Inspired by Nature

Creating Value with People

Carrying It Forward to the Future



# 2025 SUSTAINABILITY REPORT

Sistem Al
ALÜMİNYUM

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Sistem Al
ALÜMİNYUM

The latest output of our R&D and innovation endeavors, **VERDEX** represents a strong reflection of our sustainable manufacturing approach.

With this environmentally conscious billet product that conserves natural resources, reduces carbon emissions, and contributes to the circular economy, **we are setting a new benchmark in the industry.**

# FROM WASTE

- Circular Economy
- Advanced Technology, Smart Design




# TO VALUE!

- High Performance
- Low Carbon Emission

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# About the Report

Through our fourth sustainability report published as Sistem Alüminyum, we are pleased to share our performance in environmental, social, and governance (ESG) domains with all our stakeholders through a transparent, holistic and accountable approach.

This report covers our activities between January 1, 2025 and December 31, 2025 and has been drawn up with reference to the **Global Reporting Initiative (GRI) Standards** "Core" option requirements.

In the reporting process, global sustainability priorities defined in line with the United Nations Sustainable Development Goals (SDGs), as well as the disclosure principles under the Türkiye Sustainability Reporting Standards (TSRS) and International Financial Reporting Standards (IFRS), were also taken into consideration. Care has been taken to align the relevant indicators with these frameworks as far as possible; when forming our company's sustainability approach, the targets for climate, energy efficiency, and the circular economy set under the European Green Deal were also evaluated.

The information presented in the report covers our manufacturing facility located in Ergene and our head office in Istanbul.

The report is presented in three languages, Turkish, English, and German, and has not been externally audited.

**Drawn up with the perspective of "Inspired by Nature, Creating Value with People, Carrying It Forward to the Future," this report demonstrates the progress we have made in our sustainability journey and our goals for the upcoming period.**

In this journey, the opinions, contributions, and feedback of our valuable stakeholders are of utmost importance to us. If you would like to share your opinions and suggestions with us, you are welcome to contact us via sustainability@sistemal.com.



# Our Message For the Future

**Our Esteemed Sistem Alüminyum Stakeholders,**

Sistem Alüminyum has not viewed our journey since 1994 as being limited solely to manufacturing. With our strong engineering infrastructure, integrated manufacturing capability, broad product portfolio, and sustainable growth understanding; we have progressed with the goal of becoming a reliable, competitive, and value-creating industrial organization in national and international markets.

At the point we have reached today, we stand apart in the aluminum industry not merely through our manufacturing capacity, but through our uncompromising quality standards, robust export capability, innovative spirit, unwavering commitment to sustainability, and the deeply trusted relationships we have cultivated with our stakeholders.

Our integrated framework, extending from foundry and extrusion to surface treatment, mechanical processing, composite panel manufacturing, and high-value-added manufacturing capabilities, endows us with both operational agility and the power to generate enduring value.

The year 2025 was a period in which we further strengthened our focus on sustainability, efficiency, and transformation at Sistem Alüminyum.

As combating climate change, low-carbon production, and resource efficiency become more critical than ever for industrial companies worldwide, we have continued to advance our approach to measuring, improving, and transparently managing our environmental impacts.

We are adopting a more systematic, measurable, and responsible management approach in the areas of energy efficiency, waste management, carbon footprint reduction, occupational health and safety, digitalization, and operational excellence.

We view the new expectations introduced to industry by the European Green Deal and the **Carbon Border Adjustment Mechanism (CBAM)** not merely as compliance requirements, but as an important opportunity to transform our production model into one that is lower-carbon, more traceable, and more sustainable. In this context, monitoring our emissions data, assessing product-level environmental performance, diversifying our energy sources, and increasing awareness of carbon management throughout our supply chain are among our key priorities.



# Our Message For the Future

We are well aware of the fact that sustainable success is possible not merely through capacity expansion, but through the continuous development of our working culture, manufacturing processes, resource utilization, quality approach, and ways of doing business. Therefore, we treat sustainability, operational excellence, digitalization, and efficiency as integral elements of our business model.

In line with this approach, the Lean Transformation process we have initiated represents an important step in preparing Sistem Alüminyum for the future from a stronger position. Through Lean Transformation, our goal is to make our workplaces safer, more organized, more efficient, and more sustainable while further strengthening a culture of continuous improvement across our production and operational processes.

Across all our processes, from production and planning to quality, supply chain, maintenance, and operational management, we aim to establish a structure that makes problems more visible, simplifies processes, uses resources more efficiently, and places employee contributions at the center. This transformation is not merely a technical approach to improving our processes; it is also a journey of cultural development that increases employee participation, strengthens collaboration among teams, and enables the entire organization to focus on shared goals.

For this reason, the knowledge, experience, suggestions, and contributions of our employees in the field are among the most valuable elements of this transformation. Every idea, every improvement, and every step forward contributes to a more efficient, higher-quality, safer, and more sustainable future for Sistem Alüminyum.

In the period ahead, we will continue to strengthen a working culture in which we learn together, improve together, and continuously develop. At Sistem Alüminyum, guided by our approach of **“Inspired by Nature, Creating Value with People, Carrying It Forward to the Future”** we will continue to work with determination toward a sustainable, efficient, safe, and strong future.

> **“We believe that strong systems are built by strong teams.”**

*Kind Regards,*

**Ayhan Yerekaban**
Chief Executive Officer, Sistem Alüminyum

Sistem Al
ALÜMİNYUM

## RANKED 273rd IN THE 2025 ICI 500

We advanced **40 ranks** among Turkiye's top industrial enterprises.

## RANKED 231st IN THE 2025 TIM 1000

According to the results of Türkiye's Top 1000 Exporters Survey 2025, we rose **35 places.**

## 2025 CAPITAL 500

In the Capital 500 list, which includes Turkey's largest companies, we strengthened our position this year by rising **8 places.**



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# 01

Part

# Getting to Know Sistem Alüminyum


- About Us
- Milestones of Sistem Alüminyum
- Highlights of the Year
- Integrated Product and Manufacturing Management
- Our Sectors

# About Us

Operating with 30 years of experience and an innovative vision, Sistem Alüminyum positions sustainable growth, operational excellence, and a responsible manufacturing approach at the very core of its business model. **The company continues its manufacturing operations at its fully integrated facilities spanning a total area of 330,000 square meters, including 120,000 square meters of indoor space, in Tekirdağ Ergene.**

Integrating die production, foundry (aluminum billet), extrusion lines, electrostatic powder coating and anodizing plants, wood coating department, mechanical processing facility, and composite panel manufacturing lines within the same production ecosystem, this integrated framework yields a manufacturing model that enhances resource efficiency, underpins consistent quality, and fortifies operational sustainability.

Sistem Alüminyum operates its manufacturing across two primary product categories: aluminum extrusion profiles tailored for architectural and industrial applications, alongside aluminum composite panels engineered for facade systems. With the commissioning of its Forging Aluminum Facility in 2021, the company expanded its high-value-added manufacturing capabilities. This enables us to strengthen our competitiveness in both domestic and international markets.

With an annual manufacturing capacity of 103,000 tons of aluminum profiles, Sistem Alüminyum contributes to the industry's transformation by delivering products and services to strategic sectors including construction, aviation, maritime, automotive, home appliances, electrical, and energy. With exports today spanning more than 75 countries across 4 continents, the company stands as an active stakeholder in the global value chain.

Sistem Alüminyum manufactures across an extensive spectrum of alloys to meet the performance requirements of diverse industrial sectors. While 6xxx series alloys constitute the primary manufacturing backbone, the product portfolio is diversified with 1xxx, 3xxx, 5xxx, and high-strength 7xxx series alloys to deliver flexible and reliable solutions tailored to specific application requirements.



# About Us

Sistem Alüminyum's sustainable growth performance is further corroborated by its achievements across national and international platforms. In the "Metallic Stars of Export" awards organized by **IDDMIB (Istanbul Ferrous and Non-Ferrous Metals Exporters' Association),** first place was secured in the **"Aluminum Bars and Profiles" category in the years 2018, 2019, 2020, 2022, 2024, and 2025,** while second place was achieved in 2021 and 2023. In the Istanbul **Chamber of Industry's (ICI) "Top 500 Industrial Enterprises of Türkiye"** survey, Sistem Alüminyum advanced 40 ranks compared to the previous year, securing the 273rd ranking in 2025. This success stands as a prominent indicator of the robust performance demonstrated by the company across manufacturing, export, and value-added growth domains.

Taking a holistic approach to quality, environmental responsibility, occupational health, and corporate governance principles, Sistem Alüminyum safeguards its manufacturing standards through CE, TSE, QUALICOAT (electrostatic powder coating applications), and QUALANOD (anodizing applications) certifications. We manage our corporate greenhouse gas management within the scope of the ISO 14064 standard, administering our emissions in compliance with international standards. As of 2024, the company has joined the government-subsidized Turquality Brand Support Program, advancing its global brand development within the framework of a sustainable strategy.

**Corporate management and operational processes are executed in line with the following international management systems:**

- IATF 16949 Automotive Quality Management System
- **AS 9100 Quality Management System for Aviation, Defense, and Space**
- ISO 9001 Quality Management System
- **ISO 14001 Environment Management System**
- ISO 45001 Occupational Health and Safety Management System
- **ISO 50001 Energy Management System**
- ISO/IEC 27001 Information Security Management System

While safeguarding its product quality through **CE, UKCA, and TSE** certifications, Sistem Alüminyum commits to ensuring that chemicals used in manufacturing processes that may contain heavy metals are utilized within legal boundaries and in strict compliance with REACH and RoHS restrictions. This approach constitutes an integral part of the company's environmentally conscious manufacturing philosophy and responsible supply chain management. In line with customer requirements, **QUALICOAT** certification is provided for electrostatic powder coating applications, and **QUALANOD** certification is offered for anodizing applications.

**Holding the Authorized Economic Operator (AEO)** status, Sistem Alüminyum executes its foreign trade operations in line with the principles of reliability, transparency, and full compliance with regulations, while embracing a sustainable and dependable business partnership approach in international trade.

# Milestones of Sistem Alüminyum

## 1994

Corporate Establishment at Merter Keresteciler Sitesi, indoor area of 740 m²

## 1999

Relocation to Hadımköy facility, 10.000 m²

## 2001

**First export**

## 2005

New location at Hadımköy 35.000 ²

## 2007

AluTech System Series

## 2009

AluTech bond Aluminium Composite Panel

## 2014

Tekirdağ Factory, manufacturing, **70,000 m²** Indoor Area.
A composite panel production line with a capacity of **3,000,000 m²/year** was installed.

## 2016

Establishment of foundry, 50,000 tons/year

## 2017

600,000 m² / year A2 class Fireproof composite panel line was established.

## 2019

7th Extrusion Press Line Investment and Capacity Expansion, 67,000 Tons/Year of Aluminum Profile Manufacturing Capacity

**IATF 16949 Automotive Quality Management System Certificate**

## 2020

Forged Aluminum Facility

## 2021

**8th and 9th Aluminum Profile Extrusion Lines 103,000 Tons/Year of Manufacturing Capacity**

Foundry Infrastructure Investments
8th and 9th Extrusion Press Line Investments and Production Capacity Expansion to 103,000 Tons/Year

## 2022

**Solar Power Plant (SPP) Investments**

## 2023

Expanded Machinery Fleet via NEW CNC Investments

**Initiation of Forging Facility Investment**

## 2024

SAP

TURQUALITY

Sistem Alüminyum 30

**Sistem Alüminyum 30 years old.**

Turquality Brand Support Program

**High Storage Facility**

Automated Transfer Coating Line

**Vertical Powder Coating Line Investment**

Composite Panel Line Investment

## 2025

Capacity Increase in High Storage Facility

# Highlights of the Year

**330,000 M² FULLY INTEGRATED MANUFACTURING FACILITY**

330,000 m² Total Area with 120,000 m² Indoor Area

**FIRST PRIZE AWARD IN EXPORTS**

TURKISH METAL EXPORTERS

Securing the 1st Place Award in the "Aluminum Bars and Profiles" category at the Metallic Stars of Export Awards for the 6th time, riven by our 2025 export performance.

**RENEWABLE ENERGY**

We hold an operational solar power plant (SPP) capacity of 6.5 MWh.

**RANKED 273RD ON THE 500 TOP INDUSTRIAL ENTERPRISES LIST**

TÜRKİYE'NİN 500 BÜYÜK SANAYİ KURULUŞU 2025

In 2025, ranked 273rd on the Istanbul Chamber of Industry (ICI) Top 500 Industrial Enterprises List.

**1200 EMPLOYEES**

Delivering services through a competent workforce of 1,200 employees across its factory and head office.

**ECO-FRIENDLY MANUFACTURING**

We have initiated EPD certification studies for our low-carbon emission product, VERDEX.

**TÜRKİYE EXPORTERS ASSEMBLY**

TİM TÜRKİYE İHRACATÇILAR MECLİSİ

We ranked 231st in the Türkiye Exporters Assembly.

**VERDEX**

Eco-Friendly Production - Lifecycle Assessment studies for our Verdex product have been completed, and the EPD Certificate has been obtained.

**OUR TURNOVER FOR 2025**

Our turnover for 2025: $209,438,704

**TRAINING HOURS FOR 2025**

Training Hours for 2025: 22.81 person/hour

**OUR EXPORT NETWORK FOR 2025**

We export to over 75 countries.

