

**“ The Power from Recycling ”**

# Sustainability Report 2024





# Content

## Introduction

About The Report	3
General Manager Letter	4
About Erdoganlar Aluminium	5
ERD Metal Inc.	6
Group Companies	7
Erdoganlar History and Development	8
Organizational Structure	10
Areas of Activity	11
Production Activities	12

## Corporate Governance

Corporate Governance Policy	14
Risk Management and Internal Control Framework	15
Boards and Committees	16
International Certifications	17
Sustainability Vision and Strategy	18
Value Chain	19
Materiality Analysis	20
Approach to Material Topics	21
Sustainability Committee	24
Operational Excellence (OpEx)	25
Sustainability Policy	26

## Collobrative Business Approach

Stakeholder Relations	28
Collaborations and Memberships	29
Digitalization	30
Sustainable Supply Management	31
Sustainable Supply Chain Objectives	32
Conflict Minerals Policy	33
Customer Health and Safety Policy	34
Social Responsibility Projects	35

## Employees

Employees	40
Employment and Workforce	41
Labor and Human Rights	43
Occupational Health and Safety	47
İEthical Values	49

## Environmental Sustainability

Combating Climate Change	57
Emissions Management and Strategic Approach	58
Greenhouse Gas Emission Reduction and Targets	59
Science Based Targets initiative (SBTi)	60
Energy Management	61
Erdoganlar Aluminium Investments	62
NEUTRA - Low Carbon Billet Production Project	65
Aluminyum Billet Neutra	66
Management of Non-Greenhouse Gas Emissions	69
Air Pollution Management	69
Waste Management	70
Waste Management Approach	71
Hazardous Substance and Chemical Management	71
Water Management	72
Sustainable Production and Consumption Policy	74
Biodiversity	75

## Annexes

Sustainability Performance Indicators	77
GRI Content Index	82

## About the Report

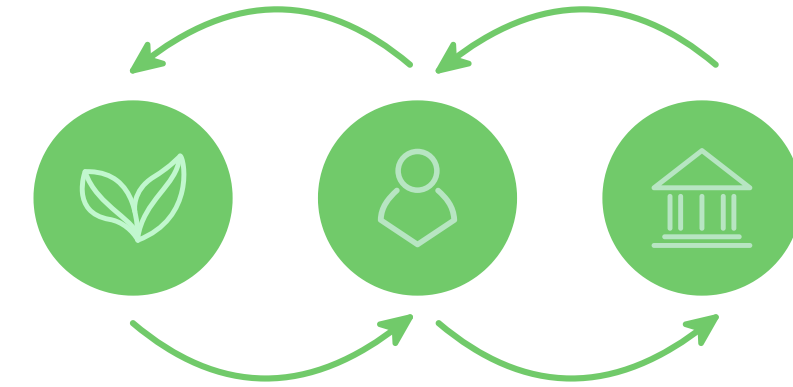
As Erdoganlar Aluminium, we embrace sustainability as a core element of our operations and manage our economic, social, and environmental performance through a responsible approach. From raw material sourcing to production processes, from the products we offer to our recycling initiatives, we reflect this commitment at every stage of our value chain. Through this report, we transparently share our efforts in these areas, the achievements we have attained, and our goals for the future.



Our sustainability report has been prepared with reference to the Global Reporting Initiative (GRI) Index, which sets globally recognized standards for environmental, economic, and social performance. In addition, it aims to demonstrate how we align our key sustainability priorities with the United Nations Sustainable Development Goals (SDGs), thereby contributing to global efforts for a better future through our business practices.

This report is a reflection of our company's strong commitment to sustainable growth and responsible business practices. Covering the period from 1 January 2024 to 31 December 2024, the report includes data and analyses related to our production facilities located in Esenyurt and Kırklareli. Together with our value chain partners—including our suppliers, employees, and customers—we continue to take steps toward a more sustainable and resilient future.

We welcome your feedback and questions regarding this report:  
[sustainability@erdoganlar.com](mailto:sustainability@erdoganlar.com)





# General Manager Letter

Dear Valued Stakeholders,

As of 2024, we are proud to share with you our second sustainability report as part of our sustainability journey. By further deepening the systematic approach we established with our first report, we have strengthened our commitment to sustainability—positioning it not merely as a goal, but as an integral part of our way of doing business. This report presents our sustainability perspective shaped in line with our corporate strategy and values, and aims to address the issues that matter most to our stakeholders in accordance with our principle of transparency. Through our stakeholder prioritization analysis, we have updated our sustainability roadmap in line with stakeholder expectations and our responsibilities.

In 2024, as Erdoganlar Alüminium, we continued to move forward in alignment with a shared vision together with all our business units, employees, customers, and other stakeholders. In line with our goal of a sustainable future, we reaffirmed our commitment to achieving net zero carbon emissions across all our operations, while prioritizing energy efficiency and the use of renewable energy sources at all our factory locations. Through sustainability training programs conducted for our management team, operational, environmental, and financial risks have been addressed more effectively with an integrated perspective.

Across all processes carried out with our employees and stakeholders, our sustainability goals have remained at the core. In response to the climate crisis and energy management challenges, we initiated the transition to solar energy systems. By expanding the scope of our emissions and carbon footprint studies, we have begun implementing concrete steps within our decarbonization roadmap. Furthermore, in line with our low-emission production approach, we strengthened our recovery and recycling rates, achieving a significant reduction in our total carbon footprint.

As Erdoganlar Alüminyum, we extend our sincere thanks to all our colleagues, customers, and societal stakeholders who share our vision throughout our sustainability journey. We firmly believe that we can build a more just, resilient, and livable future together, and we remain committed to fulfilling our responsibilities with determination toward this goal.



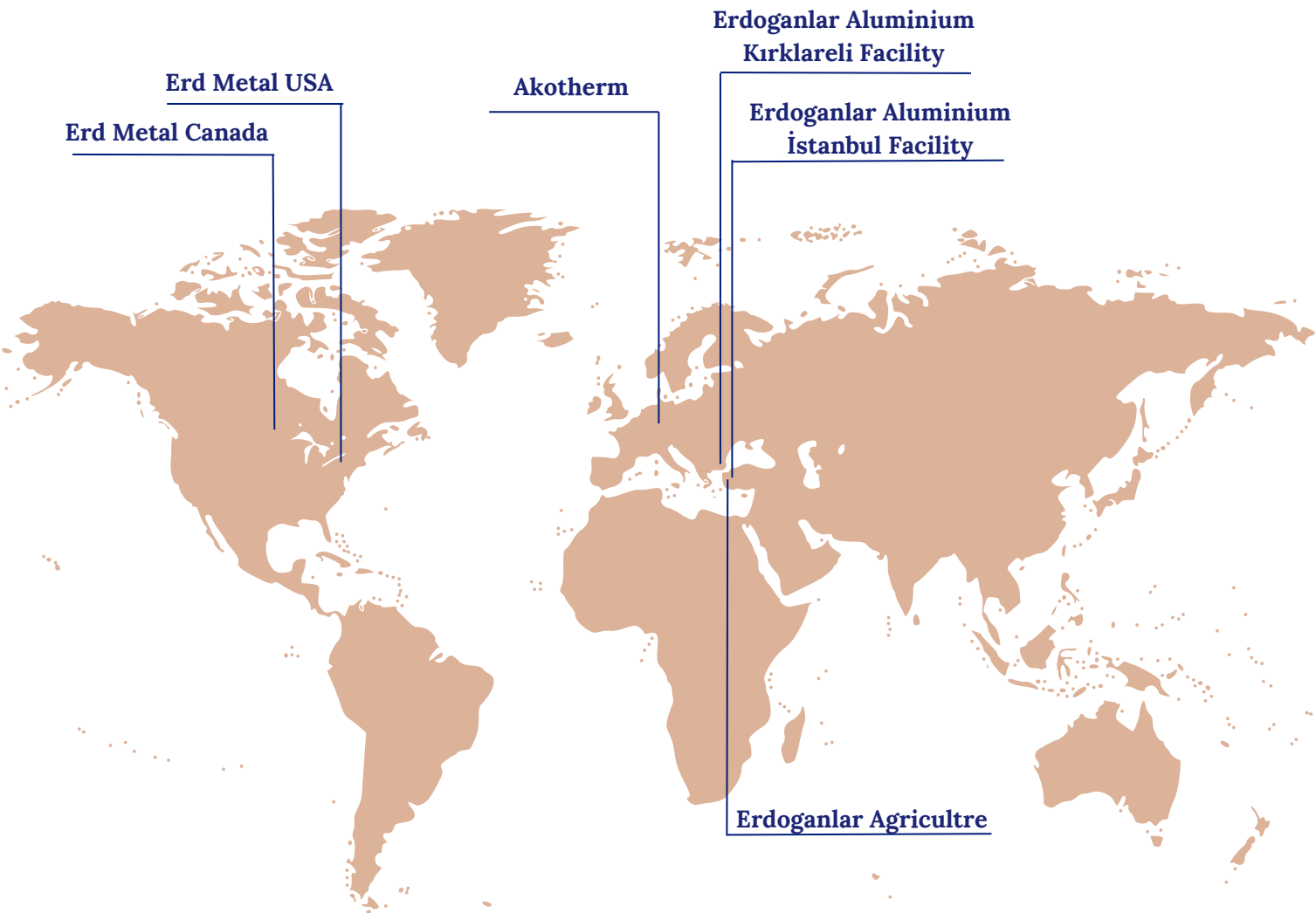
Kürşad Erdoğan



# About Erdoganlar Aluminium

rdoganlar Alüminyum was founded in 1987 in Istanbul, Türkiye as a family-owned aluminium extrusion company and is currently managed by the second generation. Since the late 1980s, the consolidation of production facilities and offices under one roof has enabled the establishment of more effective organizational and management standards.

Today, with two production facilities—covering 37,000 m² in Istanbul and 200,000 m² in Kırklareli—an annual capacity of 36,000 tons of extrusion and 50,000 tons of casting, a workforce of over 500 employees, and more than 30 years of experience, our vision is to meet the specific and individual needs of our partners by offering a broad product portfolio. In addition to aluminium extruded and surface-treated profiles, addressing custom and tailor-made requirements—from initial design sketches to the final product—lies at the core of our vision to serve our partners comprehensively.



2 Production Locations  
İstanbul - Kırklareli



65.500 m²  
Total Enclosed Area



+35  
Years of Experience



+ 30.000 tons  
Poduction Capacity



+500  
Employees



Exports to 30+  
Countries



+100.000 USD  
Revenue



+70%  
Export Rate



## Erd Metal Inc.

ERD Metal Inc. operates in Westfield, Massachusetts, USA, as Erdoganlar Alüminyum’s investment in the United States. This investment represents a significant step in strengthening our presence in global markets and advancing our vision of achieving sustainable growth on an international scale.

ERD Metal specializes in the import, export, storage, and distribution of aluminium extrusion products, which are used across a wide range of applications, including doors, windows, façade systems, shower enclosures, flooring systems, decorative applications, and the machinery industry.

