	6	5

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GRI INDEX

A conceptual image of a globe where the landmasses are composed of dense green forests and grassy fields. The globe is surrounded by soft, white, ethereal clouds. The entire scene is set against a deep blue background. In the top left and bottom right corners, there are decorative elements consisting of three small, light blue diamonds arranged vertically.

GRI CONTENT INDEX

GRI CONTENT INDEX

Declaration of Use	Sistem Alüminyum has prepared the report covering the period 01.01.2023-31.12.2023 with reference to GRI Standards.
GRI1 Usage	GRI 1: Baseline 2021
GRI Sector Standards	There are no sector standards.

GENERAL EXPLANATIONS

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 2 GENERAL EXPLANATIONS 2021	ORGANIZATION AND REPORTING PRACTICES		
	2-1 Details of the organization	About Our Report - Page: 3	
		About Us - Page: 7	
	2-2 Organizations included in sustainability reporting	About Our Report - Page: 3	
		About Us - Page: 7	
	2-3 Reporting period, frequency and contact information	About Our Report - Page: 3	
	2-4 Restatement of information	GRI content Index: No information restated in the report.	
	2-5 External audit	No external audit was received.	
	FAALİYETLER VE ÇALIŞANLAR		
	2-6 Operations, value chain and other business relationships	About Us - Page: 7	
		Our Sectors - Page: 8	
		Sustainable Supply Chain Management - Page: 33	
		Our Value Chain - Page: 34	
	2-7 Employees	Employment at Sistem Aluminum - Page: 46	
		Social Performance Indicators - Employee Demographics - Page: 73	
	2-8 Non-employee workers	Im Jahr 2023 variierte die Anzahl der Mitarbeiter von Auftragnehmerunternehmen im Laufe des Jahres, lag aber im Durchschnitt bei etwa 10 Personen.	

GRI CONTENT INDEX

GENERAL EXPLANATIONS			
GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 2 GENERAL EXPLANATIONS 2021	GOVERNANCE		
	2-9 Governance structure and composition	Our Management Approach - Page: 17	
		Boards, Committees and Commissions - Page: 22	
	2-10 Nomination and election of the highest governance body	Our Management Approach - Page: 17	
		Boards, Committees and Commissions - Page: 22	
	2-11 Head of the highest governing body	Our Management Approach - Page: 17	
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management - Page: 27	
	2-13 Delegation of responsibility for managing impacts	Boards, Committees and Commissions - Page: 22	
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management - Page: 27	
	2-15 Conflict of interest	Ethics Management - Page: 21	
	2-16 Communicating critical concerns	About Our Report - Page: 3	
		Ethics Management - Page: 35	
		Ethik-Management - Page: 21	
	2-17 Collective knowledge of the highest governance body	Boards, Committees and Commissions - Page: 22	
	2-18 Assessing the performance of the highest governance body	Our Management Approach - Page: 17	
		Boards, Committees and Commissions - Page: 22	
	2-19 Remuneration policies	Click here for our Corporate Governance Policy.	
	2-20 Wage determination process	Click here for our Corporate Governance Policy.	
	2-21 Total gross annual wage rate	Click here for our Corporate Governance Policy.	Not disclosed for confidentiality reasons.

GRI CONTENT INDEX

GENERAL EXPLANATIONS			
GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 2 GENERAL EXPLANATIONS 2021	STRATEGY, POLICIES AND PRACTICES		
	2-22 Explanation about the sustainable development strategy	Our Message to Our Stakeholders - Seite: 4	
		Our Sustainability Strategy - Seite: 30	
	2-23 Policy commitments	Stakeholder Relations - Seite: 35	
		<i>Click here for our Corporate Governance Policy.</i>	
	2-24 Integration of policy commitments	Our Management Approach - Seite: 17	
		Boards, Committees and Commissions - Seite: 22	
		Our stakeholder relations - Seite: 35	
	2-25 Processes to remediate negative impacts	Our stakeholder relations - Seite: 35	
	2-26 Mechanisms for seeking advice and raising concerns	Our stakeholder relations - Seite: 35	
	2-27 Compliance with laws and regulations	Boards, Committees and Commissions - Seite: 22	
	2-28 Memberships	Collaborations and Memberships - Seite: 11	
	STAKEHOLDER ENGAGEMENT		
	2-29 Stakeholder engagement approach	Our Stakeholder Relations - Seite: 35	
		Our Sustainability Priorities - Seite: 28	
	2-30 Collective Labor Agreements	A collective bargaining agreement has been in effect in our company as of 01.07.2023.	