**DOMESTIC CAPITAL**

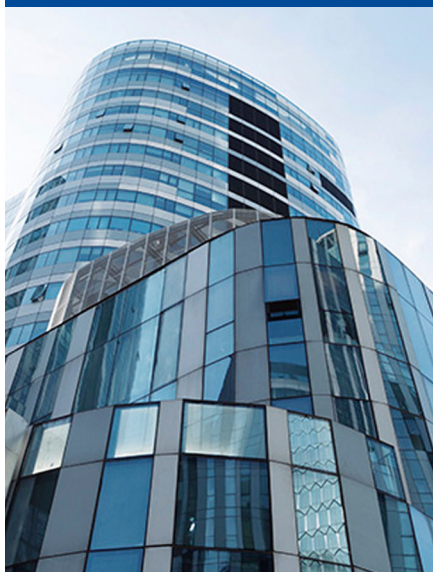
100% domestic capital

# Integrated Product Management

## Industrial Systems



## Architectural Systems



## Composite Panel



## Aluminium Forging

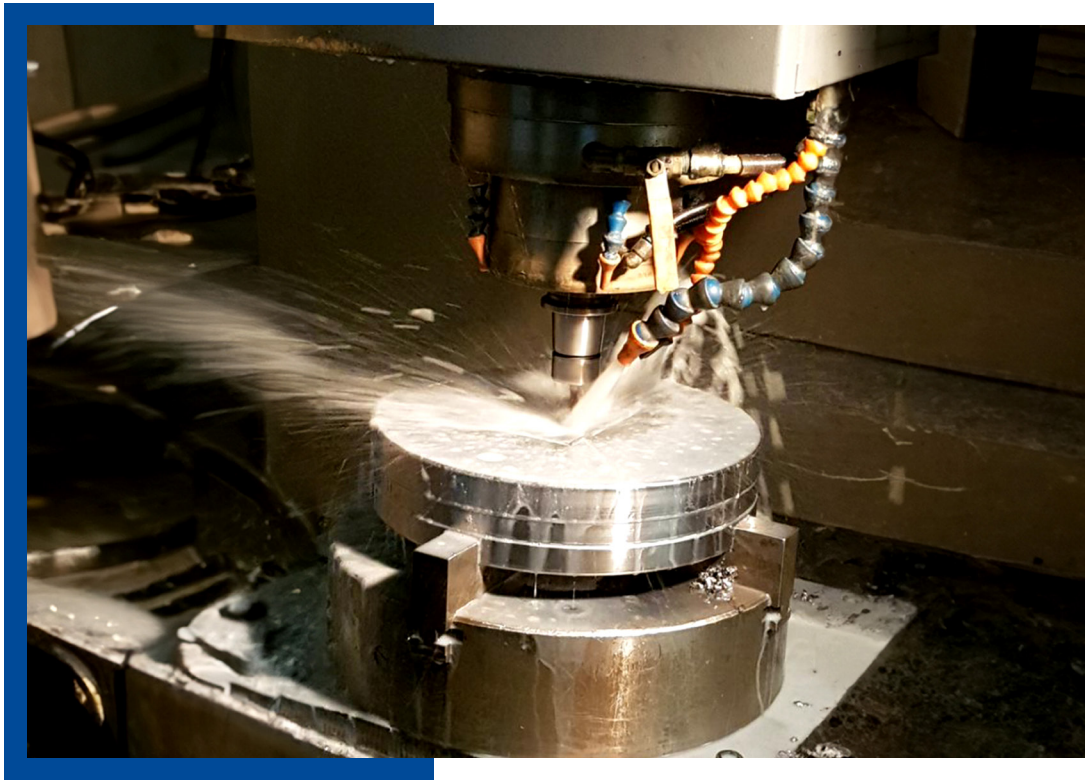


# Die Shop

Our die shop maintains an archive of more than **25,000** extrusion dies accumulated since **1994**. Manufactured dies are designed to meet requirements for durability, functionality, surface quality, dimensional precision, and tolerance standards.

**As the first step in aluminum profile manufacturing, the Die Shop, equipped with an expert staff, a technological machine park, and 3D CAD-CAM infrastructure, has an annual manufacturing capacity of 4,000 sets of dies.**

By keeping up with current die technologies, minimum waste and maximum production efficiency are targeted; quality standards are continuously improved through traceability, reporting, and performance criteria.



# Foundry

**With an indoor area of 2,600 m², our foundry, equipped with 5 melting furnaces, a homogenization furnace, and cooling chambers, has an annual manufacturing capacity of 130,000 tons of billets.**

The process consists of melting, alloying, degassing, filtration, casting, cut-to-length, homogenization, cooling, and packaging steps. Quality and process continuity are ensured through automation-supported equipment.

**Billets can be manufactured in diameters of 5”, 6”, 7”, 8”, 9”, and 10”, up to a maximum length of 7,000 mm; in addition to standard alloys, custom alloys tailored to customer specifications can also be developed.**

Spectral analyses are conducted before and after every casting; shell thickness, microstructure, segregation, and grain boundary controls are performed following homogenization.



# Extrusion

Aluminum profiles for architectural and industrial applications are manufactured on our extrusion lines. Extrusion is the process of forcing a heated aluminum billet through an extrusion die.

**In our 9 press lines, special alloy profiles are manufactured as well as 1xxx, 5xxx, and 6xxx series alloys. With our archive of over 25,000 moulds, profiles up to 14 meters in length can be manufactured.**

In our extrusion process, which requires micron-level precision, all equipment parameters are monitored with advanced monitoring and measurement systems and recorded via our proprietary software infrastructure.

**With our annual capacity of 103,000 tons, manufacturing experience, and technology investments, we reinforce our leading position in the industry.**



# Anodizing

Anodizing is one of the durable surface treatment methods that supports the corrosion protection of aluminum surfaces, enhances their aesthetic appearance, increases scratch resistance, and ensures long-lasting usability.

The processes carried out in our anodizing plant are executed in compliance with **QUALANOD** specifications and TSE (Turkish Standards Institution) assurance in terms of UV resistance, color fastness, and surface performance. Profiles in the range of **2,000–7,500 mm** can be processed; in addition to standard colors, custom color studies tailored to customer specifications are conducted.

In our fully automated plant with an annual capacity of **30,000** tons, **RoHS and REACH** requirements are fulfilled through a manufacturing approach sensitive to environmental and human health.

**In our Custom/Hard Anodizing Plant, commissioned in 2021, special anodizing processes can be applied up to a thickness of 5–80 µm and a hardness of 400 HV, with an annual capacity of 12,000,000 parts.**



# Powder Coating Plant

**With the commissioning of our vertical powder coating line, we have increased our production capacity, enabling us to offer our customers a wider range of high-quality products in shorter lead times.**

In addition to RAL colors in different gloss levels, our electrostatic powder coating facility can apply colors in different powder coating classes according to customer requirements. Our factory has a total of three powder coating lines: two horizontal lines and one vertical line.

Profiles up to **7,500 mm** in length can be coated on our vertical line, while our horizontal lines can accommodate profiles up to **8,000 mm** and **9,000 mm**, respectively.

The quality level of our facility is certified by **QUALICOAT**. Coated profiles are produced to provide high resistance to corrosion and the effects of UV radiation from sunlight.

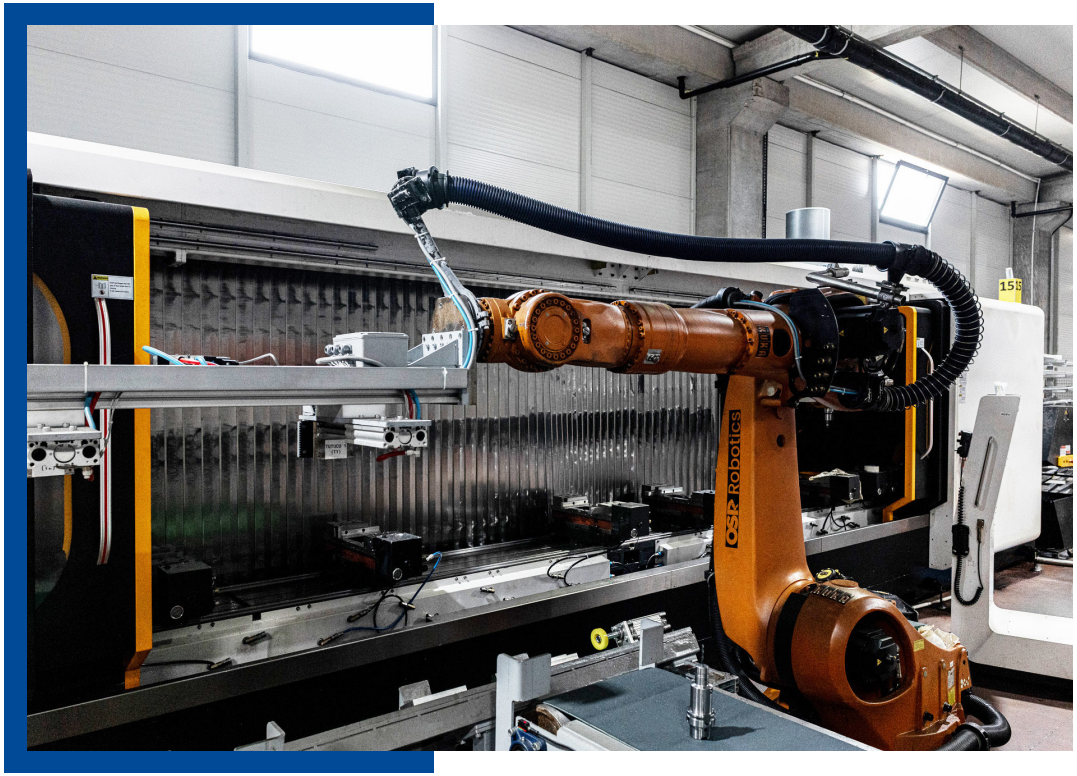


# Machining

In our machining plant, production is carried out to precise tolerances in accordance with our customers' technical drawings, supported by our experienced technical team and advanced machinery.

High-quality service is provided with high-precision double-head and single-head angular cutting saws, CNC machining centers, eccentric presses, drilling equipment, and a thermal insulation barrier assembly line.

**In our production line, operations such as bending, welding, laser marking, assembly, thermal barrier, drilling, countersinking, notching, milling, slotting, tapping, flow drilling, and deburring are carried out.**



# Aluminum Composite Panel Plant

An aluminum composite panel is a lightweight and durable construction material consisting of the combination of two aluminum sheets and a low-density polyethylene core.

Our aluminum composite panels offer an aesthetic appearance, ease of installation, sound and thermal insulation, and high durability. They can be used in a wide range of architectural applications.

Interior and exterior cladding applications, decoration, and billboards are its primary areas of use. The materials used in manufacturing are recyclable. Panels can be produced with aluminum sheet thicknesses of **0.21–0.50 mm**, a length of **3,200 mm**, and widths of **1,000, 1,250, 1,500 or 2,000 mm**. Our annual composite panel production capacity has reached **6,000,000 m²**.

**In addition to standard products, our A2 Non-Combustible and B1-FR Flame-Retardant products hold Exova and Warrington Fire test approval reports.**



# Aluminum Forging Facility




High-strength special aluminum alloys from the **2XXX, 6XXX, and 7XXX** series are used in our forging line. The requested alloys are manufactured in our own foundry in line with international standards and customer expectations.

Raw material is cut to the required length with precision using cutting presses or cutting machines selected according to the specifications of the part to be produced. **The cut material is heated to the required forging temperature in tunnel furnaces designed for aluminum alloys before being transferred to the forging process.**

**In our facility with a forging force ranging from 1,000 tons to 4,000 tons, different part types are shaped using hot or cold forging methods.** Appropriate blasting operations are applied to the part for surface quality and cleanliness.

# Our Sectors

- Construction – Architecture
- Renewable Energy
- Automotive
- White Goods
- Lighting
- Aerospace and Aviation
- Maritime





Our Signature
Shapes the Future of
Aluminium!

Sistem Alüminyum



# 02

Part

# Management Approach at Sistem Alüminyum


- Our Management Approach
- Boards, Committees, and Commissions
- Risk Management
- Ethics Management

# Our Management Approach



## Mission

Shaping the future of aluminium.



## Vision

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



## Our Values

Sistem Alüminyum San. ve Tic. A.Ş. is a company that is transparent, fair, accountable, responsible, reputable, innovative, reliable, environmentally conscious, values people, attaches importance to knowledge, adopts collective intelligence, customer and solution-oriented, and has adopted sustainable growth as a principle.

**Click here for detailed information regarding our values.**

# Our Management Approach

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

**We shape our management model with a holistic approach that considers not only financial success, but also our environmental, social, and governance performance.** We continuously develop our organizational structure and increase our corporate resilience through digitalization, process efficiency, and data-driven management practices.

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

**Sistem Alüminyum's management approach is an expression of an innovative, fair, and responsible vision that not only manages today, but also shapes the future.**

With this approach, we both reinforce our leadership in the sector and contribute to sustainable development.



**Click here for detailed information regarding our Management Policy.**

# Our Management Approach

**The Board of Directors of Sistem Alüminyum** is the highest-level decision-making body of the company. It is responsible for the overall strategic direction and oversight of the performance of the company. The Board adopts sustainability principles as a fundamental part of our way of doing business and ensures the integration of these principles into our company's long-term strategies. By evaluating environmental, social, and economic impacts, it determines and implements the necessary policies for the company to achieve its sustainability goals. Furthermore, it manages interaction with stakeholders and attaches importance to the principle of transparency. Our Board of Directors consists of 6 people, including the chairperson of the board, the vice chairperson of the board, 3 board members, and an independent board member.

**The Executive Committee of Sistem Alüminyum** is responsible for managing the company's operations and ensuring the implementation of strategic decisions. It is responsible for implementing sustainability principles at the operational level. Our Executive Committee, reporting 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. Furthermore, it encourages employee participation, supports diversity, and ensures the integration of social responsibility into company activities. The departments reporting to the Executive Committee
work in coordination with each other to ensure that the processes for which they are responsible are executed
efficiently and effectively.



# Boards, Committees, and Commissions

**As Sistem Alüminyum**, we consider sustainability principles not merely as a goal, but as an integral part of our way of doing business. We prioritize sustainability in all our processes and position it at the forefront, from production to sales and from the supply chain to social impact; we place our environmental and social responsibility at the center of our corporate strategy. **Our perspective on the future is based on a holistic approach encompassing environmental, social, and economic dimensions.**

- We are committed to increasing energy efficiency, reducing waste and emissions, and turning toward renewable resources in order to reduce our environmental impacts.
- With a consciousness of our social responsibility, we prioritize the welfare and safety of our employees, encourage diversity, and actively contribute to projects that provide social benefit.
- Economically, we take sustainable growth, financial stability, and long-term value creation as our foundation.

**We systematically support this sustainability approach with our in-house boards, committees, and commissions.**

**These structures play an active role to serve the following purposes;**

Spreading our sustainability strategies throughout the organization and regularly monitoring our ESG impacts.
Analyzing risks and opportunities to guide our areas for development.

Under the leadership of our Board of Directors, we decisively implement sustainability principles in our decision-making processes through our sustainability, ethics, audit, and internal control committees. While determining our corporate goals, guided by these structures, we seek to create long-term value and fulfill our responsibility toward our stakeholders in the best possible manner.