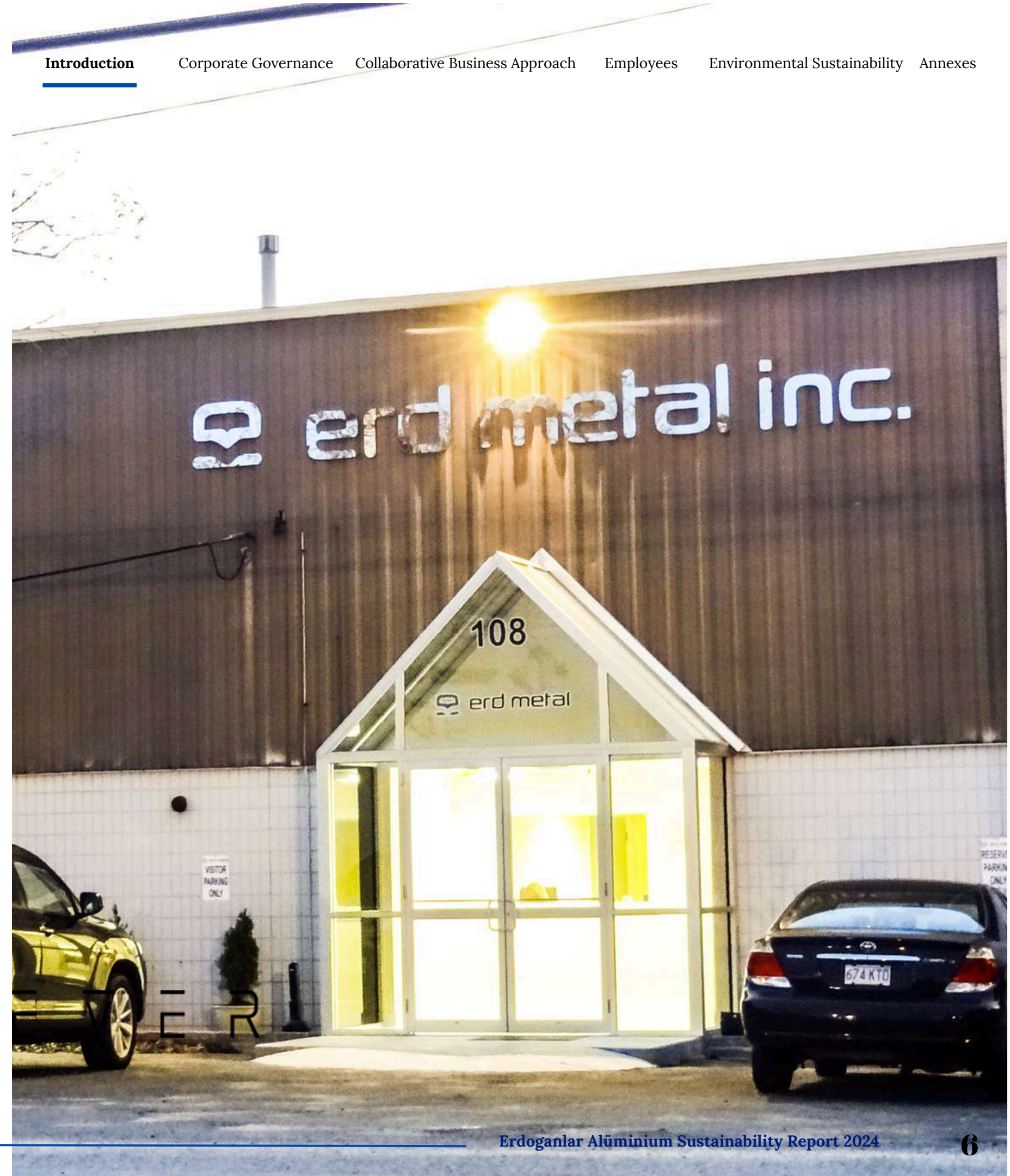
Beyond product supply, the company also offers value-added services such as anodizing, electrostatic powder coating, machining, and custom packaging. Through these services, ERD Metal contributes both to high levels of customer satisfaction and to a more sustainable production and supply chain. This investment in the United States stands as a strong indicator of Erdoganlar Alüminyum’s journey toward becoming an innovative, environmentally responsible, and globally competitive brand.

**229.867 ft<sup>2</sup> Enclosed Area**

**26,9 acres Total Site Area**

**23 Loading Docks**  
**Loading capability from**  
**three sides with 4 rail doors**

**85 Trailer Parking Spaces**







## Group Companies

Erdoganlar Aluminium Group Companies aim to create sustainable value by establishing an integrated production and service ecosystem through brands operating in diverse areas of expertise. Within the Group, Quup, Ever Alüminyum, Akotherm, Mox, Orego, Protrim, and ERD Metal operate across fields such as extrusion, façade systems, and heating solutions.

Quup leverages aluminium’s high thermal conductivity to develop aesthetic and high-efficiency heating solutions. Through energy-efficient performance and long-lasting product designs, Quup contributes to indirect energy savings at the end-user level.

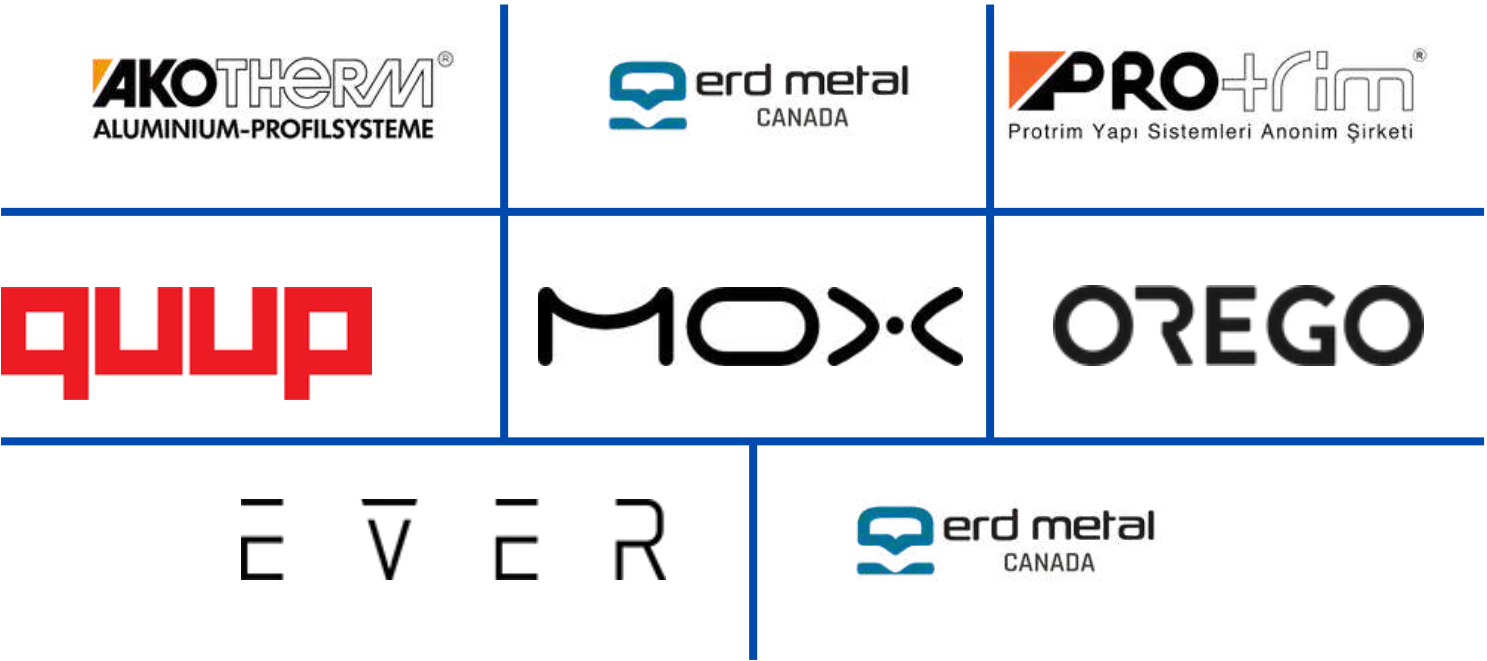
Ever Alüminyum produces high-quality profiles through advanced extrusion techniques, R&D activities, and modern production lines. These practices reduce material waste while enabling the production of durable and recyclable products.

System solutions developed under Akotherm (including window, door, and façade systems) are designed to directly enhance energy efficiency by reducing heat losses in buildings, thereby supporting a decrease in carbon intensity.

Orego increases supply-chain efficiency by managing the international distribution and inventory of extruded products with various surface treatments, helping to reduce unnecessary transportation and promote more efficient use of logistics resources.

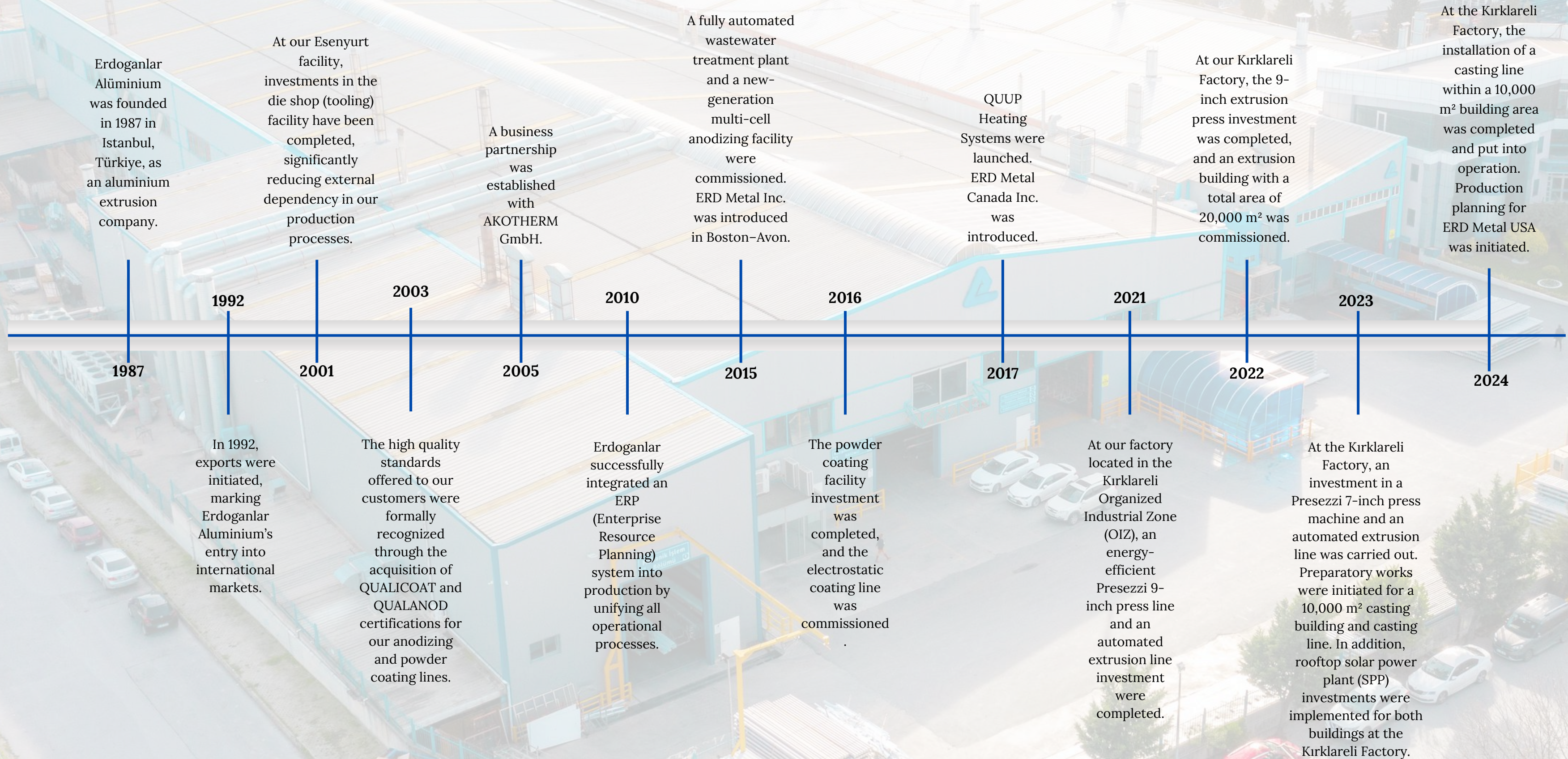
The Mox and Protrim brands combine aesthetics and durability through decorative and functional profiles used in building and interior applications. The long service life of these products reduces maintenance and replacement needs, contributing to lower life-cycle emissions.