GRI CONTENT INDEX

PRIORITY TOPICS			
GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	ORGANİZASYON VE RAPORLAMA UYGULAMALARI		
	3-1 Process of identifying priority issues	Our Sustainability Priorities - Page: 28	
		Our stakeholder relations - Page: 35	
	3-1 Process of identifying priority issues	Our Sustainability Perspective - Page: 28	
		Our Sustainability Priorities - Page: 29	
		Our Sustainability Strategy - Page: 30	
CLIMATE CHANGE			
GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Priorities - Page: 28	
GRI 305 EMISSIONS 2016	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	Environmental Performance Indicators - Page: 74	
	305-2 Indirect energy greenhouse gas (GHG) emissions (Scope 2)	Environmental Performance Indicators - Page: 74	
	305-4 GHG emission intensity	Environmental Performance Indicators - Page: 74	
	305-5 Reducing greenhouse gas (GHG) emissions	Emission Management - Page: 40	
FINANCIAL PERFORMANCE			
GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Priorities - Page: 28	
GRI 201 ECONOMIC PERFORMANCE	201-2 Financial results and risks and opportunities from climate change economic value	Corporate Risk Management - Page: 18	Not disclosed for confidentiality reasons.

GRI CONTENT INDEX

OCCUPATIONAL HEALTH AND SAFETY

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Priorities - Page: 28	
GRI 403 OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety - Page: 45	
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety - Page: 45	
	403-3 Occupational health services	Occupational Health and Safety - Page: 45	
	403-4 Employee participation, consultation and communication on occupational health and safety	Occupational Health and Safety - Page: 45	
		Boards, Committees and Commissions - Page: 22	
	403-5 OHS Trainings provided to employees	Occupational Health and Safety - Page: 45	
		Social Performance Indicators - Page: 73	
	403-6 Promotion of employee health	Occupational Health and Safety - Page: 45	
	403-8 Employees covered by the occupational health and safety management system	Occupational Health and Safety - Page: 45	
	403-9 Work related injuries	Social Performance Indicators - Page: 73	

CIRCULAR PRODUCTION

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Strategy - Page: 30	
		Waste Management - Page: 39	
		Circular Production - Page: 43	
GRI 301: SUPPLIES 2016	301-1 Raw materials used by weight or volume	Environmental Performance Indicators - Page: 74	
	301-2 Recycled raw materials used	Environmental Performance Indicators - Page: 74	
GRI 306 WASTE 2020	306-1 Waste generation and significant waste-related impacts	Waste Management- Page: 39	
	306-2 Management of waste-related impacts	Waste Management- Page: 39	
	306-3 Waste produced	Waste Management- Page: 39	
		Environmental Performance Indicators - Page: 74	
	306-5 Waste diverted to disposal	Environmental Performance Indicators - Page: 74	

GRI CONTENT INDEX

DIGITALIZATION

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Priorities - Seite: 28	
		Digital Transformation - Seite: 65	

ENERGY MANAGEMENT

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Priorities - Seite: 28	
GRI 302 ENERGY 2016	302-1 In-house energy consumption	Energy Management - Seite: 42	
		Environmental Performance Indicators - Seite: 74	
	302-3 Energy density	Environmental Performance Indicators - Seite: 74	
	302-4 Reducing energy consumption	Energy Management - Seite: 42	
	302-5 Reduction of energy required in products and services	Energy Management - Seite: 42	

WATER MANAGEMENT

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Priorities - Seite: 28	
GRI 303 WATER AND WASTEWATER 2018	303-1 Interactions with water as a shared resource	Water Management - Seite: 41	
	303-2 Management of impacts related to water discharge	Water Management - Seite: 41	
	303-3 Water Withdrawal	Environmental Performance Indicators - Seite: 74	
	303-5 Water Consumption	Water Management - Seite: 41	
		Environmental Performance Indicators - Seite: 74	

GRI CONTENT INDEX

CUSTOMER SATISFACTION

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Strategy - Page: 30	
		Quality Management - Page: 14	

CORPORATE GOVERNANCE

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Strategy - Page: 30	
		Our Management Approach - Page: 17	
		Boards, Committees and Commissions - Page: 22	

EQUAL OPPORTUNITY AND DIVERSITY

GRI STANDARD	EXPLANATION	SECTION	DESCRIPTION OF EXCLUDED INFORMATION
GRI 3 PRIORITIES 2021	3-3 Management of priority matters	Our Sustainability Strategy - Page: 30	
GRI 405 EQUALITY AND EQUAL OPPORTUNITIES 2016	405-1 Diversity of governance bodies and staff	Social Performance Indicators - Page: 73	
	405-2 Ratio of basic salaries and wages for men and women	GRI content index: There is no gender-based salary difference at Sistem Alüminyum.	
	406-1 Incidents of discrimination and corrective measures taken	GRI content index: There were no cases of discrimination during the reporting period.	

SUSTAINABILITY REPORT

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