**We act by considering not only today, but also the future. We adopt sustainability principles for a world where future generations can also live; we continue to consider these principles as the cornerstone of our business culture and governance structure.**

# Boards, Committees, and Commissions

**All of our committees and commissions** work with great dedication to strengthen our company's sustainability vision, make it a fundamental part of our way of doing business, interact with stakeholders, and implement the necessary work plans to achieve targets aligned with long-term company strategies.

| Board | Committee | Commission |
|---|---|---|
| Board of Directors | Corporate Management Committee | Investment Commission |
| Executive Board | Audit Committee | Scrap and Write-off Commission |
| | Early Detection of Risk Committee | Innovation and Reward Suggestion Commission |
| | Promotion, Appointment, and Remuneration Committee | Sustainability Working Commission |
| | Ethics Committee | Energy Management System Commission |
| | OHS Committee | Information Security Commission |
| | Discipline Committee | Strategic Planning Commission |
| | Sustainability Committee | |
| | LPDD Committee | |

# Risk Management

**As Sistem Alüminyum**, we are aware that one of the most fundamental elements supporting our sustainable growth goals is effective and proactive risk management. We consider risks not only as threats, but also as significant inputs that guide our strategic decisions and contribute to our corporate value creation processes. We make risk management an integral part of our short- and long-term strategic planning. In this way, we make more forward-looking decisions and support our company in reaching its targets in a safe, stable, and sustainable manner.

Our enterprise risk management approach is based on the internationally recognized **COSO** (Committee of Sponsoring Organizations of the Treadway Commission) framework. In this scope, we systematically identify, evaluate, monitor, and keep risks under control. We maintain our processes with a disciplined, structured, and transparent management model.

**We structured our risk organization in line with the "Three Lines Model":**

- **Ownership of Risk:** Direct ownership of process-based risks by business units,
- **Risk Monitoring:** Monitoring through compliance and internal control functions,
- **Verification of Risk Activity:** We ensure that it is independently controlled through internal audit mechanisms.

In line with this structure, the **Early Risk Detection Committee** operates under the chairmanship of our independent board member, regularly assessing the risks that are critical for our company and defining the necessary measures. **The Internal Audit Committee,** on the other hand, provides assurance by auditing the effectiveness of our risk management practices from an independent perspective.

While we manage our financial risks with advanced models, especially exchange rate, interest rate, price and market risks, we are continuously strengthening our policies and procedures, organizational structure, reporting systems and technological infrastructure for operational risks. We focus on minimizing risks with natural and financial hedging instruments when necessary.

In all these processes, we consider it a fundamental responsibility to promote a risk-based thinking culture and to increase the awareness and competence of our employees. We support this approach through our training and development programs, addressing risks not only in terms of financial losses but also in terms of reputation, employee health, the environment, and stakeholder safety.

We safeguard our operations with our transparent, fully legally compliant, and continuously improving risk management system, which is shaped by clearly defined roles, responsibilities, and methods. We do believe that this system will continue to contribute to our corporate resilience and our goal of sustainable success.

**Click here for detailed information regarding the risk management policy.**

# Ethics Management

**At Sistem Alüminyum**, we believe that sustainable growth is possible not only through economic success but also through a strong ethical culture. We make ethical values an integral part of the way we do business; we shape all our stakeholder relationships on these foundations with the principles of transparency, accountability, honesty, and respect for human rights.

We implement our ethical management system, which is an integral component of our corporate governance model, with a holistic approach in line with the definition, adoption, monitoring, and continuous improvement of ethical values. Within this scope, through the Ethics and Gender Equality Board, which currently operates in parallel with the disciplinary board, we institutionalize our ethical culture; we aim to increase inclusiveness, monitor the effectiveness of practices, and implement necessary improvements.



**Our Code of Ethics and Compliance Culture**

We define our common expectations and principles regarding ethical behavior throughout the organization in the Code of Ethical Conduct Handbook and the Supplier Code of Conduct.

**These documents define clear standards in the following areas:**

- Full compliance with the law,
- Combating bribery and corruption,
- Preventing conflicts of interest,
- Commercial integrity,
- Fair labor practices,
- Environmental responsibility, and
- Data security.

In addition, it provides an ethical framework for both our personnel and our suppliers by defining unacceptable conflicts of interest and acceptable gift standards.

**Our Ethics Hotline information;**

0 850 220 56 61 | etiksistem@kpmg.com.tr | www.sistemal.com/etik-yardim-hatti

# Ethics Management

### Our Ethics Reporting and Consultation Mechanism

- We have established a secure and transparent reporting environment to ensure the effectiveness of ethical principles. The Ethics Hotline serves as an independent platform where our employees and all our stakeholders can receive support regarding the ethical dilemmas they face and report suspicious situations.
- Managed by **KPMG**, this hotline ensures that all reported issues are handled impartially on the basis of confidentiality. Its 24/7 accessibility supports the "speak up" culture and increases our level of ethical maturity throughout the organization.

### Our Policy Infrastructure and Corporate Structure

We do not limit our ethical management approach to rules alone; we support it with practical policies.

- Open Door and Anti-Retaliation Policy,
- We are committed to providing our employees with a safe and respectful working environment through practices such as the Respect for Employees and Prevention of Harassment Policy.
- At the corporate level, we proactively manage ethical risks through structures such as the Corporate Governance Committee, the Internal Audit Committee, and the Early Risk Detection Committee, and we increase the effectiveness of this system through a continuous cycle of auditing and improvement.

### Compliance with International Standards

We do not limit our ethics management system to national legislation alone and we also take into account international standards such as:

- ILO conventions,
- United Nations Global Compact,
- OECD's responsible sourcing guidelines,
- UNICEF Declaration on the Rights of the Child.

We act in accordance with these principles in our global supply chain and in all regions where we operate, and we adopt ethical compliance as a fundamental principle.

### Towards a Sustainable Future with Our Ethical Culture

We consider ethics management not as a legal obligation but as the fundamental building block of our corporate sustainability. Thanks to our strong ethical culture, we aim to transform not only the way we do business but also our social and environmental impacts. With our determination to carry our ethical principles into the future, we are building a fairer, more transparent, and more trustworthy corporate culture.

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is the result of
systematic work.”

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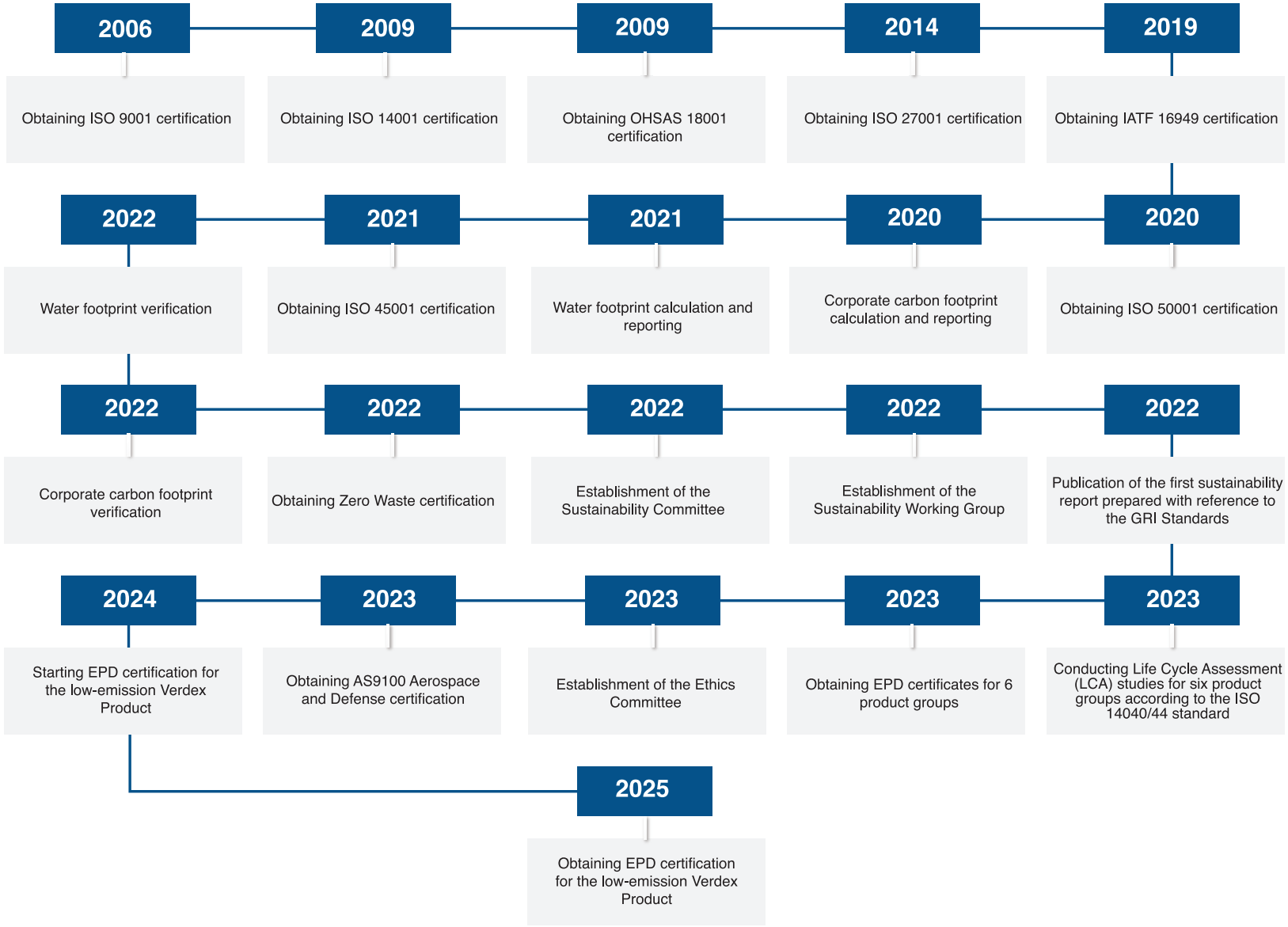
# 03

Part

# Sustainability Management

- Milestones of Sustainability
- Sustainability Management
- Our Sustainability Priorities
- Our Priorities and Sphere of Influence
- Our Sustainability Perspective
- Value-Based Relationships We Establish with Stakeholders

# Milestones of Sustainability



# Sustainability Management

**Our Sustainability Management**

At Sistem Alüminyum, we do not limit sustainability to managing our environmental, social, and economic impacts; we also consider it a fundamental part of our corporate culture and strategic priorities. The Corporate Sustainability Directorate, which we established in line with this understanding, is responsible for the structuring and effective implementation of our sustainability strategy at the corporate level.

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

**Our Governance Structure**

**Sustainability Committee**

The Sustainability Committee, functioning under the leadership of our Chief Executive Officer, consists of the board
of directors and senior executives.

**This structure;**

- Develops our company's sustainability strategies,
- Evaluates environmental and social risks,
- Identifies priority opportunity areas and
- Controls sustainability performance at a high level.

The Sustainability Committee guides our sustainability approach by ensuring a high level of ownership and governance within the organization.

**Sustainability Working Commission**

The Sustainability Working Commission, which is responsible for the implementation of sustainability goals at the operational level, has a multidisciplinary structure with representatives from different functions such as quality, environment, production, planning, human resources, occupational health and safety, procurement, and logistics.

The Commission works in coordination with the Committee in the following areas:

- Development of sustainability projects,
- Monitoring of implementation processes, and
- Raising awareness throughout the organization.

**Integrated Structure, Corporate Strength**

Thanks to the integrated functioning of our Committee and Commission structures, we successfully carry our sustainability approach from strategy to implementation.

**We not only set our strategic goals; we create long-term value by integrating these goals into all of our business processes.**

Our sustainability management is the cornerstone that enables Sistem Alüminyum to confidently build not only the present but also the future.

# Our Sustainability Priorities

At Sistem Alüminyum, when shaping our sustainability approach, we evaluate both the environmental, social, and economic impacts of our activities and the expectations of our stakeholders from a holistic perspective. In this regard, the analysis process we conduct to identify our priority sustainability issues is based on a governance approach that is aligned with our corporate strategy.

We have revisited our stakeholder analysis conducted in 2022 in light of our current strategic goals and sectoral developments.

**During the review process;**

- Global sustainability trends,
- Sectoral risks and opportunities,
- We have updated our current priority issues,
- taking into account key references such as legal regulations and international reporting standards.

As a result of this assessment process, we have reaffirmed our critical priority areas that guide our sustainability performance throughout 2025 and form the basis of our reporting structure. **These issues we have identified are a reflection of our responsibility to all our stakeholders in line with our principles of transparency, accountability, and sustainable value creation.**

In the upcoming periods, we aim to renew and review this assessment process at regular intervals and to continuously improve our sustainability priorities in line with internal and external developments. Thus, we position our sustainability strategy as a dynamic structure and move forward with determination to fulfill our environmental, social, and economic responsibilities more effectively.



# Our Sustainability Priorities

## MATERIALIZATION ANALYSIS




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

# Our Sustainability Perspective

At Sistem Alüminyum, we do not limit our sustainability approach to our own operations; we approach it from a holistic perspective that covers our entire value chain. In this context, we adopt a sustainability perspective that includes global priorities such as the climate crisis, energy transition, resource efficiency, and social responsibility, and is in line with the United Nations Sustainable Development Goals.

**With the motto "Inspired by Nature, Creating Value with People, Carrying It Forward to the Future" we have gathered our sustainability perspective into three main focuses.**

## The Three Main Focuses of Our Sustainability Approach

### Approaches Carrying Resources into the Future

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

### Human-Centric Approaches

We carry out all our practices regarding employee welfare, occupational health and safety, inclusiveness, training and development opportunities, and social contribution under this heading with a holistic human focus.