ERD Metal supports continuity in Group production and enhances material recovery and circularity through its global warehousing and distribution capabilities, contributing to the efficient use of aluminium.





# Erdoganlar History and Development

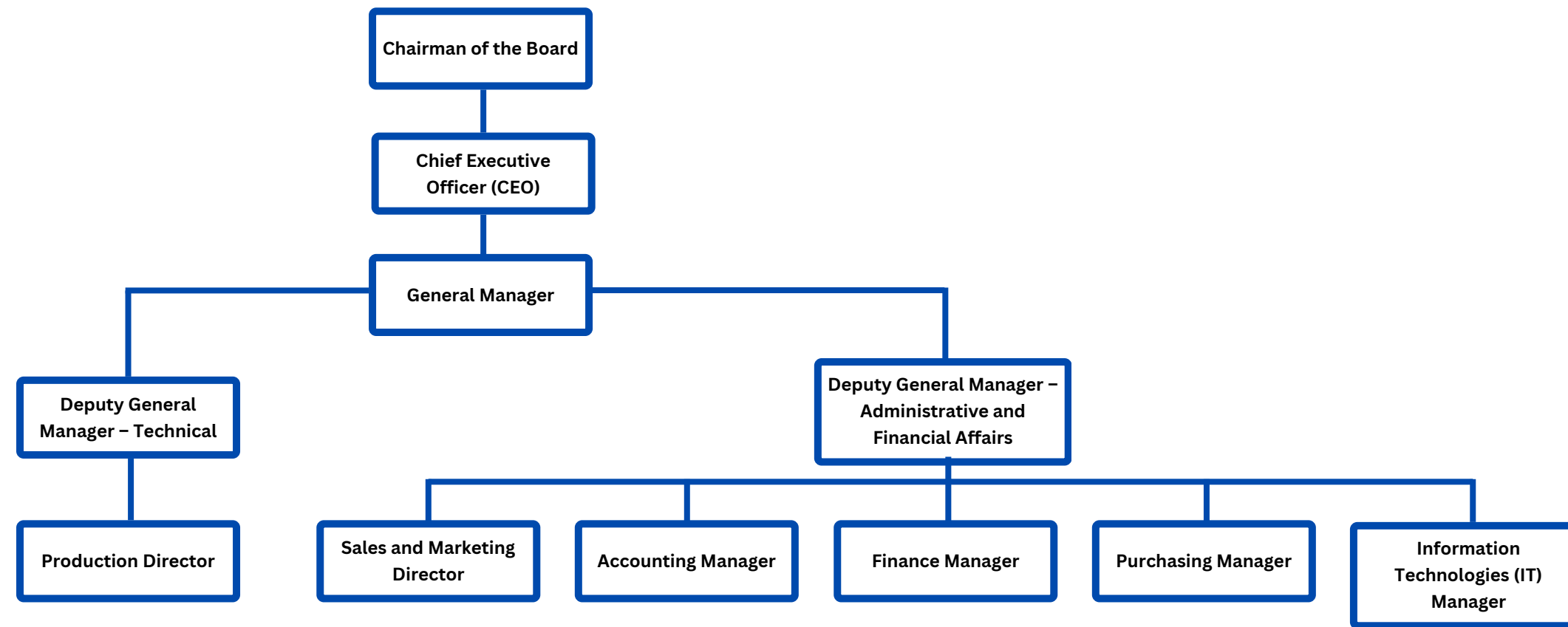




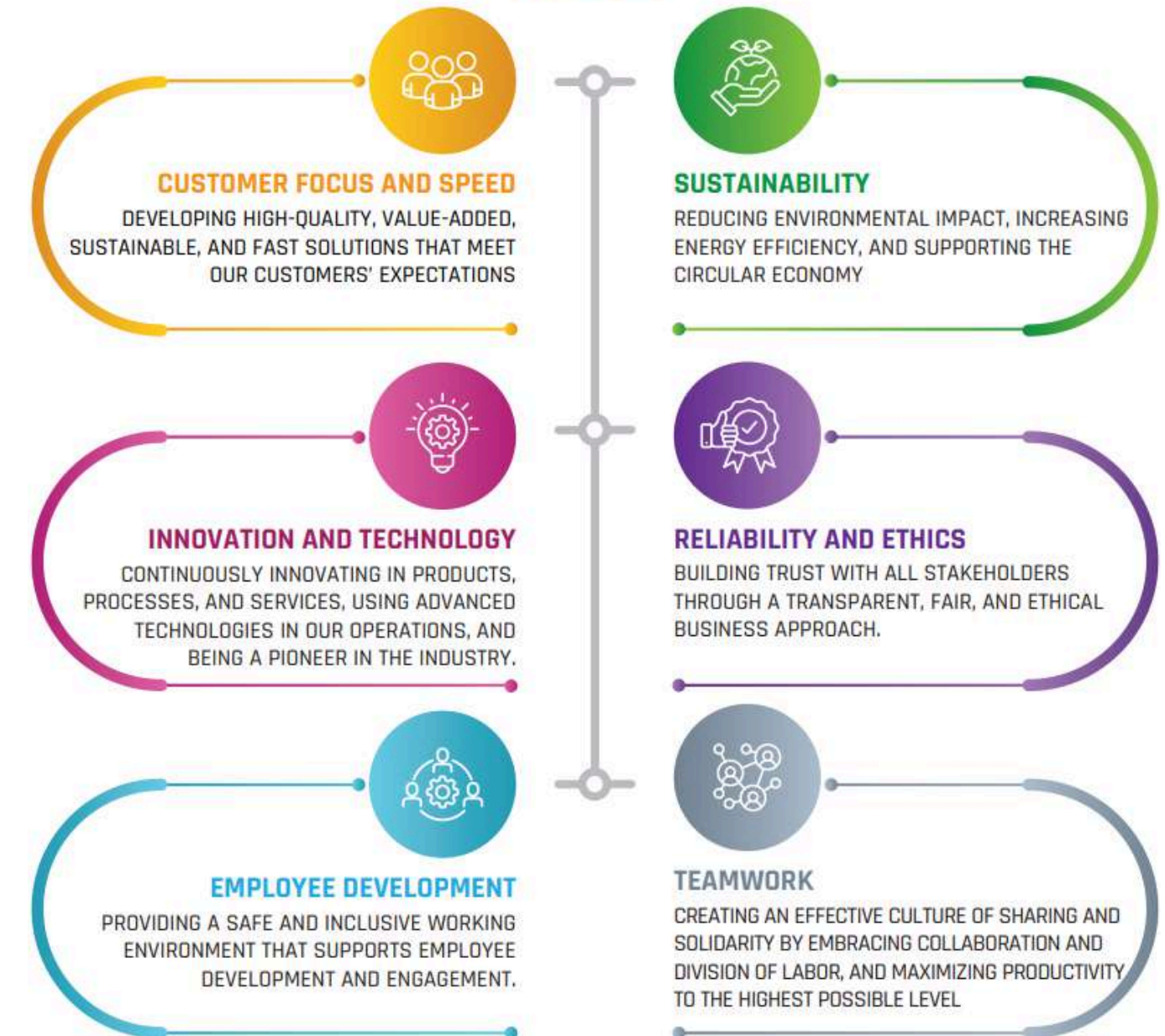
*WE SUSTAIN OUR  
INVESTMENTS THROUGH THE  
POWER OF RECYCLING*



# Organizational Structure



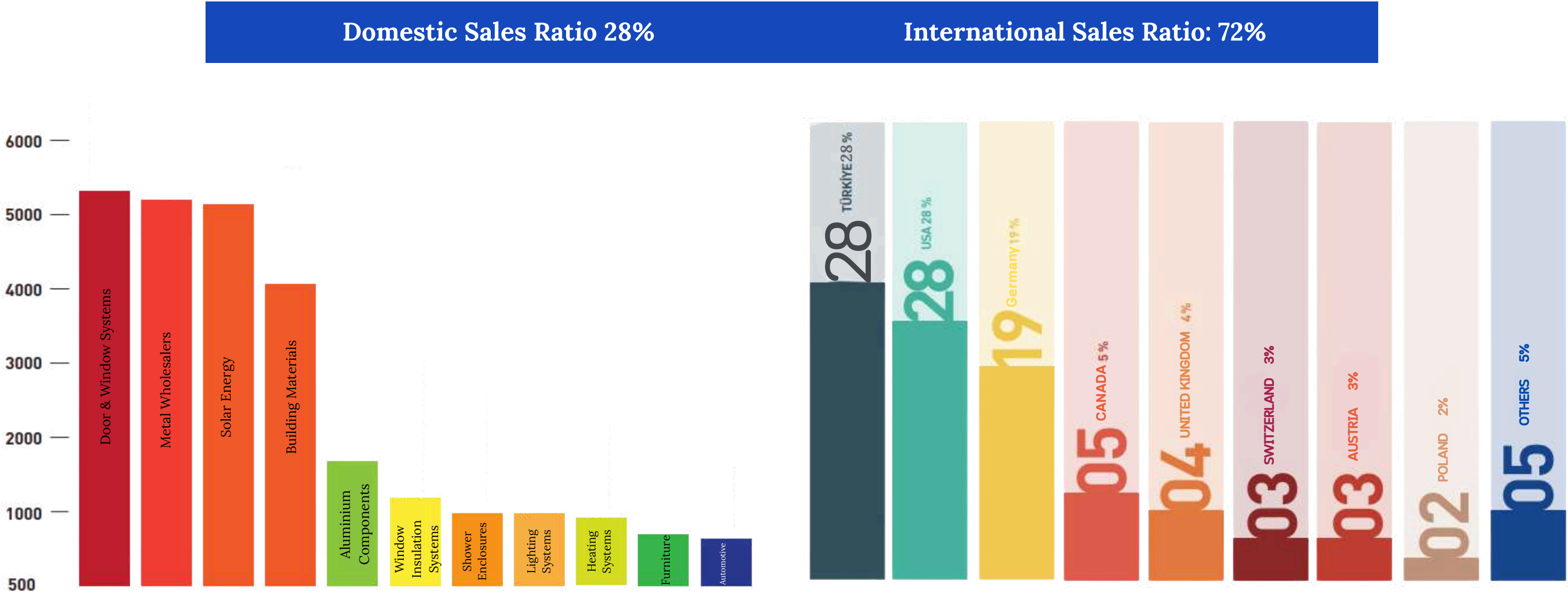
## VALUES





# Areas of Activity

Erdoganlar Aluminium creates added value across a wide range of industries through its extensive product portfolio and innovative solutions. With products ranging from window and door systems to construction materials, and from solar energy mounting solutions to HVAC systems, the company meets the needs of both modern living spaces and industrial applications. Through its aluminium components and metal wholesaling activities, Erdoganlar Alüminium supplies raw materials and semi-finished products to various industries in line with high quality standards, while window, shading, and shower enclosure systems add both aesthetics and functionality to end users' living spaces. Original designs developed for the lighting and furniture sectors highlight aluminium's lightness and durability, while components supplied to the automotive industry provide significant advantages in terms of sustainability and energy efficiency. Through this holistic approach, Erdoganlar Alüminium has established a strong production and innovation ecosystem that serves a diverse range of sectors.

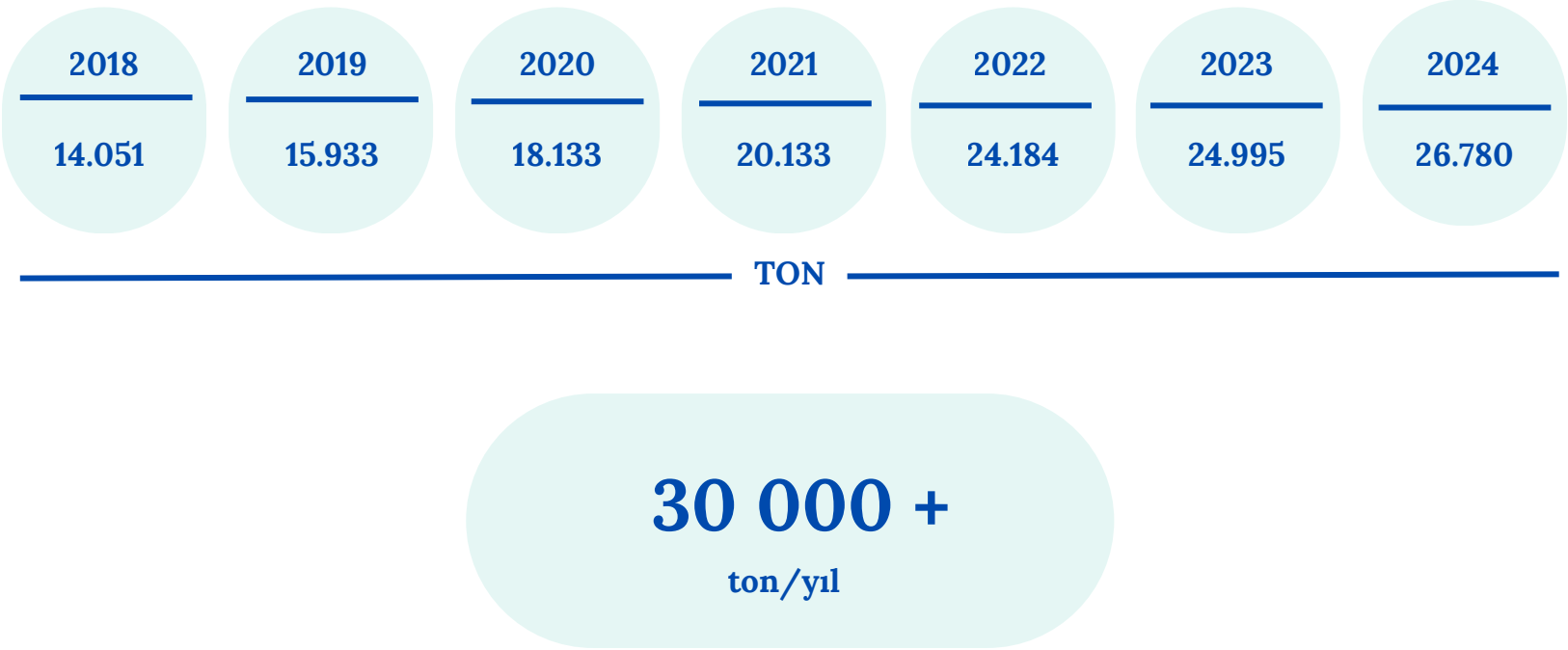




# Production Activities

With its high standards in production and service, Erdoganlar Aluminium stands out not only within the industry but also in global markets as a reliable business partner. Thanks to its meticulous approach to production processes and strong commitment to quality, the company exports to more than 30 countries—primarily across Europe, as well as America, Asia, and Oceania—and serves leading companies worldwide.

As one of the pioneering organizations in the Turkish aluminium industry, Erdoganlar Alüminium places sustainability at the core of its business model, adopting innovative and continuously improving production methods that minimize environmental impacts. Supported by a professional and experienced team, the company demonstrates high performance in precision manufacturing processes, while also setting an exemplary standard in social responsibility, ethical business practices, and environmental stewardship.







erdoğlanlar

  
**CORPORATE  
GOVERNANCE**



# Corporate Governance Policy

Across all our operations, we are committed to delivering products and services in line with our mission, vision, and corporate values, and in compliance with national and internationally recognized quality standards and sustainability principles.

In this context, we commit to the following:

- To make quality awareness a fundamental element of our corporate culture, to embed it across all levels of the organization, to support our employees’ knowledge and competencies through continuous training programs, and to strengthen a shared culture of success by encouraging teamwork.
- To consider the requirements of today’s competitive environment—such as quality, efficiency, and on-time delivery—throughout all our processes, to use our resources effectively, to reduce costs, and to maximize customer satisfaction by preventing complaints.
- To act in close cooperation with all our stakeholders and to ensure the continuous improvement of the Quality Management System through effective interaction among our employees, suppliers, and customers; within this framework, to contribute to systematic improvement processes by providing the necessary human, technological, and information resources.
- To protect the health and occupational safety of our employees, to minimize our environmental impacts through the efficient use of natural resources, and to mobilize all material and human resources accordingly, recognizing these commitments as key pillars of our sustainable growth.

Within the framework of the principles outlined above, maintaining the trust of our stakeholders, customers, and employees, ensuring business continuity, and creating sustainable value constitute the core of our management approach.





# Risk Management and Internal Control Framework

In our organization, risk management is addressed not only as a mechanism for mitigating potential threats, but also as a management tool that strengthens strategic decision-making processes, identifies opportunities, and enhances corporate resilience. Conducted in an integrated manner with our corporate strategies, this process involves a multidimensional analysis of all our business activities—particularly financial, operational, and environmental risks—thereby enabling the systematic identification of both risks and potential opportunities.

In this context, the globally recognized COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework has been adopted, and our risk management processes are carried out in line with the following five fundamental steps:

- Risk Identification**

Our company regularly analyzes all potential risks that may arise from our operations and business processes. These risks are classified as financial, operational, regulatory, and market-related.
- Risk Measurement**