### Approaches Adding Value to the Future

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

# Our Priorities and Impact Areas

| MATERIAL ASPECTS | | RELEVANT SDG | SIGNIFICANCE AT SİSTEM ALÜMİNYUM | MANAGEMENT AT SİSTEM ALÜMİNYUM |
|---|---|---|---|---|
| Very High Priority | Climate Change |  | It is critical for managing climate risks and reducing greenhouse gas emissions. | Approaches Carrying Resources into the Future |
| | Occupational Health and Safety |  | Health and Safety Creating a safe and healthy working environment is a critical element for both employee well-being and long-term operational success. | Human-Centric Approaches |
| | Financial Performance |  | Supporting sustainable investments, operational efficiency, and corporate resilience with financial outputs is the guarantee of long-term growth. | Approaches Adding Value to the Future |
| | Circular Production |  | The zero-waste approach contributes to achieving sustainability goals by reducing the environmental impact through the reduction of raw material use and the prevention of waste at its source. | Approaches Carrying Resources into the Future |
| | Digitalization |  | It is a strategic area of transformation in terms of increasing operational efficiency, data-based approaches in decision-making processes, and ensuring traceability in production lines. | Approaches Adding Value to the Future |
| | Energy Management |  | The use of renewable energy sources and effective energy management are critical for reducing greenhouse gas emissions and sustainable production. | Approaches Carrying Resources into the Future |
| | Water Management |  | Reducing water consumption in production processes, increasing recovery rates, and reducing the risk of water stress are critical for environmental sustainability. | Approaches Carrying Resources into the Future |
| | Customer Satisfaction |  | Providing fast and high-quality solutions to customer needs is of great importance in terms of customer loyalty and brand reputation. It is the foundation of sustainable business relationships. | Approaches Adding Value to the Future |
| | Corporate Management |  | Corporate trust is built through transparency, accountability, ethical behavior, and legal compliance. Sustainability reporting and risk management are also shaped under this framework. | Corporate Management |
| | Equal Opportunity and Diversity |  | Inclusive human resources policies that promote diversity strengthen corporate culture, support talent retention, and foster social responsibility. | Human-Centric Approaches |

# Our Priorities and Impact Areas

| | MATERIAL ASPECTS | RELEVANT SDG | SIGNIFICANCE AT SİSTEM ALÜMİNYUM | MANAGEMENT AT SİSTEM ALÜMİNYUM |
|---|---|---|---|---|
| High Priority | Waste Management |  | Environmental impact is minimized through the reduction, segregation, and recovery of waste. Increases resource efficiency and ensures compliance with regulations. | Approaches Carrying Resources into the Future |
| | R&D and Innovation |  | A competitive advantage is gained by developing new products and production technologies. Added value is created through sustainable product design and efficient processes. | Approaches Adding Value to the Future |
| | Employee Satisfaction |  | Increased employee engagement, motivation, and productivity are directly reflected in business results. The corporate culture is strengthened. | Human-Centric Approaches |
| Priority | Sustainable Supply Chain Management |  | Thanks to ethical, transparent, and environmentally compliant supply chain management, risks are reduced, and social and environmental standards are strengthened. | Approaches Adding Value to the Future |
| | Social Responsibilities |  | Contributing to local development is part of corporate responsibility in terms of creating social impact and strengthening stakeholder trust. | Human-Centric Approaches |
| | Value-Adding Collaborations and Partnerships |  | Collaborations developed with academic circles, industry, and civil society ensure the widespread adoption of the sustainability vision and accelerate innovation. | Human-Centric Approaches |

# Value-Based Relationships We Establish with Stakeholders

## As Sistem Alüminyum;

we believe that sustainability has not only an environmental and economic dimension but also a strong social dimension. With this understanding, we conduct our relationships with our employees, customers, suppliers, and the society we are a part of within the framework of the principles of transparency, trust, continuity, and creating shared value.

## Board of Directors

Our Board of Directors plays an active role in the determination, implementation, and monitoring of our sustainability strategy. In line with the long-term value creation approach, a responsible and accountable management approach is adopted that takes into account our environmental and social impacts as well as financial performance.

## Employees

In line with our people-oriented approach, we consider our employees to be the cornerstone of our sustainable success. In addition to providing a fair, safe, and inclusive working environment, we aim to increase employee satisfaction and loyalty through continuous development opportunities, open communication channels, and a participatory management approach. Through constructive and transparent dialogs with employee representatives and unions, we support the protection and development of employee rights and prioritize strengthening social dialog.

## Customers

We place customer satisfaction at the core of our business, and we attach importance to establishing long-term collaborations with our sustainable product and service solutions. While responding quickly to the expectations and requirements of our customers, we contribute to their sustainability goals by offering innovative solutions that consider environmental and social impacts.

## Suppliers

We establish long-term, ethical, and mutually beneficial relationships with our suppliers to disseminate our sustainability vision throughout our value chain. Within the scope of responsible supply chain management, we prefer to collaborate with business partners that support environmental and social standards, and we consider sustainability criteria an integral part of our procurement process.

## Society and Non-Governmental Organizations

We care about adding value to society in all regions where we operate. We consider it a fundamental responsibility to support sustainable development by making contributions across a wide range, from education to the environment, from social responsibility projects to cultural collaborations. To make an impact in the field of sustainability, we support joint projects with non-governmental organizations and initiatives that contribute to social development. We attach importance to establishing strong relationships with NGOs in line with the principles of transparency, accountability, and participation.

## Public Institutions

While conducting our activities in full compliance with the applicable legislation and regulations, we take care to maintain transparent and constructive communication with public institutions and regulatory authorities. We act as a responsible corporate citizen by closely following national and international developments in the field of sustainability.

## Vocational High Schools and Universities

We develop collaborations with universities and academic institutions to support knowledge sharing and innovation. Through these collaborations established within the scope of research, development, and training activities, we aim to both contribute to sectoral development and produce sustainable solutions.

# Value-Based Relationships We Establish with Stakeholders

| Employee | Supplier | Public Institutions | Board of Directors | Customer | Society and Non-Governmental Organizations | Universities |
|---|---|---|---|---|---|---|
| Employee satisfaction survey | Social Media | Official notifications and reports | Meetings of the Board of Directors | Customer satisfaction survey | Social Media | Joint projects and R&D studies |
| **Social events** | **Supplier audits** | **Audits and compliance processes** | **Sustainability performance reporting** | **Social Media** | **Press releases and press conferences Interviews and media communication** | **Seminars and conferences Internship and collaboration programs** |
| Suggestion system | Supplier visits | Meetings and workshops | Annual assessment studies | Trade fairs | Social responsibility projects | Academic publications and research |
| **Social Media** | **Sustainability report** | **Legal reports and statements** | **Internal reporting systems** | **Customer audits** | **NGO collaborations** | **Sustainability report** |
| Announcements and internal publications | Website | Sustainability report | Annual and Board of Directors reports | Customer visits | Career events and internship programs | Website |
| **Recognition and appreciation system** | | | | **Sustainability report** | **Sponsorships and local events** | |
| Meetings with union and employee representatives | | | | Website | Sustainability report | |
| **Training and Development programs** | | | | | **Website** | |
| Sustainability report | | | | | | |
| **Website** | | | | | | |



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# 04

Part

# Approaches Adding Value to the Future




- Supply Chain Management
- Value Chain
- Quality Management
- Digital Transformation
- Information Security
- R&D and Innovation

# Supply Chain Management

The basis of our sense of responsibility in our business processes is formed by our “Sustainable Supply Chain” vision. In line with this vision, we expect all our suppliers and business partners to adhere to ethical principles in environmental, social, and economic dimensions, and we shape our collaborations in line with these expectations. Within the scope of environmental sustainability, the efficient use of natural resources (such as water and energy), waste reduction, recyclable material and product preferences, and the reduction of greenhouse gas emissions are among our main priorities.

In the field of social responsibility, we focus on ensuring occupational health and safety, improving working conditions, preventing occupational accidents, increasing employment, and training activities.

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

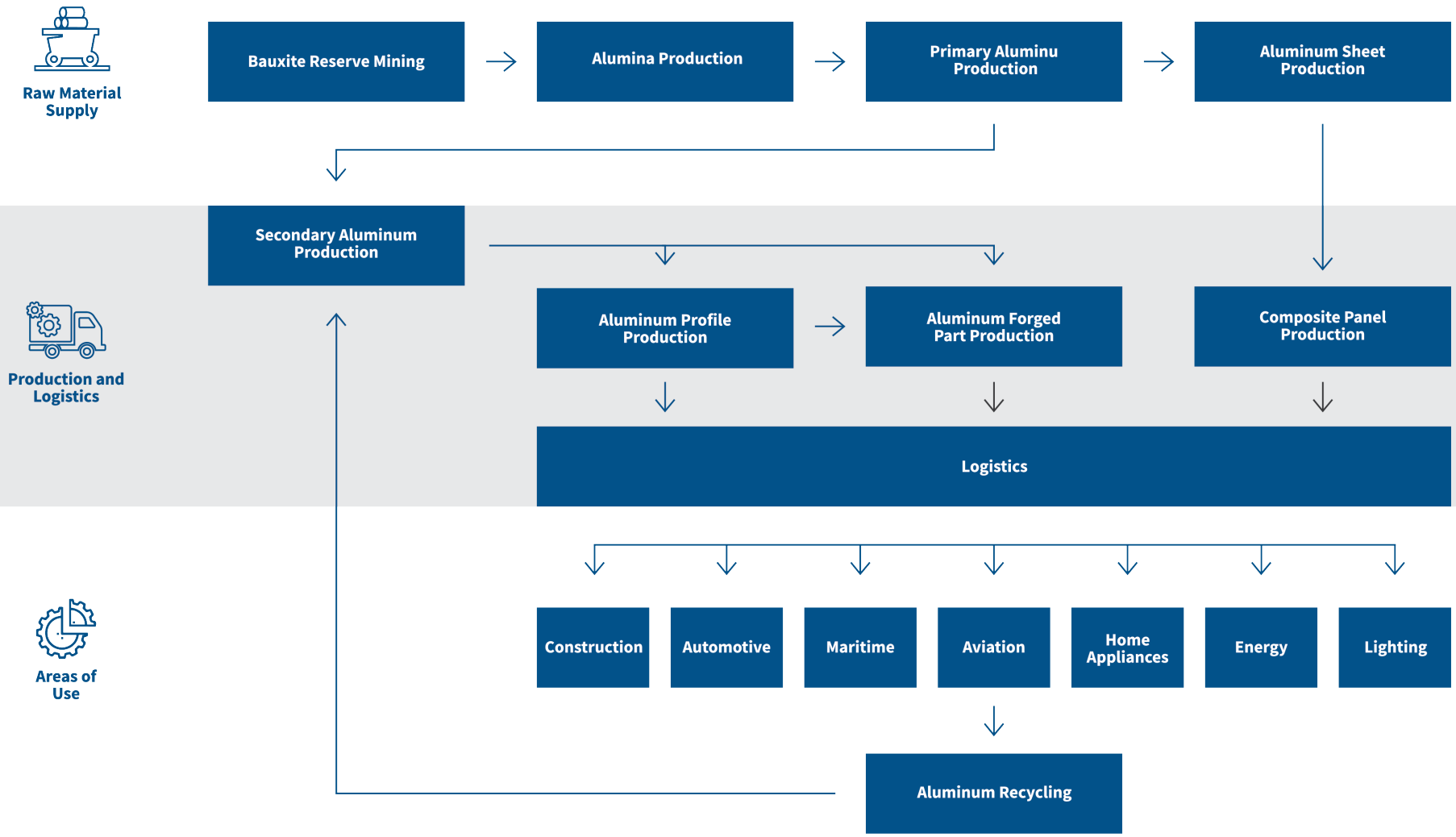
We are aligning our supply chain processes with the United Nations Sustainable Development Goals (SDGs). In this context, our supplier selection and assessment criteria are based on the principles of human rights, labor standards, environmental awareness, and combating corruption.

## Supplier Development Program

When selecting our suppliers, our solution partners for sustainable supply chain management, and including them in our portfolio, we have selection criteria and an approved evaluation list. At this stage, we attach importance to key areas such as the financial structure, technological competence, references, and sustainability strategy of our suppliers. We assess and select our suppliers based on their ability to supply products that meet the requirements. We handle the products we purchase in a way that covers all products and services that affect customer requirements. We monitor supplier performance with data such as the extent to which the shipped product meets the requirements, customer processes that allow blocking and stopping delivery, delivery performance, the number of freight charges, customer special condition notifications, field returns, audit score, and supplier document status. We contribute to the development of our suppliers as a result of the audits and performance assessments we conduct.

In addition to this, we do not limit our supplier assessment and selection processes to operational and financial criteria alone; we address them with a holistic sustainability approach covering environmental, social, and economic impacts. In particular, we request regular data and reporting from our suppliers within the scope of the Carbon Border Adjustment Mechanism (CBAM). We consider carbon footprint and greenhouse gas emission performance as an important factor in our selection and assessment criteria; thus, we aim to spread the concept of low-carbon and responsible production throughout our supply chain.

# Supply Chain



# Quality Management

At Sistem Alüminyum, we continuously improve our quality systems in line with our goal of being a pioneer in the aluminum sector, and we approach all our business processes with an integrated quality approach. We do not limit quality management to meeting customer expectations; we also aim to ensure that product features are provided in a sustainable manner.

Despite our growing product range, we do not compromise on our commitment to maintaining the highest product quality. In our collaborations with our customers, we not only provide solutions to their needs, but we also continue to provide effective support for any problems that arise. In this context, a representative specialized in product safety and compliance issues works within our company.

We use a process-based approach in our quality management system. We conduct risk management within the framework of the **ISO 31000** standard in all our quality-related processes. The identified risks are systematically analyzed, evaluated, and monitored; the findings are reported directly to the Corporate Sustainability Directorate responsible for Quality.

Adopting a proactive, forward-looking approach to quality, our organization also takes into account the specific requirements of different sectors. In this regard, we are based on the **IATF 16949** quality management system for the automotive sector and the **AS 9100** quality management system for the aerospace, defense, and space industries. Our corporate strategy aims to bring all business and production processes to a high level of maturity and to continuously improve them.

The zero-defect philosophy is at the center of this process, and the **PDCA (Plan – Do – Check – Act)** cycle, one of the basic building blocks of our quality management system, is integrated into all processes. Within this framework, comprehensive plans are created in collaboration with all units to serve corporate quality objectives.

These plans include individual excellence goals, relevant quality initiatives, and comprehensive quality assessments to determine the current level of excellence. Thus, we adopt a management approach that aims to advance quality performance at both the organizational and individual levels.hem bireysel seviyede kalite performansını ileri taşımayı hedefleyen bir yönetim anlayışı benimsiyoruz.



# Digital Transformation

### Digital Transformation Strategy

The digital transformation strategy, beyond technology applications, is to achieve the plateaus we aim for 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, sociocultural, environmental analyses, maturity analyses, risks and trends in the world, and best practice examples in technology, taking into account the current strategic goals.

### Digital Transformation Vision

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

### Digital Transformation Goals

In line with the mission and value model created, 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:**

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

In order to achieve the goal of digital transformation and create a sustainable business model, we first determined the most suitable business model and created the technology architecture in line with these goals we wanted to achieve. In this regard, we worked not only on the economic model but also on the Social Stakeholder Model and the Environmental Sustainability Model.

# Digital Transformation

**The 5-year digital transformation program we launched in 2022 consists of 3 phases planned in line with 6 digital transformation goals.**

**Our Digital Transformation Goals**

- Digital Operation
- Digital Service
- Digital Engagement
- Digital Competencies
- Digital Ecosystem and Sustainability
- Environment and Energy

**Phases and Their Contents**

**1. Phase – Sound Digital Foundation and Standardization**

In this phase, the aim is to implement best practices in accordance with standard business processes. Digital infrastructures for business processes such as ERP, CRM, and MES have been created.

**2. Phase – Automation and Strategic Reporting (Current phase)**

At this stage, RPA technology is applied to automate processes. Strategic reporting is carried out with artificial intelligence-supported analytical reporting programs, and human-dependent physical tasks are transferred to robotic systems.

**3. Phase – Smart Business Processes and Digital Twin**

In this phase, it is planned to make our processes fully digital, to make process improvements and detailed analyses with data mining technologies. There will be a transition to artificial intelligence-supported smart business processes, and a digital twin of the entire factory site will be created.

# Information Security

At Sistem Alüminyum, information security is handled in line with a risk-based management approach, compliance with international standards, and the principles of continuous improvement. Protecting our digital assets is a strategic priority in terms of ensuring operational continuity, securing customer data, and increasing corporate resilience.

### Management System and Compliance

Our Information Security Management System (ISMS) is operated in full compliance with the ISO/IEC 27001 standard. The 2025 surveillance audit was successfully completed, and the effectiveness of the system was verified through independent audit mechanisms.

Our risk assessment processes are regularly updated, and technical and administrative controls are reviewed and improved in line with threat, vulnerability, and impact analyses.

System resilience is measured through annual penetration tests and security assessments, and any identified findings are addressed.

### Security Operations and Monitoring

As of 2025, our security monitoring and incident management capacity has been advanced to a higher level.

- Centralized monitoring and analysis of security incidents are ensured.
- Threat monitoring and incident response processes are actively carried out on a 24/7 basis.
- Anomaly detection has been strengthened with log management and correlation mechanisms.
- Endpoint security controls are configured in accordance with the current threat environment.

Thanks to this structure, the ability for early detection and rapid response to possible cyber threats has been increased.



# Information Security

### Access and Data Security Controls

Access to information assets is managed within the framework of the principle of least privilege and multi-layered authentication mechanisms.

- Multi-factor authentication is applied for all our users for critical system access.
- Protection mechanisms to prevent data loss are actively operated.
- The processing and sharing of sensitive data are carried out within the scope of controlled and traceable processes.
- Data classification studies are being carried out gradually.

Security controls for cloud and on-premise systems are evaluated separately and reviewed regularly.

### Awareness and Corporate Security Culture

Information security is treated as a shared responsibility across the organization.

- Information security training is provided regularly to computer-using employees.
- Regular briefings are provided against social engineering risks, and awareness tests are conducted.
- Programs aimed at increasing security awareness at the executive management level have been planned.

### Continuous Improvement Approach

Endeavors to enhance our information security maturity level are ongoing. Our primary focus areas:

- Increasing the measurability of incident response processes
- Expanding the scope of data protection mechanisms
- Strengthening industrial system security
- Integrating security governance into corporate decision-making processes

### Secure Infrastructure, Sustainable Operation

Sistem Alüminyum continues to position information security as one of the fundamental elements of operational excellence, customer trust, and sustainable growth. We resolutely maintain a security approach that protects our digital assets, proactively manages risks, and enhances corporate resilience.



# R&D and Innovation

Sistem Alüminyum positions developing innovative solutions that support sustainable growth among its primary strategic priorities.

**Our R&D structure is designed based on the strategic priorities we currently adopt, and within this scope, the following goals stand out:**

- Developing innovative and value-added products by closely monitoring market trends and technological developments,
- Designing environmentally friendly production processes that are efficient in terms of energy, material, and waste management,
- Focusing on technologies aimed at reducing the carbon footprint to contribute to the green transition,
- Transforming the production infrastructure in line with digitalization and sustainable engineering principles,
- Building an integrated innovation structure based on interdisciplinary collaborations such as R&D, production, sales, and marketing,
- Reinforcing our position as the sector's trusted solution partner with an inquiring, solution-oriented, and proactive perspective.

Our R&D activities are designed not only to ensure the effective use of our internal resources, but also to provide a foundation for multi-stakeholder projects carried out in collaboration with universities, technoparks, research institutions, and suppliers. Through this approach, we aim to strengthen our innovation capacity and create value both for our industry and for society.

We view our R&D activities not merely as a technical function, but as a strategic area grounded in scientific principles and focused on environmental and social impact. In this context, we continue to develop projects in priority sustainability areas such as combating climate change, resource efficiency, low-carbon production, and the circular economy.

**At Sistem Alüminyum, we aim to continuously strengthen our R&D and innovation capacity from a sustainability perspective. This approach will continue to play a strategic role in achieving our company's long-term vision.**



# 05

Part

# Approaches Carrying Resources into the Future




- Our Climate Crisis Combat Roadmap
- Environmental Management System
- Waste Management
- Emission Management
- Water Management
- Energy Management

# Our Roadmap for Tackling the Climate Crisis

Climate change is one of the most important global crises affecting natural ecosystems, human life, and production systems. Due to its energy-intensive nature and the carbon impact of its production processes, the aluminum industry is one of the key sectors in the transition to a low-carbon economy.

The Paris Climate Agreement calls for global joint action with the goal of limiting the temperature increase to 1.5°C. Türkiye's 2053 net-zero target and the European Green Deal's 2050 climate-neutral continent vision make the concept of low-carbon and transparent production mandatory for industrial organizations.

**The Carbon Border Adjustment Mechanism (CBAM)** is an important policy instrument that emphasizes the monitoring and reporting of emissions from carbon-intensive products. At Sistem Alüminyum, we consider emission reduction, energy efficiency, and the use of renewable energy as strategic priorities; we manage our CBAM compliance process in a measurable and transparent manner.

**We obtained our Environmental Product Declaration (EPD) certificates for 6 product groups in 2023 and for our low-carbon Verdex brand in 2025.** Our EPD certificates are valid for 5 years from the date of issue and document the environmental performance of our products in accordance with international standards.



# Environmental Management System

We consider sustainable production to be one of the cornerstones of our corporate approach. We implement a comprehensive environmental management system in order to use natural resources efficiently, reduce our environmental impact, and conduct production in harmony with the environment.

Our operations are carried out under the umbrella of an Integrated Management System that covers the **ISO 9001, ISO 14001, and ISO 45001** standards. During the reporting period, full compliance with legal regulations was ensured, and no administrative sanctions were encountered.

While the 100% recyclable nature of aluminum offers a significant advantage in terms of the circular economy, energy-intensive production processes increase our climate responsibility. Therefore, emission reduction, energy efficiency, and alternative production technologies are our priority areas for transformation.

At every stage of our production activities, we continuously assess our environmental aspects and impacts related to air, water, soil, energy, and natural resource use and we focus on reducing environmental risks through preventive actions. We place resource efficiency, one of the basic conditions of sustainable production, at the core of all our processes, and we develop continuous improvement projects to reduce the use of energy, water, and raw materials. These projects not only fulfill our environmental responsibilities but also contribute to circular economy goals.

In order to strengthen employee awareness, we provide training on the principles of reducing environmental impacts, resource efficiency, and sustainability. **In 2025, a total of 276.94 person-hours of environmental training was provided.**



# Waste Management

We consider waste management as one of the fundamental elements of our approach to the conservation of natural resources and the circular economy. We aim to reduce waste at its source in production processes and to increase reuse and recycling rates.

We classify our waste according to its type, source, and disposal method; we separate, temporarily store, and dispose of hazardous and non-hazardous waste using appropriate methods in accordance with environmental legislation.

We work with licensed recycling companies to bring recyclable waste back into the economy, and we support employee awareness through regular training. The Zero Waste Certificate we received in 2022 is one of the concrete indicators of our systematic and responsible waste management approach.

In 2025, our total waste amounted to 4,420 tons. Of this, 2,272 tons were hazardous waste and 2,148 tons were non-hazardous waste. 4,383 tons of waste were returned to the economy through recovery, and only 0.054 tons of waste were sent for disposal.

**In 2025, 99% of our waste was recycled.**



# Emission Management

We consider emissions management to be one of our key areas of responsibility in combating climate change. We systematically monitor, measure, and report our greenhouse gas emissions and implement improvement initiatives focused on reducing emissions

Our corporate carbon footprint calculations are made in accordance with the ISO 14064-1 standard; the data is verified by independent organizations in accordance with **ISO 14064-3.**

In order to manage our product-based environmental impact, **Life Cycle Assessment (LCA)** studies were completed for 6 product groups, and **Environmental Product Declaration (EPD)** certificates were obtained.

In 2025, **Product Life Cycle Analysis (LCA)** studies were completed for our low-carbon Verdex product, and an **Environmental Product Declaration (EPD)** certificate was obtained.

We have established our infrastructure for monitoring and reporting the carbon content of products to comply with our obligations under the **Carbon Border Adjustment Mechanism (CBAM)**. In the coming period, renewable energy, the use of low-carbon raw materials, and monitoring of supply chain emissions are among our areas of focus.

Air emissions are monitored in accordance with legal requirements; the relevant measurements are carried out periodically every two years within the scope of the legislation.



# Water Management

**Sustainable Resource Use through Effective Water Management**

We consider water not only as a natural resource but also as a vital element at the center of the climate crisis. Increasing water stress and the industrial sector's share of water consumption have made water management a strategic component of our environmental sustainability approach.

We monitor, measure, and report our water use and manage it with a continuous improvement approach. We perform water footprint calculations every year within the framework of the **ISO 14046 Water Footprint** standard and have the data verified by independent organizations.

Wastewater from production and domestic use is directed to the wastewater treatment plant of the organized industrial zone. Legal requirements are complied with within the scope of the sewer connection permit; weekly sample analyses are carried out by independent organizations at the discharge points.

With our approach that values every drop of water, we continuously improve our production processes in terms of water management and move forward with determination towards our goal of sustainable resource use.



# Energy Management

We consider energy management to be a fundamental part of our environmental responsibility and our vision for sustainable development, as well as operational efficiency. We implement a holistic energy management approach to increase energy efficiency, reduce our carbon footprint, and expand the use of renewable energy.

Within the scope of the **ISO 50001** Energy Management System, we regularly monitor and analyze our energy performance and develop continuous improvement projects. Reducing energy intensity, efficient use of equipment, process optimization, and employee awareness are our main areas of action.

**Our Solar Power Plant (SPP)**, commissioned in 2024, is one of the strategic components of our energy transformation. The SPP investment supports our energy supply security and contributes to our carbon neutrality target.

**In 2025, approximately 4,427 metric tons of $CO_2e$ emissions were avoided thanks to the renewable energy produced at the SPP alone.**

**“We remain committed to transitioning to a low-carbon and resilient industrial model that uses resources efficiently.”**



Sistem Al
ALÜMİNYUM

# Welcome to Our Sustainable World!



“With a people-oriented and **environmentally conscious approach**, we aim not only to achieve our own success but also to add value to our country in every step we take. We bear the responsibility of shaping the future and continue this journey with great determination and enthusiasm.”

Sistem Alüminyum

www.**sistemal**.com

# 06

Part

# Human-Centric Approaches




- Occupational Health and Safety
- The Strength of Our Human Capital
- Working Culture at Sistem Alüminyum
- We Value Contributions Through Seniority Awards
- Human Rights at Sistem Alüminyum
- Sistem Academy
- Training and Development
- Our Social Activities

# Occupational Health and Safety

Employee health, occupational safety, and facility safety are among our top priority areas of responsibility. We implement a proactive OHS approach to create a healthy, safe, and sustainable working environment for all our employees and stakeholders.

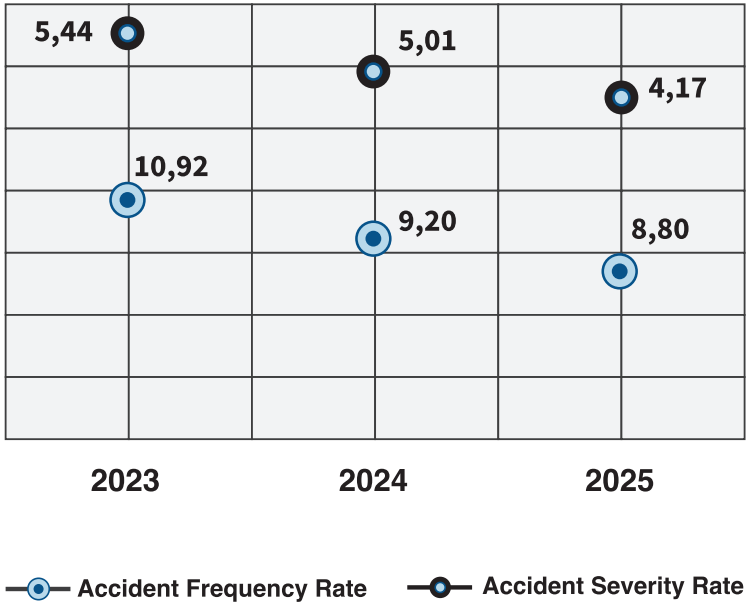
We carry out our OHS activities in accordance with Occupational Health and Safety Law No. 6331 and relevant legislation, and we share legislative changes with the relevant departments through legal requirements monitoring tables.

We strengthen the preventive safety culture through hazard identification activities, risk analyses, near-miss records, field visits, and contributions from employee representatives. Corrective and preventive action plans are prepared in near-miss situations and shared with the relevant departments.

Workplace environment monitoring and periodic measurements are carried out throughout the facility; 100% compliance is targeted in periodic equipment inspections. **Employees are provided with training on topics such as basic OHS, emergencies, working at heights, ATEX, forklifts, chemical safety, ergonomics, and first aid.**

As of 2025, our accident frequency rate was 8.80 and our accident severity rate was 4.17. Our goal is to achieve the vision of zero workplace accidents and zero occupational diseases.

**Occupational Accident Frequency – Severity Ratio**



# The Strength of Our Human Capital

We consider human resources to be the fundamental element of sustainable growth, operational excellence, and corporate reputation. We pass on our technical knowledge and experience in the aluminum sector to future generations through collaborations and development practices.

**Priorities of our human capital sustainability approach:**

- Development of qualified human resources
- Attracting young talents to the sector
- Strengthening an inclusive, equitable, and safe working environment
- Disseminating a culture of continuous learning
- Increasing women's employment and representation



# Working Culture at Sistem Alüminyum

In line with our goal of sustainable corporate growth, we act with the understanding of “Not me, but US” and bring colleagues who will contribute to our values to Sistem Alüminyum.

In our employment processes, employee health and safety, personal and professional development, fair benefits management, and an ethical work environment are priorities. We manage the candidate experience professionally and carefully at every stage of recruitment.