Each risk is assessed in terms of both its likelihood and impact, using quantitative criteria (such as cost, production losses, and time delays) as well as qualitative criteria (such as reputation, regulatory compliance, and strategic significance).
- Risk Assessment**

Identified risks are scored and prioritized based on their likelihood and impact. A risk matrix is developed to support management decision-making by considering short-, medium-, and long-term effects.
- Risk Mitigation or Transfer**

Preventive and corrective measures are implemented to reduce the impacts of identified risks. For example, risks are minimized through improvements in operational processes, investments in technology, and the implementation of training programs.
- Continuous Monitoring of Risks**

Risk assessments are regularly updated in line with new information, changing market conditions, and internal audit findings. This process ensures that risk management remains dynamic and effective.

## Climate-Related Risks

İClimate change is no longer solely an environmental issue, but a strategic matter that creates financial and operational impacts for companies on a global scale. The aluminium industry is directly exposed to the effects of climate change due to its energy-intensive structure and dependence on global supply chains.

As Erdoganlar Alüminium, we regularly assess climate-related risks and opportunities and integrate their short-, medium-, and long-term impacts into our business processes. Within this scope, we address our risks under two main categories: physical risks (the direct impacts of climate-related events) and transition risks (arising from regulations, market dynamics, technology, and reputation). At the same time, we identify significant opportunities in areas such as low-carbon production, recycling, and energy efficiency.

Risk Definition	Type (Physical / Transition)	Time Horizon	Impact	Description
Increase in greenhouse gas emission prices (carbon pricing, CBAM, etc.)	Transition (Policy & Market)	Short–Medium Term	Increase in export costs, competitive disadvantage	Rising carbon prices and regulations such as the EU CBAM increase export costs, posing a significant risk to our sector. To manage this risk, Erdoganlar Alüminium continues its efforts to develop the low-carbon “Green Billet” product and has increased the share of recycled aluminium in production. In addition, carbon footprint calculations are carried out regularly, and verifiable reports are prepared and submitted to both customers and regulatory authorities. In this way, the impact of carbon costs is mitigated while a competitive advantage is achieved through low-carbon products.
Obligations and regulations related to existing products and services (EU and national legislation)	Transition (Policy & Regulation)	Medium Term	Penalties and market loss in case of non-compliance	New environmental regulations in force in the European Union and Türkiye require products to meet defined sustainability criteria. Recognizing this risk, Erdoganlar Alüminium has established regulatory compliance as a structured management system and has implemented training programs and audits aligned with relevant national and international standards. Through this approach, potential penalties and market losses are mitigated, while a product portfolio that meets customer expectations and regulatory requirements is consistently maintained.
Advanced emissions reporting obligations (mandatory transparency and verification requirements)	Transition (Reporting & Reputation)	Short Term	Additional reporting costs, increased transparency pressure	Increasing reporting obligations impose additional costs and operational burdens on companies. Erdoganlar Alüminyum turns this challenge into an opportunity by preparing sustainability reports in line with GRI standards. In addition, digital data management systems have been implemented to improve the efficiency of the reporting process. As a result, reporting costs are reduced in the long term while reliable and transparent information is provided to customers.
Shifts in consumer preferences (increasing demand for low-carbon products)	Transition (Market & Reputation)	Medium–Long Term	Declining demand for conventional products	Globally, the shift of consumers toward low-carbon and environmentally friendly products has become a strong trend in the aluminium industry. By proactively responding to this change, Erdoganlar Alüminium aims to offer its low-carbon Green Billet product and to provide customers with transparent carbon footprint information through Life Cycle Assessments (LCA). In addition, the environmental performance of its products is demonstrated through sustainability certifications and customer audits. In this way, Erdoganlar Aluminium seeks to strengthen customer loyalty while securing new market opportunities.
Rising raw material costs (especially aluminium and energy)	Transition (Market & Supply Chain)	Short–Medium Term	Increase in production costs	Increases in energy and primary aluminium prices directly affect production costs. To manage this risk, Erdoganlar Alüminyum has increased the share of recycled aluminium, implemented energy efficiency projects, and shifted toward renewable energy sources. In addition, supply chain diversification through alternative sourcing is pursued, and cost volatility is minimized through long-term supply agreements.



## Boards and Committees



### Sustainability, Environment and Energy Committee

Operating within Erdoganlar Aluminium to support environmental sustainability, this committee is responsible for defining, implementing, and monitoring the company's sustainability strategies. The committee is chaired by the General Manager.

Committee Members:

- Production Director
- Operational Excellence Manager
- Human Resources Manager
- Sales and Marketing Director
- Sustainability Specialist
- Employee Representative
- Procurement Manager
- Maintenance and Investment Manager

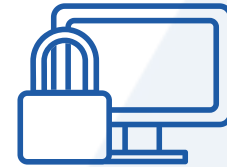


### Risk Management Committee

Operating within the organization, the Risk Management Committee carries out activities aimed at the systematic assessment, monitoring, and mitigation of operational, financial, and environmental risks. The Committee is chaired by the Production Director.

Committee Members:

- Human Resources Manager
- Operational Excellence Manager
- Finance Manager
- Accounting Manager
- Sales Manager
- Sustainability Specialist



### Information Security and Digital Transformation Board

Operating within the organization, the Information Security and Digital Transformation Board carries out activities aimed at developing digitalization strategies, ensuring the effective implementation of information security practices, and strengthening the technological infrastructure. The Board is overseen by the General Manager.

Board Members:

- Production Director
- Information Technologies (IT) Manager
- Operational Excellence Manager
- Human Resources Manager
- Procurement Manager
- Accounting Manager



### Ethics and Discipline Committee

Operating with the aim of upholding ethical values and ensuring a fair and transparent working environment, the Ethics and Discipline Committee is responsible for evaluating internal ethical violations, managing disciplinary processes, and strengthening corporate codes of conduct. The Committee is chaired by the Production Director.

Committee Members:

- Human Resources Manager
- Operational Excellence Manager
- Finance Manager
- Accounting Manager
- Sales and Marketing Director
- Occupational Health and Safety Specialist
- Ethics Representative



### Occupational Health and Safety Committee

Operating with the aim of creating a healthy, safe, and sustainable working environment, the Occupational Health and Safety Committee coordinates activities related to risk prevention, protection of employee health, and compliance with legal obligations. The Committee is chaired by the Production Director.

Committee Members:

- Production Managers
- Operational Excellence Manager
- Human Resources Manager
- Occupational Physician
- Employee Representative
- Environmental Specialist
- Maintenance and Investment Manager



## International Certifications

Erdoganlar Aluminium adopts compliance with international standards in quality, safety, environmental management, and sustainable production as a core principle. The certifications we hold demonstrate both the reliability of our production processes and our commitment to fulfilling our responsibilities toward customers and business partners.

- **SO 9001** – Quality Management System: Certifies that our production processes are carried out in accordance with international quality standards and are based on continuous improvement principles.
- **ISO 14001** – Environmental Management System: Enables effective management of our environmental impacts and the implementation of sustainable production practices.
- **ISO 45001** – Occupational Health and Safety Management System: An international standard that ensures our employees work in a safe and healthy environment.
- **ISO 10002** – Customer Satisfaction Management System: Demonstrates that our customer complaint handling and continuous improvement processes are managed in line with international standards.
- **ISO 50001** – Energy Management System: An international standard implemented to improve energy efficiency and ensure sustainable energy management.
- **Qualicoat and Qualanod Certifications:** Confirm that the quality and performance of aluminium surface treatment processes comply with international standards.
- **CE Certification:** Certifies that our products comply with European standards and are manufactured safely and durably.



## Awards



Among Turkey's Top 500 Exporters



Export Achievement Award in Turkey



Turkey Aluminium Rod and Profile Export Award – Third Place (2015)



Turkey Aluminium Rod and Profile Export Award (2016)



Turkey Aluminium Rod and Profile Export Award (2017)





# Sustainability Vision and Strategy

Our vision is to create a future where resources are used responsibly, all living beings can thrive in a cleaner environment, and a livable world is preserved for future generations. In line with this vision, Erdoganlar Alüminium continues its sustainability-driven transformation by embedding respect for ecological balance, sensitivity to human rights, and corporate responsibility across all its operations.

Erdoganlar Alüminium’s sustainability policy aims to promote responsible business practices across environmental, social, and governance (ESG) areas, covering all subsidiaries and affiliates of the company. Within this framework, the following core principles are adopted:

- Protection of natural resources, environmentally responsible production, and active contribution to the fight against climate change,
- Respect for human rights and the provision of a safe, inclusive working environment,
- Stakeholder engagement, transparent communication, and an ethical governance approach,
- Social investments that support social contribution, local development, and the preservation of cultural heritage.

This policy serves as a guiding principle in all corporate decision-making processes, strategic governance, and operational practices, while also acting as a reference framework for all stakeholders across our value chain.

## Inclusivity and Ethical Approach

Erdoganlar Aluminium is committed to maintaining a people-centered approach based on the principles of equal employment, career development, and equal opportunity, working in harmony with individuals of diverse beliefs and perspectives without any discrimination. This approach is supported by employee engagement and organizational development and constitutes a fundamental pillar of our sustainability strategies.

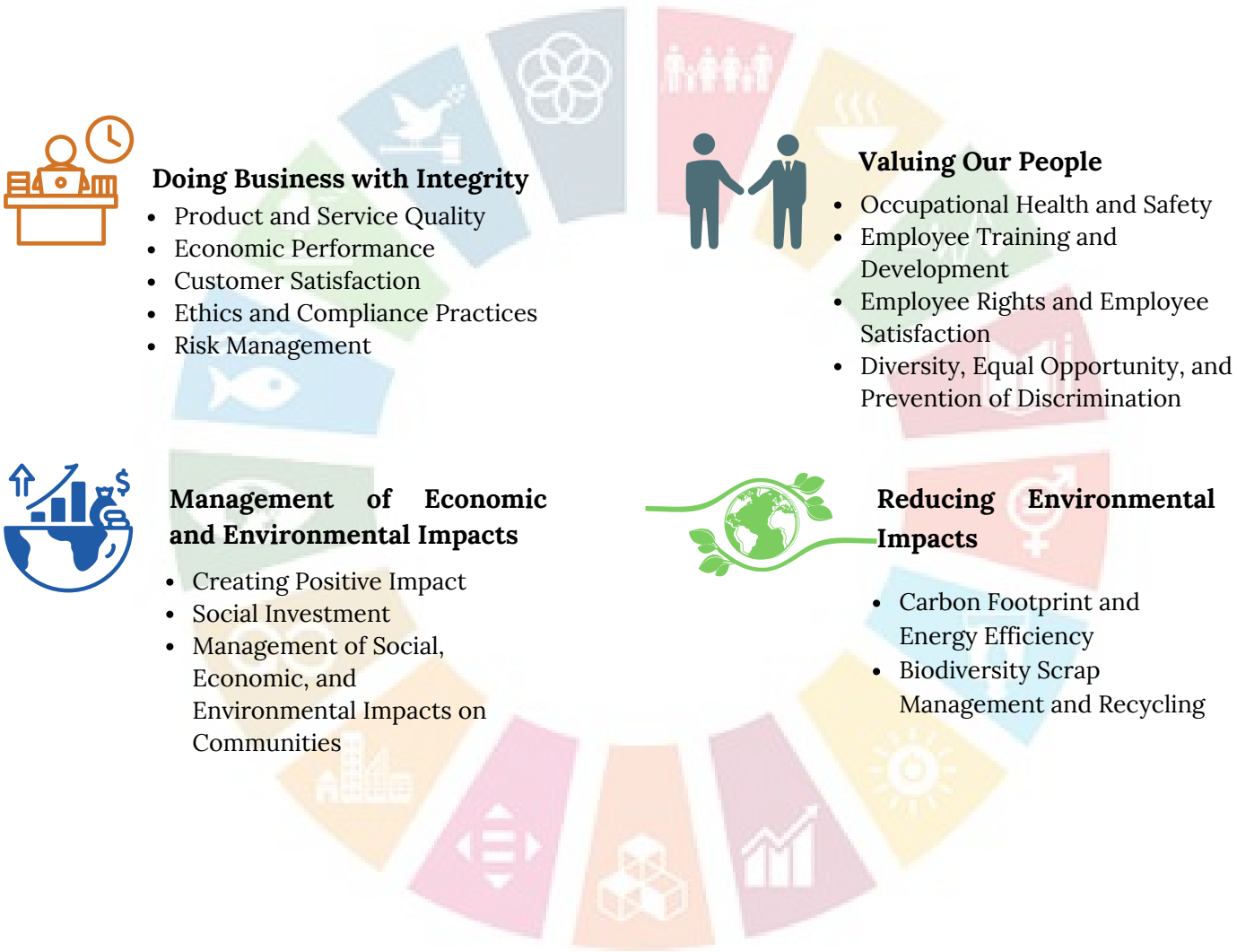
## Value-Driven Growth

In line with the decisions taken under our sustainability policy, we aim for a growth model that creates not only financial value but also environmental and social value. By placing efforts to protect humanity’s shared future and natural assets at the core of its business strategy, Erdoganlar Aluminium contributes to the principle of long-term existence on a sustainable planet.

## Commitment to the Sustainable Development Goals

As Erdoganlar Aluminium, we carry out all our activities with a commitment to serving the United Nations Sustainable Development Goals (UN SDGs). Acting with an awareness of global responsibilities, our company adopts a holistic corporate sustainability approach that takes into account its economic, environmental, and social responsibilities toward both internal and external stakeholders.