As part of our employer brand and employee experience approach, we communicate regularly with our candidates from the first contact and carry out the onboarding processes in a planned and supportive manner.

We aim to provide a continuously improving employee experience by monitoring the development, learning, needs, and motivation of our employees throughout their working lives.

**A Fair, Participatory, and Development-Oriented Working Culture**

**Our Employer Brand and Employee Experience Approach**

As part of our employer brand and employee experience strategy, we make it a priority to make our candidates feel our corporate approach from the moment we first contact them. Even before they start working, we carry out the information processes through regular communication and plan all the steps so that they can spend their first days at work in the most efficient and comfortable way. In this way, we support our employees to easily adapt to their new environment.

Throughout their working lives, we actively monitor our employees in the field and provide a continuously improving employee experience by developing practices for their development, learning, needs, and motivation.

**A Development Area Offering Opportunities to Young Talents**

During the 2024–2025 academic year, we provided 16 university students with long-term and summer internship opportunities.

During their internship, students had the opportunity to observe and experience both our production processes and our management processes on-site. With the experience they gained in a real business environment, they had the opportunity to reinforce their theoretical knowledge and be better prepared for their professional careers. The students, who had the opportunity to take an active role in the studies and projects they carried out throughout the process, both contributed to their individual development and improved their technical and behavioral competencies by observing the production and management processes on site.

At Sistem Alüminyum, we remain resolutely committed to supporting young talents and strengthening our human-oriented approach in line with the goal of creating a human resource that aligns with our corporate values, is open to development, and will make a sustainable contribution, through the regular implementation of internship programs every year, the evaluation of post-internship employment potential, and the creation of a young talent pool.

**Inclusivity and Awareness**

In line with our people-oriented approach, we consider creating an inclusive and equitable working environment to be among our priorities. We believe that diversity creates value, and we take care to develop fair and supportive practices for all our employees.
In this context, on December 3, International Day of Persons with Disabilities, we strengthened the culture of awareness and solidarity by granting 1 day of administrative leave to our colleagues with disabilities.
**We handle all our practices within the framework of a sustainable and inclusive employee experience approach instead of individual gestures, and we aim to be with our employees in all areas of their lives.**

# Professional Life at Sistem Alüminyum

**01** We are committed to sustainable growth.

**02** We embrace common sense and value people, as well as knowledge.

**03** We appreciate their achievements.

**04** We respect diversity and difference.



# Professional Life at Sistem Alüminyum

We are creating a people-oriented work culture that protects the rights of our employees, supports their development, and aims to be with them during the important moments of their lives.

## Union Rights

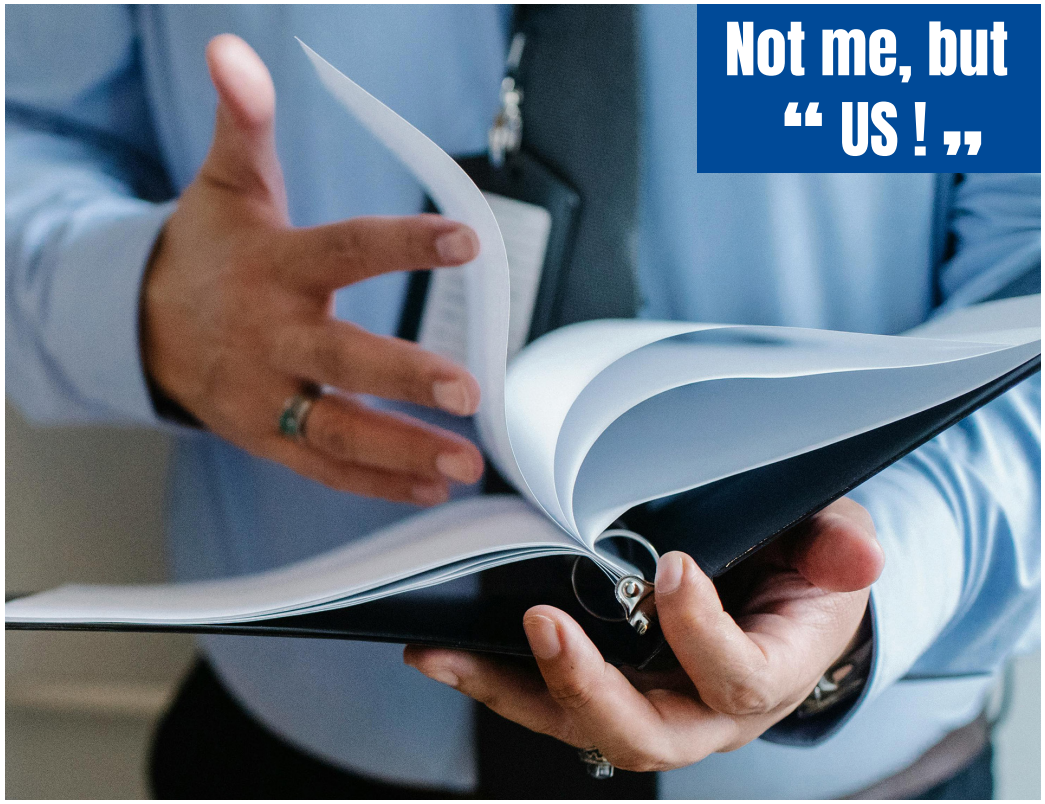
Our blue-collar employees are covered by the collective bargaining agreement (CBA)and benefit from union rights. We support labor peace and social dialog.

## Support for Education

We offer non-refundable scholarships to support the education of our employees' children.

## Social Benefits and Special Days

We stand by our employees during their special moments with social benefits and support programs. We combine employee happiness with social solidarity by providing a care kit during pregnancy, a gold and newborn set for special occasions such as marriage and childbirth, and donation certificates to earthquake-affected students on their birthdays.



# We Value Contributions Through Long-Service Awards

The foundation of our corporate success lies in the effort, loyalty, and dedication of our employees. With this understanding, as we do every year, this year we presented seniority awards to our colleagues who have completed 5, 10, 15, and 20 years of service. With this practice, we express our gratitude to our teammates who have been with us for many years, while also reinforcing the culture of commitment and belonging.




5-Year Service Awards




10-Year Service Awards






15-Year Service Awards




20-Year Service Awards



# Human Rights at Sistem Alüminyum

**A Fair and Safe Working Environment that Respects Human Rights**

We believe that all our employees have the right to work in a healthy, safe, and respectful environment. We consider our employees to be the cornerstone of our corporate success, and we prioritize protecting their rights, ensuring their safety, and supporting their development.

We consider our human resources as a strategic element of sustainable growth; we ensure the correct and complete implementation of personal rights. We are committed to treating all our employees with honesty, fairness, and respect.

We act with the principle of equality and inclusiveness, regardless of language, race, color, gender, age, physical disability, religion, sect, belief, or political opinion, and we do not tolerate discrimination.

Within the framework of national and international law, we consider ethical business conduct and sensitivity to human rights an integral part of our corporate culture.



# Sistem Akademi

**At Sistem Alüminyum, we consider a culture of continuous improvement an integral part of our corporate structure, and we continue to invest in systematically developing the knowledge, skills, and competencies of our employees.** With this vision, we launched Sistem Akademi in 2022 to support the development of the company culture, to support the professional development of our employees in a sustainable structure, and to structure the corporate learning process.

## Our Vision

To develop innovative, productive, and solution-oriented employees who embrace a culture of continuous improvement in line with the company's strategy and goals.

## Our Mission

To enable development-oriented, participative, visionary, and high-potential individuals to become part of a strong organization that delivers high-quality work through employee-focused training and development activities.

## Training Culture Transformed with the Academy Approach

With Sistem Akademi, we have moved beyond a traditional, short-term training approach focused on immediate needs and adopted a proactive and strategic development model integrated into our corporate structure. **In this regard, our training system:**

- Is based on structured knowledge transfer aligned with business strategies.
- Adopts continuous learning methods that support organizational development.
- Makes the value generated by training measurable and assessable for the organization.

The class-based, one-time, and individual-focused structure of the classical education approach has been replaced by an academic system with long-term learning goals supported by sustainable development plans.

## Sustainability in Corporate Learning

Sistem Akademi supports sustainable knowledge sharing and cultural development throughout the organization with both online and face-to-face training programs, competency development tools, and different learning models. Thanks to this structure, the individual development journeys of our employees are planned in an integrated manner with corporate strategies and form the basis of our strong human resources prepared for the future.

# Training and Development

We believe that qualified human resources are the foundation of sustainable corporate growth, and we support the personal and professional development of our employees under the roof of Sistem Akademi.

**Our training structure is carried out under four main headings based on needs analyses:**

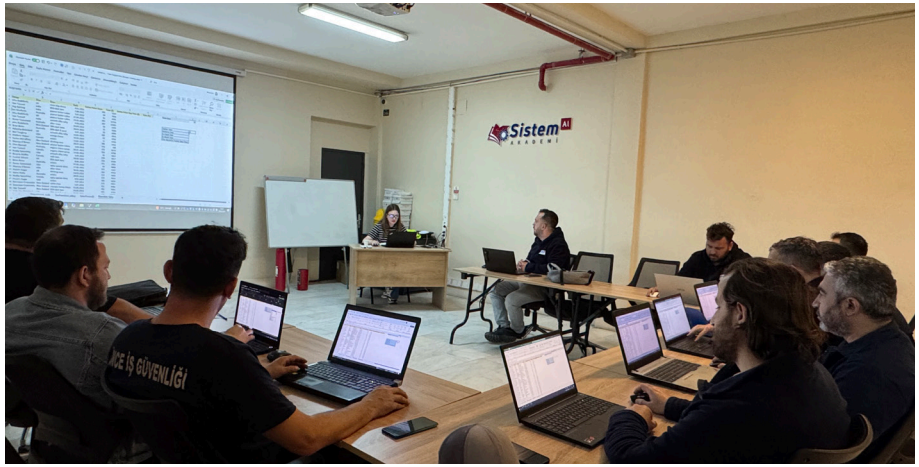
| Professional Development | Leadership Development |
|---|---|
| Orientation, on-the-job training, mandatory legal training, professional seminars, participation in fairs and congresses. | Executive Development Program and coaching practices. |
| **Talent Development** | **Personal Development** |
| Talent development training, rotation and job change training, coaching programs. | Personal development training that supports individual awareness and work-life balance. |

**With Sistem Akademi,** we systematically develop the knowledge and competencies of our employees and strengthen the culture of a learning organization.

For the third year of Sistem Academy, we have prepared a video featuring the training sessions held throughout the year.

With this work, we thanked our internal trainers who contributed to our development culture by sharing their knowledge and experience, as well as all our employees who participated in the training programs.

All our colleagues who contribute to the continuous learning journey continue to be the most valuable building blocks of our corporate development



# Training and Development

- As part of the third year of Sistem Academy, we have prepared a video featuring photos from the trainings held throughout the year.
- With this work, we thanked our internal trainers who contributed to our development culture by sharing their knowledge and experience, as well as all our employees who participated in the training programs.
- The contributions of all our colleagues who have played a role in this journey supporting continuous learning continue to be one of the most valuable building blocks of our corporate development.



**You can watch our video by scanning the QR code.**

# Training and Development

## Aluminum Class

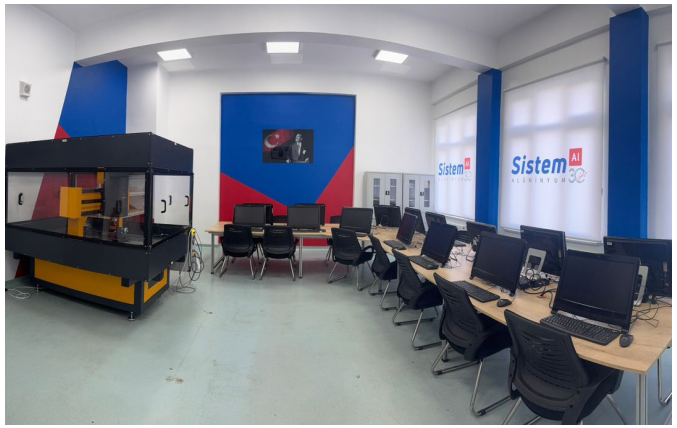
Within the scope of School-Industry Collaboration, we opened our Sistem Alüminyum Class at Eren Vocational and Technical Anatolian High School.

**With this project;**

- We invested in the technical human resources of the future at an early stage,
- We established school-industry collaboration on an institutional and sustainable basis.
- We created long-term value by bringing the organization's technical knowledge together with young talents.







# Training and Development

## Visit by Alkop Vocational and Technical Anatolian High School

We hosted a total of 74 students from two different student groups at our factory during the Alkop Vocational and Technical Anatolian High School Trip.





# Training and Development

## On-the-Job Training for Metal Technology Instructors

With our **“On-the-Job Training for Metal Technology Instructors”** project, which we conducted with the Istanbul Chamber of Industry, we hosted 14 teachers from different vocational high schools at our factory. After the production site visit, we conducted five different training sessions.








# Training and Development

## Trakya University Mechanical Engineering Students | Green Transformation and Green Energy Practices

As part of the university-industry cooperation, we hosted Mechanical Engineering students from Trakya University at our factory with the theme **“Green Transformation and Green Energy Practices.”**





# Training and Development

## Launch of the Digital Transformation Leaders Program

With this project;

- We have positioned digital transformation as a strategic leadership issue,
- We supported the goals of efficiency and digital compliance in business processes,
- We strengthened the culture of digital awareness and transformation throughout the organization.



# Our Social Activities

## AFAD Accreditation

We have successfully completed the accreditation process conducted by the Disaster and Emergency Management Presidency (AFAD).We are committed to setting an example not only within our industry but also in the field of social responsibility, while creating value for our employees, stakeholders, and society.






# Our Social Activities

## Atatürk Vocational and Technical High School | Greenhouse Opening for Special Education Classes

On December 3, International Day of Persons with Disabilities, we opened the educational greenhouse we had set up in a school garden to support the education of students with disabilities. This greenhouse will contribute to students' learning by experiencing nature, strengthen the excitement of production, and support inclusive educational environments. At Sistem Alüminyum, we care about creating value, raising awareness, and working together for a more equal future not only in production but in all areas of society.






# Our Social Activities

## Breast Cancer Awareness Month

For Breast Cancer Awareness Month, we provided all our female employees with information about breast cancer and gave them a small gift.



## LÖSEV

During Children with Leukemia Week, held November 2-8, we supported LÖSEV's awareness campaign at Sistem Alüminyum. By wearing orange badges, we demonstrated our awareness and solidarity.