Our sustainability strategy is shaped around four core principles aimed at creating long-term value not only within our business processes but across our entire value chain:





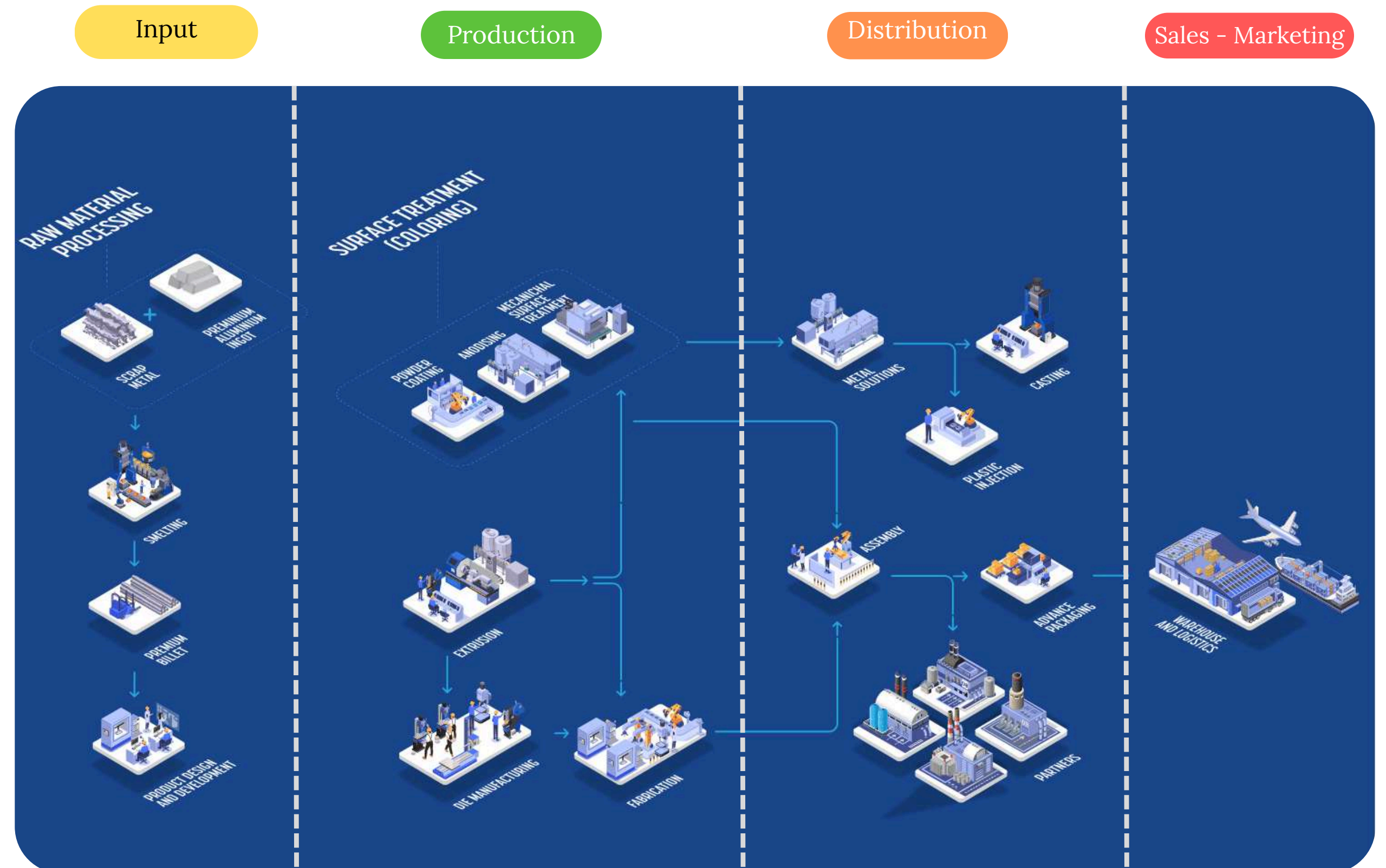
## Value Chain

Our value chain has an integrated structure that covers all stages, from raw material procurement to the delivery of the final product to the customer.

As a company with an export rate exceeding 85%, we aim to create value together with all our stakeholders across this chain, spanning production, distribution, sales, and marketing processes, while empowering them. We combine high quality standards with sustainability principles across numerous stages, including raw material processing, product development, extrusion, surface treatments, machining, casting, plastic injection, and assembly.

While delivering our products to customers in a safe, high-quality, and uninterrupted manner, we fulfill our environmental, social, and economic responsibilities across a broad ecosystem extending from suppliers to end users.

In line with our 2030 and 2050 sustainability targets, we adopt environmentally responsible production models, employee well-being, social benefit, and circular economy principles as the core pillars of our value chain. With this approach, we are committed to building a fairer, more resilient, and more sustainable future through transparency, traceability, and collaboration across all our processes.





# Materiality Analysis

In 2024, as Erdoganlar Alüminium, we updated our materiality assessment process, which is one of the core pillars of our sustainability strategy. This analysis aimed to identify the most significant impacts of our activities on the economy, the environment, and people, and to shape our strategic priorities in line with stakeholder expectations.

Within the scope of the assessment, we collected feedback from our internal stakeholders (employees, management team, and board of directors) as well as our external stakeholders (customers, suppliers, investors, local community representatives, and regulatory authorities). In line with the guidance of the GRI Sustainability Reporting Standards, these inputs were evaluated through the following steps:

- **Scope Definition:** In line with the GRI approach, which covers environmental and social impacts as well as financial impacts, we identified the key material topics.
- **Data Collection:** We conducted an in-depth analysis of stakeholders' perspectives through online surveys, focus groups, and sectoral research.
- **Trend and Risk-Opportunity Analysis:** We reviewed global megatrends such as climate change, the circular economy, and digital transformation, as well as regulatory requirements like CBAM and the EU Taxonomy, and sector benchmarking.
- **Prioritization Matrix:** We scored topics on a two-dimensional matrix by combining stakeholders' priority levels with our impact scores.

## The highest-priority topics have been identified as:










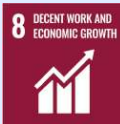



- Customer Satisfaction
- Product Quality
- Emissions Management and Climate Change
- Water Management
- Sustainable Supply Chain
- R&D and Innovation





# Approach to Material Topics

As Erdoganlar Aluminium, we view sustainability as an integral part of our long-term value creation strategy. The content and boundaries of our sustainability report have been defined through a Materiality Assessment process conducted in line with international standards, identifying the most critical impacts of our activities. This process has enabled us to focus our resources and efforts on the issues where we create the greatest impact and that matter most to our stakeholders.

Priority Level	Impact Area	Material Topic	Importance for Erdoganlar Aluminium	Relevant Sustainable Development Goal (SDG)
VERY HIGH PRIORITY	Social	Customer Satisfaction	As Erdoganlar Aluminium, we believe that not only delivering high-quality products and services, but also managing after-sales processes effectively and in a customer-oriented manner, plays a key role in establishing trust-based, long-term business relationships. By systematically evaluating customer feedback, we focus on the continuous improvement of our products and services.	 
	Governance / Economic	Product Quality	Through the high quality standards we provide, we enable customer satisfaction, build brand trust, and strengthen our sustainable production approach. At the same time, we measure our environmental impacts and integrate them into our production processes to ensure the efficient use of resources and the extension of product lifecycles.	 
	Environmental	Emissions Management and Climate Change	We consider the effective monitoring and reduction of greenhouse gas emissions resulting from our activities as one of the fundamental strategies in combating climate change. Emissions management is not only a matter of regulatory compliance but also an important indicator of corporate responsibility.	  
	Environmental	Water Management	The effective and efficient use of water in production processes is a priority in terms of both protecting natural resources and ensuring operational sustainability. Erdoganlar Aluminium carries out continuous improvement efforts to reduce water consumption and increase recovery and reuse rates.	 
	Governance / Economic	Economic Performance	Economic sustainability lies at the core of all of ErdoganlarAluminium’s activities. Through a strong financial structure, job creation capacity, and export potential, the company contributes to the local economy while enhancing its competitiveness in global markets.	
	Governance / Economic	R&D and Innovation	R&D investments centered on sustainability not only increase Erdoganlar’s competitiveness but also enable the development of solutions that reduce environmental impacts. Innovations in areas such as material efficiency, energy savings, and process improvements contribute to sustainable production.	
	Environmental	Sustainable Supply Chain	Erdoganlar Aluminium adopts an environmental and social responsibility approach not only within its own operations but also across the entire supply chain. Compliance with ethical principles and sustainability standards is expected from suppliers, ensuring that a responsible production model is extended throughout the entire value chain.	 



# Approach to Material Topics

Priority Level	Impact Area	Material Topic	Importance for Erdoganlar Aluminium	Relevant Sustainable Development Goal (SDG)
HIGH PRIORITY	Governance / Economic	Business Ethics	At Erdoganlar Aluminium, business ethics is the fundamental corporate conduct standard that guides all our activities. From production to procurement, from supply chain management to human resources, we adopt a fair, transparent, and responsible approach in all our processes. We place the principles of honesty, integrity, and trust required by working with international customers at the core of our business, and we consider acting in line with given commitments and providing accurate information as a fundamental rule.	<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
	Environmental	Recycling and Zero Waste	At Erdoganlar Aluminium, the recycling and zero-waste approach is considered an integral part of production. All aluminium scrap generated from extrusion, cutting, surface treatment, and mechanical processes is separated at source, re-evaluated within internal loops according to quality classification, and recovered at the highest possible rate. In this way, both raw material consumption and carbon footprint are significantly reduced.	<div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div>11 SUSTAINABLE CITIES AND COMMUNITIES</div></div>
	Environmental	Energy Management	At Erdoganlar Aluminium, energy management is carried out as a strategic process aimed at increasing production efficiency while reducing environmental impacts. Electricity and natural gas consumption across all production lines are regularly monitored, line-based energy intensity analyses are conducted, and improvement opportunities are evaluated at regular intervals.	<div><div>7 AFFORDABLE AND CLEAN ENERGY</div><div>13 CLIMATE ACTION</div></div>
	Social	Occupational Health and Safety	At Erdoganlar Aluminium, Occupational Health and Safety (OHS) is a fundamental priority aimed at protecting the health of all employees and creating a safe working environment. A systematic approach is applied to identify risks in advance, take necessary precautions, and strengthen a culture of safe working across all activities. Regular OHS training is provided to employees, and emergency preparedness, site rules, and the use of personal protective equipment are carefully monitored. Control mechanisms to prevent occupational accidents are continuously reviewed and improved.	<div><div>3 GOOD HEALTH AND WELL-BEING</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
	Social	Gender and Equal Opportunity	At Erdoganlar Aluminium, we are committed to providing equal opportunities to all employees without discrimination based on gender, age, language, religion, ethnic origin, or any personal characteristic. A fair and objective approach is adopted in all human resources processes, including recruitment, promotion, training, remuneration, and career development.	<div><div>5 GENDER EQUALITY</div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
	Governance / Economic	Corporate Governance	At Erdoganlar Aluminium, corporate governance is built on an approach that prioritizes transparency, accountability, and sustainable growth across all decision-making and management processes. Our governance structure is supported by clear roles, well-defined responsibilities, and strong communication mechanisms to ensure the effective achievement of corporate objectives.	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div></div>
	Governance / Economic	Sustainable Finance	At Erdoganlar Aluminium, the sustainable finance approach is based on taking financial decisions by considering environmental and social impacts. When planning investments and resource allocation, our company incorporates sustainability indicators such as energy efficiency, carbon reduction, recycling rates, and occupational safety into the evaluation process. Within the scope of cooperation with financial institutions, monitoring sustainability performance, regularly sharing relevant reporting, and ensuring compliance with international criteria are key priorities.	<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div></div>



# Approach to Material Topics

Priority Level	Impact Area	Material Topic	Importance for Erdoganlar Aluminium	Relevant Sustainable Development Goal (SDG)
HIGH PRIORITY	Governance / Economic	Employee Development and Talent Management	As Erdoganlar Aluminium, we regard the technical and personal development of our employees as one of the core elements of our sustainable growth. Through fair and transparent career management, internal promotion opportunities, and succession planning, we support the continuity of our strong human capital. With this approach, we aim to increase employee engagement and preserve institutional knowledge.	
	Governance / Economic	Economic Performance	As Erdoganlar Aluminium, we aim to create long-term value and strengthen our competitiveness by maintaining a strong financial structure. In line with our export-oriented business model, we manage financial risks, market conditions, and sustainability criteria through a holistic approach. Our efficiency-focused investments support sustainable growth.	
	Governance / Economic	Digitalization	At Erdoganlar Aluminium, we consider digitalization as a strategic transformation area that enhances efficiency and traceability across all our processes, from production to logistics. Through digital infrastructures, we monitor our operational and sustainability performance in a more data-driven manner. This enables faster, more accurate, and more transparent decision-making processes.	 
Priority Level	Impact Area	Material Topic	Importance for Erdoganlar Aluminium	
PRIORITY	Environmental	Biodiversity	At Erdoganlar Aluminium, the protection of biodiversity is an important part of our environmental responsibility approach. To reduce the impacts of our activities on the natural environment, we adopt environmentally sensitive practices both within our production sites and across our supply chain. Environmental practices such as waste management, control of air emissions, efficient use of water resources, and minimization of chemical consumption contribute to reducing potential impacts on ecosystems. Regular initiatives are carried out to protect and improve green areas around our facilities and to support natural life.	 



# Sustainability Committee

Decisions taken by the Erdoganlar Aluminium Sustainability Committee are submitted to the Board of Directors for evaluation and approval. In this process, the Board of Directors considers not only short-term gains but also long-term impacts and the interests of all stakeholders. To effectively fulfill its responsibilities, the Sustainability Committee ensures the following conditions are in place

- Determination of sustainability targets and their adoption across the company,
- Adoption of a sustainability-oriented approach by the Board of Directors and senior management,
- Establishment of the necessary culture and systems to enable the implementation of sustainability activities at all levels of the organization.

## Duties of the Sustainability Committee

They undertake critical responsibilities such as developing the company’s sustainability strategies, preparing policies, and setting sustainability targets. These committees also monitor sustainability performance, manage improvement initiatives, and oversee compliance with the company’s ethical principles and corporate values.

While working to ensure balanced and integrated performance across environmental, social, economic, and governance dimensions, they place strong emphasis on maintaining healthy relationships with stakeholders. In addition, they strive to promote sustainability awareness within the organization and manage projects that contribute to society. The Sustainability Committee follows current developments related to sustainability, ensures effective internal communication, and submits regular reports to the Board of Directors. At the same time, by focusing on critical issues such as the prioritization and management of climate change and environmental risks, they take action to safeguard the interests of future generations.





## Operational Excellence (OpEx)



Operational Excellence is a comprehensive management system that aims for sustainable success by effectively utilizing human resources, processes, and technology; fostering leadership at all levels; and strengthening decision-making mechanisms.

At Erdoğanlar Alüminyum, operational excellence is one of our core values applied across all our development and production facilities, reflecting our commitment to total customer satisfaction. Our goal is to become the preferred business partner of our customers through innovative technologies, an optimized cost structure, and world-class production quality, supported by sustainable and profitable growth.

Through our Total Quality Management and Lean Manufacturing practices, we propagate a culture of quality throughout the organization and continuously improve our processes. We enhance efficiency, reduce errors, and optimize resource utilization using tools such as the PDCA cycle (Plan-Do-Check-Act), Kaizen, 5S, and root cause analysis.

We place customer satisfaction at the heart of operational excellence. Thanks to our integrated complaint management process, we rapidly evaluate customer feedback and develop permanent solutions through the collaborative efforts of relevant teams, establishing trust-based relationships.

In our supply chain, we evaluate our suppliers based on quality, cost, delivery, innovation, and risk criteria, classifying them by performance to support their development. In doing so, we ensure sustainable quality across our entire value chain.

Sustainability lies at the heart of our operational excellence approach. We focus on reducing our carbon footprint, increasing the use of renewable energy, and developing environmentally responsible production processes.

We follow an integrated approach based on customer expectations in our new product development processes. By managing all stages from design to production and quality control simultaneously, we ensure the compliance of products with customer requirements through PPAP (Production Part Approval Process) applications.

Through this approach, Erdoğanlar Alüminyum regards operational excellence as a fundamental element of customer satisfaction, employee engagement, environmental responsibility, and long-term value creation.

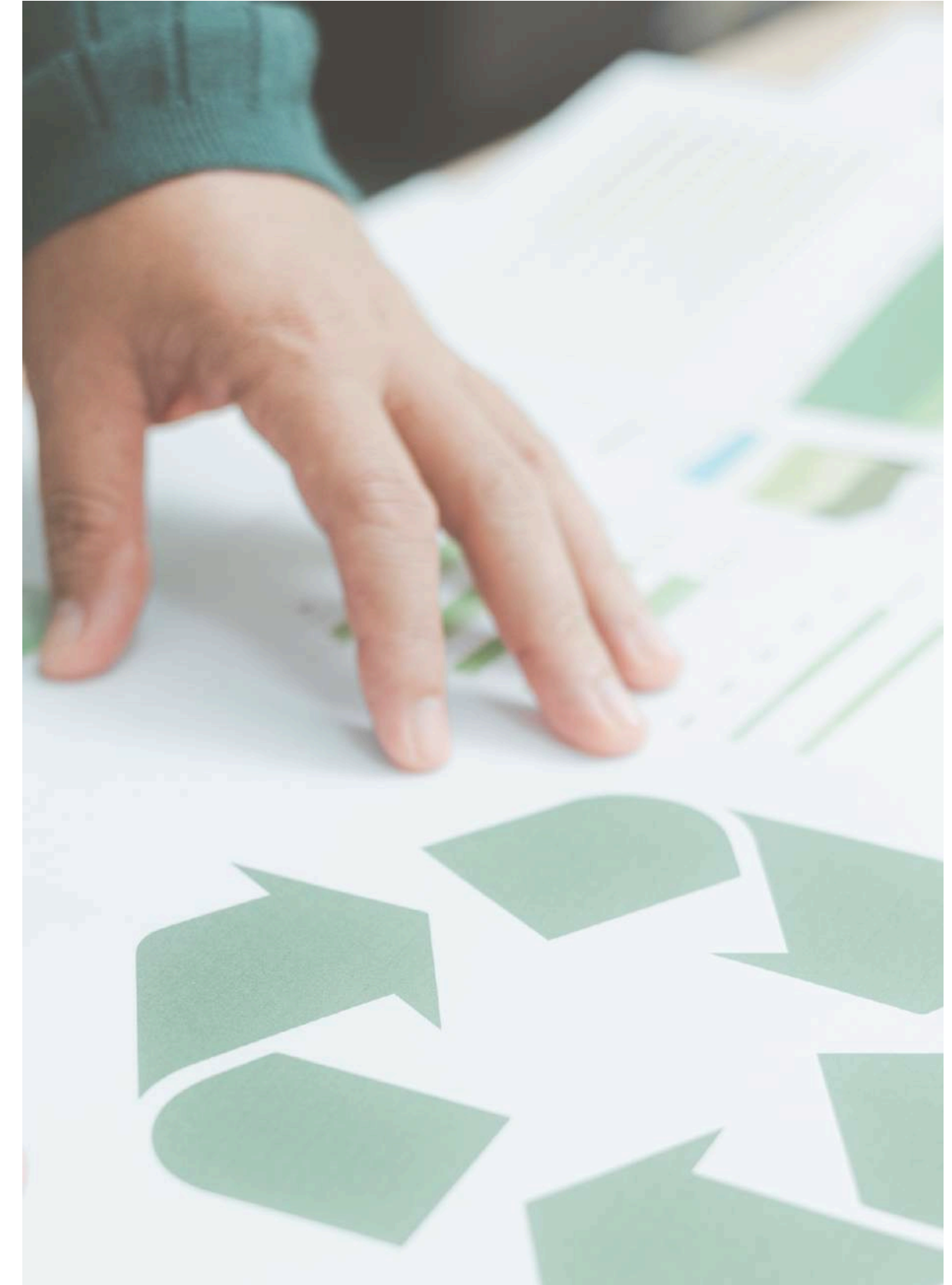




## Sustainability Policy

Erdoganlar Alüminium is committed to ensuring that all its activities serve the United Nations Sustainable Development Goals (UN SDGs). The company adopts a corporate sustainability approach that is conscious of its economic, environmental, and social responsibilities toward both its internal and external stakeholders.

Erdoganlar's sustainability strategy can be summarized under the following main pillars: Doing Business Responsibly and with Integrity, Valuing Employees, Contributing to Social Development, and Reducing Environmental Impact.





# Power from Recycling

2In line with our sustainability targets for 2024, we continue our operations by enhancing our production standards and creating added value in the transition to a circular economy through the “Power from Recycling” approach we have adopted.

With the commissioning of our Casting Line in 2024, we are taking significant steps to reduce our carbon footprint by recycling scrap materials.

Through our Neutra Low Carbon project developed within this scope, we contribute to resource efficiency and the reduction of carbon emissions.

Guided by our Sustainability Policy and strategic objectives, we aim to achieve reliable and sustainable growth.







# COLLABORATIVE BUSINESS APPROACH



# Stakeholder Relations

As Erdoganlar Aluminium, we base our sustainability approach on a holistic perspective that encompasses the practices and expectations of all our stakeholders. While aligning with global trends, we aim to create a positive impact on the future by prioritizing stakeholder satisfaction and long-term value creation.

The adoption of the United Nations Sustainable Development Goals (SDGs) contributes to the development of a more fair, inclusive, and transparent business environment. In line with this approach, we continuously improve our business processes to respond to stakeholder needs and implement environmental and social improvement initiatives across our supply chain, for our customers, and within the local communities in which we operate.

Our stakeholders represent a broad spectrum, including society, the environment, suppliers, customers, employees, public institutions, investors, and future generations. Our stakeholder approach forms the cornerstone of achieving a better future together. By fostering collaboration and mutual understanding among individuals, companies, and communities, we aim to contribute to making the world a more livable place.