# 07

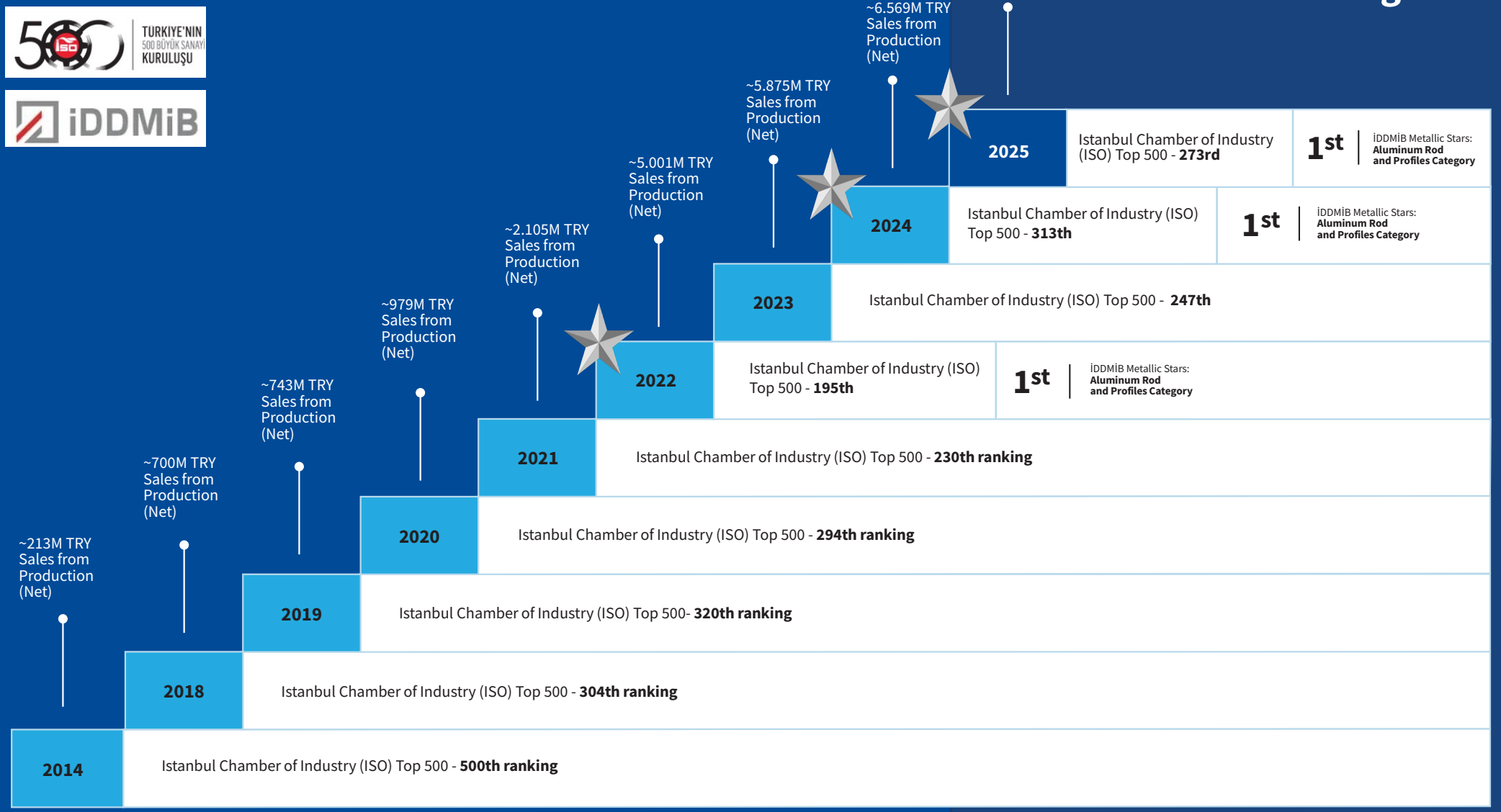
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# Annexes

- Our Achievements
- Our Certificates
- Sectoral Events and Trade Fairs
- Events and Activities Participated
- Memberships

# Our Achievements

## Türkiye's Rising Star!



# Our Certificates

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

# Industry Events and Trade Fairs

| TRADE FAIR NAME | TRADE FAIR DATE |
|---|---|
| FITSHOW | April 29 - May 1, 2025 |
| ZAK OF FACADES | May 22, 2025 |
| IDEF | July 22-27, 2025 |
| ALUEXPO | September 18-20, 2025 |
| LIBYA BUILD | October 20-23, 2025 |
| TURKMEN CONSTRUCTION | November 3-5, 2025 |
| EURASIA WINDOW FAIR | November 15-18, 2025 |
| DUBAİ BIG5 | November 24-27, 2025 |

# Events and Activities Attended

## Project to Support Climate Change Resilience and Adaptation through the Prevention of Water Loss




## Turkish Association of Independent Architects (TSMD) – 27th Construction Sector Conference, Ankara, 2025



# Memberships

DEİK – Dış Ekonomik İlişkiler Kurulu / Foreign Economic Relations Board

TALSAD – Türkiye Alüminyum Sanayicileri Derneği

İDDMİB – İstanbul Demir ve Demir Dışı Metaller İhracatçıları Birliği

TAYSAD – Taşıt Araçları Tedarik Sanayicileri Derneği / Automotive Suppliers Association of Turkey

KalDer – Türkiye Kalite Derneği

TÜSMOD

AYİD – Alüminyum Yüzey İşlem Derneği

İSO – İstanbul Sanayi Odası

GALSIAD – Girişimci Alüminyum Sanayici ve İş İnsanları Derneği

İTO – İstanbul Ticaret Odası 1882

ÇTSO – Çorlu Ticaret ve Sanayi Odası

Organize Sanayi Bölgesi Ergene 1

Sistem AL
ALÜMİNYUM

# 08

Part

# Performance Indicators

→ Performance Indicators

## PERFORMANCE INDICATORS

| | SOCIAL PERFORMANCE INDICATORS | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| | **EMPLOYEE DEMOGRAPHICS** | | | |
| SOCIAL PERFORMANCE INDICATORS | TOTAL NUMBER OF EMPLOYEES | 1.363 | 1.126 | 1.162 |
| | FEMALE | 166 | 149 | 135 |
| | MALE | 1.197 | 977 | 1.027 |
| | TOTAL NUMBER OF EMPLOYEES BY CATEGORY | | | |
| | BLUE-COLLAR | 1.137 | 889 | 955 |
| | FEMALE | 91 | 77 | 59 |
| | MALE | 1.046 | 812 | 896 |
| | WHITE-COLLAR | 226 | 237 | 207 |
| | FEMALE | 75 | 72 | 76 |
| | MALE | 151 | 165 | 131 |
| | NUMBER OF EMPLOYEES BY AGE GROUP | | | |
| | AGE 30 AND UNDER | 513 | 408 | 272 |
| | FEMALE | 57 | 46 | 27 |
| | MALE | 456 | 362 | 245 |
| | AGES 30-50 | 755 | 650 | 775 |
| | FEMALE | 99 | 94 | 95 |
| | MALE | 656 | 556 | 680 |
| | AGE 50 AND ABOVE | 95 | 68 | 115 |
| | FEMALE | 9 | 9 | 13 |
| | MALE | 86 | 59 | 102 |
| | TOTAL NUMBER OF EMPLOYEES BY EDUCATION LEVEL | | | |
| | PRIMARY EDUCATION | 509 | 361 | 318 |
| | FEMALE | 47 | 39 | 33 |
| | MALE | 462 | 322 | 285 |
| | HIGH SCHOOL | 575 | 492 | 584 |
| | FEMALE | 43 | 47 | 38 |
| | MALE | 532 | 445 | 546 |
| | UNIVERSITY AND ABOVE | 279 | 273 | 260 |
| | FEMALE | 76 | 63 | 64 |
| | MALE | 203 | 210 | 196 |

## PERFORMANCE INDICATORS

| | SOCIAL PERFORMANCE INDICATORS | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| | **EMPLOYEE DEMOGRAPHICS** | | | |
| SOCIAL PERFORMANCE INDICATORS | NUMBER OF EMPLOYEES BY LENGTH OF SERVİCE | | | |
| | 0 - 5 YEARS | 1.v048 | 892 | 873 |
| | FEMALE | 133 | 107 | 89 |
| | MALE | 915 | 785 | 784 |
| | 5 - 10 YEARS | 294 | 211 | 203 |
| | FEMALE | 29 | 35 | 35 |
| | MALE | 265 | 176 | 168 |
| | 10 YEARS AND ABOVE | 21 | 23 | 86 |
| | FEMALE | 4 | 7 | 11 |
| | MALE | 17 | 16 | 75 |
| | NUMBER OF EMPLOYEES BY EXECUTIVE LEVEL | | | |
| | BOARD OF DIRECTORS | 5 | 5 | 5 |
| | FEMALE | 0 | 0 | 0 |
| | MALE | 5 | 5 | 5 |
| | DIRECTOR | 6 | 4 | 5 |
| | FEMALE | 0 | 2 | 2 |
| | MALE | 6 | 2 | 3 |
| | MANAGER | 23 | 17 | 22 |
| | FEMALE | 3 | 1 | 3 |
| | MALE | 20 | 16 | 19 |
| | EXECUTIVE | 31 | 28 | 38 |
| | FEMALE | 11 | 18 | 14 |
| | MALE | 20 | 10 | 24 |
| | NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE | | | |
| | FULL-TIME | 1.363 | 1.126 | 1.162 |
| | FEMALE | 166 | 149 | 135 |
| | MALE | 1.197 | 977 | 1.027 |
| | PART-TIME | 0 | 0 | 0 |
| | FEMALE | 0 | 0 | 0 |
| | MALE | 0 | 0 | 0 |

## PERFORMANCE INDICATORS

| | SOCIAL PERFORMANCE INDICATORS | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| SOCIAL PERFORMANCE INDICATORS | **EMPLOYEE DEMOGRAPHICS** | | | |
| | TOTAL NUMBER OF EMPLOYEES BY AGREEMENT TYPE | | | |
| | EMPLOYMENT AGREEMENT OF INDEFINITE DURATION | 1.363 | 1.126 | 1.162 |
| | FEMALE | 166 | 149 | 135 |
| | MALE | 1.197 | 977 | 1.027 |
| | TEMPORARY EMPLOYMENT AGREEMENT | 0 | 0 | 0 |
| | FEMALE | 0 | 0 | 0 |
| | MALE | 0 | 0 | 0 |
| | **DIVERSITY AND INCLUSION** | | | |
| | NUMBER OF EMPLOYEES COVERED BY THE COLLECTIVE LABOR AGREEMENT | 1.080 | 830 | 724 |
| | FEMALE | 78 | 60 | 43 |
| | MALE | 1.002 | 770 | 681 |
| | **EMPLOYEE DEVELOPMENT** | | | |
| | NUMBER OF EMPLOYEES TRAINED (PERSONS) | 1.367 | 1.827 | 1.586 |
| | BLUE-COLLAR | 1.148 | 1.515 | 1.361 |
| | WHITE-COLLAR | 219 | 312 | 225 |
| | EMPLOYEE TRAINING (PERSON-HOURS) | 27,4 | 22,81 | 32,33 |
| | WORKER TRAINING (PERSON-HOURSV) | 12.112 | 13.676 | 16.517 |
| | **EMPLOYEE ENGAGEMENT** | | | |
| | NUMBER OF SUGGESTIONS | 1.525 | 891 | 378 |
| | REWARD FOR RECOMMENDATION ($) | 2.159.000 | 2.535.570 | 1.082.914 |

## PERFORMANCE INDICATORS

| | PERFORMANCE INDICATORS | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| SOCIAL PERFORMANCE INDICATORS | **OCCUPATIONAL HEALTH AND SAFETY** | | | |
| | NUMBER OF ACCIDENTS | | | |
| | DIRECT EMPLOYMENT | 300 | 264 | 174 |
| | SUBCONTRACTOR EMPLOYEES | 0 | 0 | 0 |
| | NUMBER OF FATAL ACCIDENTS | | | |
| | DIRECT EMPLOYMENT | 0 | 0 | 0 |
| | SUBCONTRACTOR EMPLOYEES | 0 | 0 | 0 |
| | OCCUPATIONAL DISEASE RATE (ODR) | | | |
| | DIRECT EMPLOYMENT | 0 | 0 | 0 |
| | SUBCONTRACTOR EMPLOYEES | 0 | 0 | 0 |
| | NUMBER OF DAYS LOST DUE TO ACCIDENTS | 2.372 | 1.593 | 927 |
| | ACCIDENT FREQUENCY RATE (IR-INCIDENT RATE) | 10,92 | 9,20 | 8,80 |
| | ACCIDENT SEVERITY RATE | 5,44 | 5,01 | 4,17 |

| | ENVIRONMENTAL PERFORMANCE INDICATORS | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| ENVIRONMENTAL PERFORMANCE INDICATORS | **ENERGY MANAGEMENT** | | | |
| | ELECTRICITY CONSUMPTION (GJ) | 135.595 | 131.383 | 142.434 |
| | ELECTRICITY INTENSITY (GJ/TON OF PRODUCT) | 2,82 | 3,11 | 2,96 |
| | RENEWABLE ENERGY PRODUCTION (GJ) | 0 | 24.022 | 26.870 |
| | NATURAL GAS CONSUMPTION (GJ) | 477.836 | 383.235 | 430.152 |
| | NATURAL GAS ENERGY INTENSITY (GJ/TON OF PRODUCT) | 9,92 | 9,06 | 8,93 |
| | **WASTE MANAGEMENT** | | | |
| | TOTAL AMOUNT OF WASTE (TONS) | 3.907 | 3.670 | 4.420 |
| | AMOUNT OF HAZARDOUS WASTE BY DISPOSAL METHOD (TONS) | 2.105 | 1.808 | 2.272 |
| | ENERGY RECOVERY | 20 | 21 | 37 |
| | RECOVERY | 2.085 | 1.787 | 2.235 |
| | WASTE INCINERATION | 0 | 0 | 0 |
| | LANDFILLING | 0,012 | 0,081 | 0,054 |
| | OTHER | 0 | 0 | 0 |

## PERFORMANCE INDICATORS

| | ENVIRONMENTAL PERFORMANCE INDICATORS | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| ENVIRONMENTAL PERFORMANCE INDICATORS | AMOUNT OF NON-HAZARDOUS WASTE BY DISPOSAL METHOD (TONS) | 1.803 | 1.862 | 2.148 |
| | ENERGY RECOVERY | 0 | 0 | 0 |
| | RECOVERY | 1.803 | 1.862 | 2.148 |
| | WASTE INCINERATION | 0 | 0 | 0 |
| | SANITARY LANDFILL | 0 | 0 | 0 |
| | OTHER | 0 | 0 | 0 |
| | AMOUNT OF WASTE PER PRODUCT (TONS OF WASTE/TONS OF PRODUCT) | 0,081 | 0,087 | 0,092 |
| | **WATER MANAGEMENT** | | | |
| | TOTAL AMOUNT OF WATER WITHDRAWAL BY SOURCE (M3) | | | |
| | AMOUNT OF GROUNDWATER WITHDRAWAL ($m^3$) | 248.546 | 243.199 | 207.643 |
| | MUNICIPAL WATER WITHDRAWAL ($M^3$) | 0 | 0 | 0 |
| | WATER INTENSITY ($m^3$/TON OF PRODUCT) | 5,16 | 5,75 | 4,31 |
| | **GREENHOUSE GAS EMISSION MANAGEMENT** | | | |
| | GREENHOUSE GAS EMİSSONS ($TCO_2E$) | 43.841 | 37.793 | 40.983 |
| | DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1) (TONS OF $CO_2E$) | 27.268 | 21.662 | 23.812 |
| | ENERGY-INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 2) (TONS OF $CO_2E$) | 16.573 | 16.131 | 17.171 |
| | AMOUNT OF GREENHOUSE GAS EMISSIONS (TONS OF $CO_2E$) - HEAD OFFICE | 162 | 131 | 129 |
| | DIRECT GREENHOUSE GAS EMISSIONS (SCOPE 1) (TONS OF $CO_2E$) | 61 | 54 | 37 |
| | ENERGY-INDIRECT GREENHOUSE GAS EMISSIONS (SCOPE 2) (TONS OF $CO_2E$) | 101 | 77 | 92 |
| | TOTAL AMOUNT OF GREENHOUSE GAS EMISSIONS (TONS OF $CO_2E$) | 44.003 | 37.924 | 41.112 |
| | GREENHOUSE GAS EMISSIONS INTENSITY ($TCO_2E$/TON OF PRODUCT) | 0,91 | 0,90 | 0,85 |

| | ECONOMIC PERFORMANCE INDICATORS | 2023 | 2024 | 2025 |
|---|---|---|---|---|
| ECONOMIC PERFORMANCE INDICATORS | NET SALES ($) | 248.808.000 | 209.438.704 | 245.512.553 |

# 09

Part

# GRI Content Index

→ GRI Content Index

| GRI CONTENT INDEX | |
|---|---|
| Statement of Use | Sistem Alüminyum has drawn up the report covering the period 01.01.2025-31.12.2025 with reference to the GRI Standards. |
| Use of GRI 1 | GRI 1: Basic 2021 |
| GRI Sector Standard | Industry standard is not available. |

| GRI STANDARD | REMARKS | PART | LOCATION |
|---|---|---|---|
| **GENERAL REMARKS** | | | |
| GRI 2<br>GENERAL DISCLOSURES 2021 | **ORGANIZATIONAL AND REPORTING PRACTICES** | | |
| | Details of the organization | About Us | Page 8 - 9 |
| | 2-2 Organizations included in sustainability reporting | About the Report | Page 3 |
| | 2-3 Reporting period, frequency and contact information | About the Report | Page 3 |
| | 2-4 Restated of information | GRI Content Index: There is no restated information in the report. | Page 92 |
| | 2-5 External audit | No external audit has been conducted. | |
| | **ACTIVITIES AND EMPLOYEES** | | |
| | 2-6 Activities, value chain, and other business relationships | About Us | Page 8 - 9 |
| | | Supply Chain Management | Page 45 |
| | | Supply Chain | Page 46 |
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| | 2-8 Non-employee workers | Social Performance Indicators | Page 87 |
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| | 2-12 Role of the highest governance body in overseeing the management of impacts | Sustainability Management | Page 35 |
| | 2-13 Delegation of responsibility to manage impacts | Sustainability Management | Page 35 |
| | 2-14 Role of the highest governance body in sustainability reporting | Sustainability Management | Page 35 |
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| | 2-16 Communicating critical concerns | About the Report | Page 3 |
| | | Value-Based Relationships We Establish with Stakeholders | Page 41 |
| | | Ethics Management | Page 30 |
| | 2-17 Sustainable development of the highest governing body | Boards, Committees, and Commissions | Page 27 |
| | 2-18 Performance Assessment of the highest governance body | Our Management Approach | Page 24 |
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| | 2-19 Remuneration policies | Our Management Approach | Page 24 |
| | 2-20 Remuneration setting process | Our Management Approach | Page 24 |
| | **STRATEGY, POLICIES AND PRACTICES** | | |
| | 2-22 Statement on the sustainable development strategy | Sustainability Management | Page 35 |
| | | Our Sustainability Priorities | Page 36 |
| | | Our Sustainability Perspective | Page 38 |
| | 2-23 Policy commitments | Our Management Approach | Page 24 |
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| | 2-24 Integration of policy commitments | Our Management Approach | Page 24 |
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| GRI 2 GENERAL DISCLOSURES 2021 | **STRATEGY, POLICIES AND PRACTICES** | | |
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| | 2-26 Mechanisms for seeking advice and raising concerns | Value-Based Relationships We Establish with Stakeholders | Page 41 |
| | 2-27 Compliance with laws and regulations | Boards, Committees, and Commissions | Page 27 |
| | 2-28 Memberships | Memberships | Page 85 |
| | **STAKEHOLDER ENGAGEMENT** | | |
| | 2-29 Stakeholder engagement approach | Value-Based Relationships We Establish with Stakeholders | Page 41 |
| | 2-30 Collective bargaining agreements | Social Performance Indicators | Page 87 |
| **MATERIAL ASPECTS** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-1 Process for determining material topics | Our Sustainability Priorities | Page 36 |
| | 3-2 List of material topics | Our Sustainability Priorities | Page 36 |
| **CLIMATE CHANGE** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| | | Our Climate Crisis Combat Roadmap | Page 54 |
| GRI 201 ECONOMIC PERFORMANCE 2016 | 201-2 Financial implications and other risks and opportunities due to climate change | Risk Management | Page 29 |
| GRI 305 EMISSIONS 2016 | 305-1 Direct (Scope 1) GHG emissions | Environmental Performance Indicators | Page 90 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | Environmental Performance Indicators | Page 90 |
| | 305-4 GHG emissions intensity | Environmental Performance Indicators | Page 90 |
| | 305-5 Reduction of GHG emissions | Emission Management | Page 57 |

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| **OCCUPATIONAL HEALTH AND SAFETY** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| GRI 403<br>İŞ SAĞLIĞI VE GÜVENLİĞİ 2018 | 403-1 Occupational Health and Safety Management System | Occupational Health and Safety | Page 62 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | Occupational Health and Safety | Page 62 |
| | 403-3 Occupational health services | Occupational Health and Safety | Page 62 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | Occupational Health and Safety | Page 62 |
| | | Boards, Committees, and Commissions | Page 27 |
| | 403-5 OHS Training Provided to Employees | Occupational Health and Safety | Page 62 |
| | | Social Performance Indicators | Page 87 |
| | 403-6 Occupational health encouragement | Occupational Health and Safety | Page 62 |
| | 403-8 Workers withi the scope of the Occupational Health and Safety Management System | Social Performance Indicators | Page 87 |
| | 403-9 Work-related injuries | Social Performance Indicators | Page 87 |
| | 403-10 Work-related illness | Social Performance Indicators | Page 87 |
| **FINANCIAL PERFORMANCE** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| GRI 201 ECONOMIC PERFORMANCE 2016 | 201-2 Financial implications and other risks and opportunities due to climate change | Risk Management | Page 29 |
| **CIRCULAR PRODUCTION** | | | |
| GRI 3 ÖNCELİKLİ KONULAR 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| GRI 306<br>ATIKLAR 2020 | 306-1 Waste generation and significant waste-related impacts | Waste Management | Page 56 |
| | 306-2 Management of waste-related impacts | Waste Management | Page 56 |
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| | 306-5 Waste directed to disposal | Environmental Performance Indicators | Page 90 |

| GRI STANDARD | REMARKS | PART | LOCATION |
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| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| GRI 302 ENERGY 2016 | 302-1 Energy consumption within the organization | Environmental Performance Indicators | Page 90 |
| | 302-3 Energy intensity | Environmental Performance Indicators | Page 90 |
| | 302-4 Reduction of energy consumption | Energy Management | Page 59 |
| | 302-5 Reduction of energy required for products and services | Energy Management | Page 59 |
| **WATER MANAGEMENT** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| GRI 303 WATER AND WASTE WATER 2018 | 303-1 Interactions with water as a shared resource | Water Management | Page 58 |
| | 303-2 Water sources significantly affected by withdrawal of water | Water Management | Page 58 |
| | 303-3 Water Withdrawal | Environmental Performance Indicators | Page 90 |
| | 303-5 Water Withdrawal | Environmental Performance Indicators | Page 90 |
| **CUSTOMER SATISFACTION** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
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| **CORPORATE MANAGEMENT** | | | |
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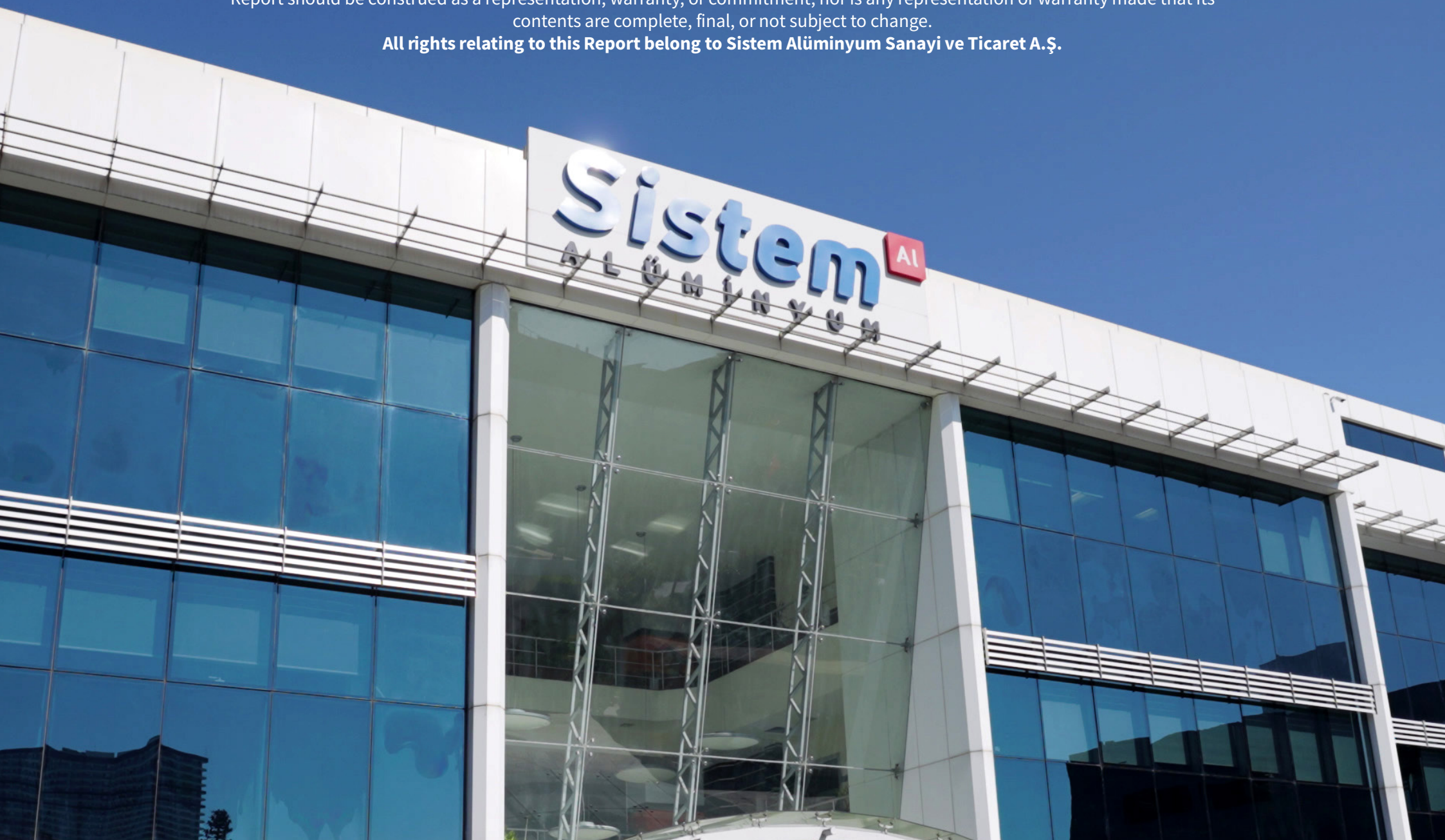
| GRI STANDARD | REMARKS | PART | LOCATION |
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| **EQUAL OPPORTUNITY AND DIVERSITY** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| GRI 405 DIVERSITY AND EQUAL OPPORTUNITY 2016 | 405-1 Diversity of governance bodies and employees | Social Performance Indicators | Page 87 |
| GRI 406 NON-DISCRIMINATION | 406-1 Incidents of discrimination and corrective actions taken | Ethics Management | Page 30 |
| **WASTE MANAGEMENT** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
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| GRI 404 TRAINING AND EDUCATION 2016 | 404-1 Annual training hours per employee | Social Performance Indicators | Page 87 |
| | 404-2: Career and skill development programs | Sistem Academy | Page 69 |
| **SUSTAINABLE SUPPLY CHAIN MANAGEMENT** | | | |
| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| GRI 308 ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016 | 308-2 Negative environmental impacts in the supply chain and measures taken | Supply Chain Management | Page 45 |
| GRI 414 SOCIAL ASSESSMENT OF SUPPLIERS 2016 | 414-1: Assessment of new suppliers according to social criteria | Supply Chain Management | Page 45 |

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| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
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| GRI 3 MATERIAL TOPICS 2021 | 3-3 Management of material topics | Our Sustainability Priorities | Page 36 |
| | | Memberships | Page 85 |

## LEGAL NOTICE

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Inspired by Nature

Creating Value with People

Carrying It Forward to the Future



Sistem AL
ALÜMİNYUM

# 2025 SUSTAINABILITY REPORT


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