Establishing strong and continuous dialogue with our stakeholders is critical to the sustainability of our operations and the effective implementation of our strategies. Accordingly, our stakeholder engagement plan defines stakeholder-specific communication channels, interaction frequencies, and expectation management processes.

Through this comprehensive approach, feedback received from our stakeholders informs not only our daily operations but also our long-term sustainability strategies. By means of regular monitoring, transparent reporting, and participatory decision-making mechanisms, we align stakeholder expectations with our business objectives and enhance our capacity to create economic, environmental, and social value. In doing so, we are committed to making a meaningful contribution to the sustainable development journey of both our company and the broader ecosystem in which we operate.

## Stakeholders and Engagement Methods

Interaction with employees is ensured through regular internal communication meetings, satisfaction surveys, training programs, and digital platforms (IFS, QDMS).

Communication with customers is carried out through sales visits, technical evaluation meetings, trade fair participation, and satisfaction surveys; feedback is reflected in product development processes.

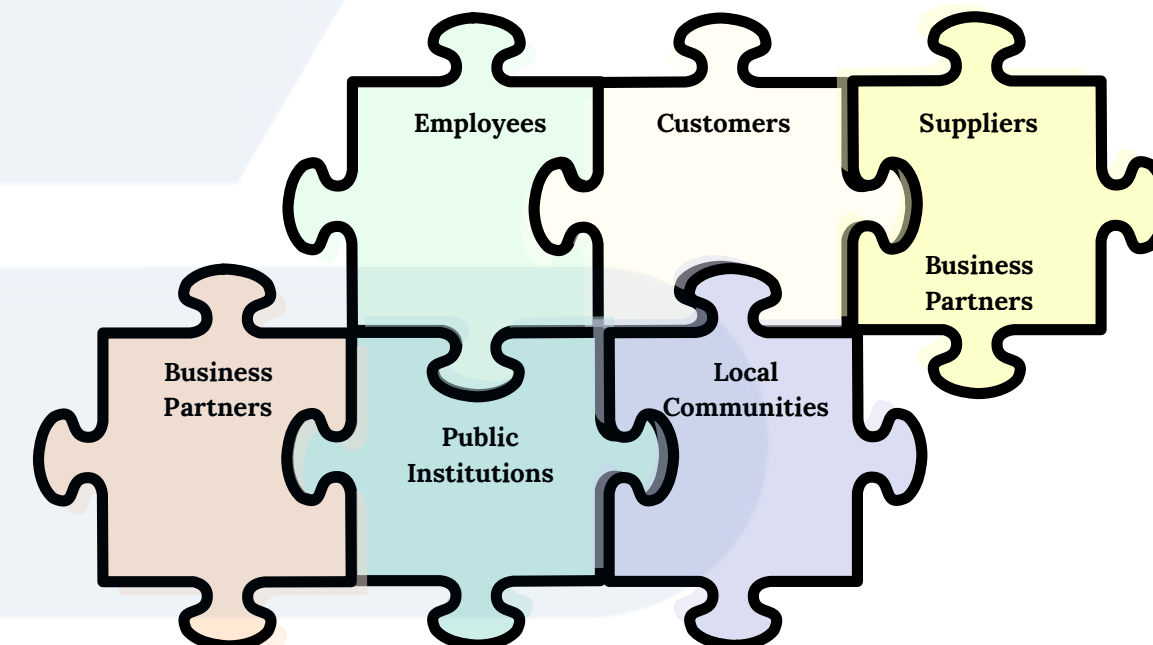
With suppliers, compliance with sustainable raw material use and quality standards is ensured through supplier evaluation surveys and on-site audits.

With the local community and NGOs, social responsibility projects and volunteer activities are carried out to reduce environmental impacts and provide social contribution.

With public institutions, legal compliance is strengthened through regulatory information meetings, inspections, and reporting processes.

With investors and financial institutions, annual reports, sustainability presentations, and meetings are conducted, and green investment opportunities are evaluated.

For future generations, collaborations with vocational high schools and universities, internship programs, and environmental awareness-raising trainings are carried out.

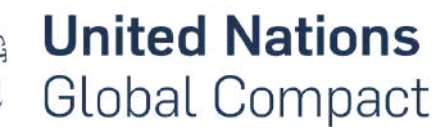




## Collaborations and Memberships

As Erdoganlar Aluminium, we take an active role in social, economic, and environmental transformation through our collaborations and memberships with leading institutions and organizations in our field. Through our memberships in sectoral and regional industry associations and chambers, we closely follow sectoral and global developments. As a member of the Turkish Exporters Assembly, we participate in experience-sharing activities focused on sustainable business models and carbon border practices.

We conduct our sustainability activities in line with the principles and goals of the UN Global Compact, the Science Based Targets Initiative (SBTi), the Responsible Minerals Initiative (RMI), the International Council on Mining & Metals, Carbon Disclosure Project (CDP) and UN Human Rights organizations.





## Digitalization

As Erdoganlar Aluminium, we strengthen our sustainability journey through digitalization. In this context, the IFS Enterprise Resource Planning (ERP) system we use enables us to manage all our operations in an integrated manner on a single platform, from production and supply chain management to inventory control and financial processes.

Through the QMDS system, we digitally monitor all stages of our operations, enabling us to identify risks at an early stage and take timely corrective actions. In addition, we track our sustainability indicators—such as occupational health and safety performance—in an integrated manner. This approach not only strengthens regulatory compliance but also reinforces our culture of continuous improvement, playing a critical role in achieving our low-carbon targets.

Our digitalized management processes enable us to share more reliable data with our stakeholders, enhance transparency, and measure our sustainability performance in line with international standards.

Within the scope of our digital transformation strategies, the Meyer Human Resources (HR) Program is actively used to make our Human Resources processes more efficient, transparent, and sustainable. Meyer strengthens data-driven decision-making by digitalizing a wide range of HR functions, including recruitment, performance management, training and development, leave management, and payroll processes. From a sustainability perspective, Meyer contributes to reducing environmental impacts through decreased paper usage, accelerated processes, and digital archiving practices.

In line with our sustainability goals, we accelerate our digital transformation processes and leverage technology to manage our environmental impacts more effectively. In this context, the Cage Carbon Calculation Program is used to accurately and transparently calculate, monitor, and report greenhouse gas emissions.





## Sustainable Supply Management

As Erdoganlar Aluminium, we approach sustainability from a broad perspective that extends beyond our own operations, covering the entire value chain from procurement and production to customers and end users. Therefore, the effective management and continuous improvement of the environmental and social impacts of our supply chain constitute an integral part of our sustainability strategy.

Our company, which values long-term partnerships, carries out systematic efforts to ensure that our ethical and sustainable business culture is also adopted by our suppliers. In this context, compliance with our Purchasing Code of Ethics—an integral component of our overall Code of Ethics—is among our fundamental expectations for all suppliers. In communications with suppliers, critical issues related to product safety and human health have been shared in line with REACH and RoHS requirements, and our expectations regarding the full regulatory compliance and safety of supplied products have been clearly communicated.

Standards that our suppliers are required to comply with—covering Business Ethics, Legal Compliance, Data Privacy, Prevention of Conflicts of Interest, Proper Use of Authority and Responsibilities, Respect for Human Rights, Improvement of Working Conditions, Traceability, Information Security, and Prevention of Bribery—have been defined in detail. Erdoganlar Aluminium manages its supply chain in line with these principles and values and expects its suppliers to act with the same sense of responsibility.

Our Sustainable Supply Chain Management approach provides a holistic framework encompassing social development, environmental protection, and economic sustainability, and aims to address the needs and expectations of all stakeholders, including our customers.

- Social development encompasses social responsibility projects, the strengthening of human relations, the improvement of working conditions, the promotion of occupational health and safety (OHS) culture, appropriate supplier selection, and full compliance with legal requirements.
- Environmental protection includes green product and packaging approaches, sustainable procurement practices, the use of recyclable materials, effective waste management, compliance with environmental regulations, green logistics practices, and the efficient use of resources.
- Economic sustainability covers total cost optimization, increased efficiency, return on investment, supplier competitiveness, and on-time delivery performance.

In this context, our suppliers are expected to respect human rights; adopt fair working conditions and occupational health and safety practices; comply with environmental standards such as reducing environmental impacts, improving energy efficiency, and implementing effective waste management; fulfill technical and regulatory compliance requirements including REACH, RoHS, and CMRT/EMRT; and adhere to ethical business conduct, anti-corruption measures, and principles of transparency.





## Sustainable Supply Chain Objectives

As Erdoganlar Aluminium, we aim for our suppliers to fully comply with all national and international laws and regulations, as well as our company policies and codes of ethics throughout their operations. In this context, respect for human rights, compliance with obligations such as the prohibition of child labor and forced labor, and refraining from employing individuals without social security coverage are among our fundamental priorities.

Our suppliers are expected to prioritize occupational health and safety; prevent all forms of discrimination based on race, color, gender, sexual orientation, religion, marital status, pregnancy, age, or any other grounds; and adhere to the principle of equal pay for equal work. Zero tolerance toward any form of harassment, abuse, or intimidation in the workplace, as well as respect for employees' freedom of association, are integral components of our sustainable supply chain approach.

From an environmental perspective, suppliers are required to conduct responsible production and consumption practices by conserving natural resources, calculate their environmental impacts, and implement actions to reduce carbon emissions and waste generation. In addition, when requested as part of supplier audits or assessments, they are expected to transparently share the necessary information and documentation and continue to cooperate closely with Erdoganlar Aluminium.

Furthermore, suppliers are expected to inform stakeholders within their own supply chains about these policies and ensure that they act in accordance with the same principles. This approach strengthens Erdoganlar Aluminium's vision of a sustainable and ethical supply chain.



### Supplier Risk Analysis

Sustainability-related risks associated with suppliers are assessed across the dimensions of Economic, Environmental, and Social Sustainability, and supplier risk analyses are planned accordingly under these categories. Based on the risk scores, supplier development actions and engagement status are determined and managed.



### Supplier Evaluation and Auditing

At Erdoganlar Aluminium, suppliers' Economic, Environmental, and Social Sustainability practices are evaluated, audited, and scored within the framework of our sustainable supply chain principles. Sustainability performance accounts for 20% of the total evaluation score, and the scores obtained by suppliers directly influence their overall assessment results. Suppliers' environmental, economic, and social risks are key factors considered within this scoring methodology.



### Supply Management Training and Recognition

Procurement department representatives receive annual training on supplier selection and evaluation, as well as on suppliers' environmental and social responsibilities. Suppliers are assessed on an annual basis and classified into A-B-C categories, and high-performing suppliers are recognized with a certificate of appreciation.



## Conflict Minerals Policy

In line with its sustainability objectives, Erdoganlar Aluminium aims to use raw materials, semi-finished and finished products, and services that cause the least possible harm to people, the environment, and nature.

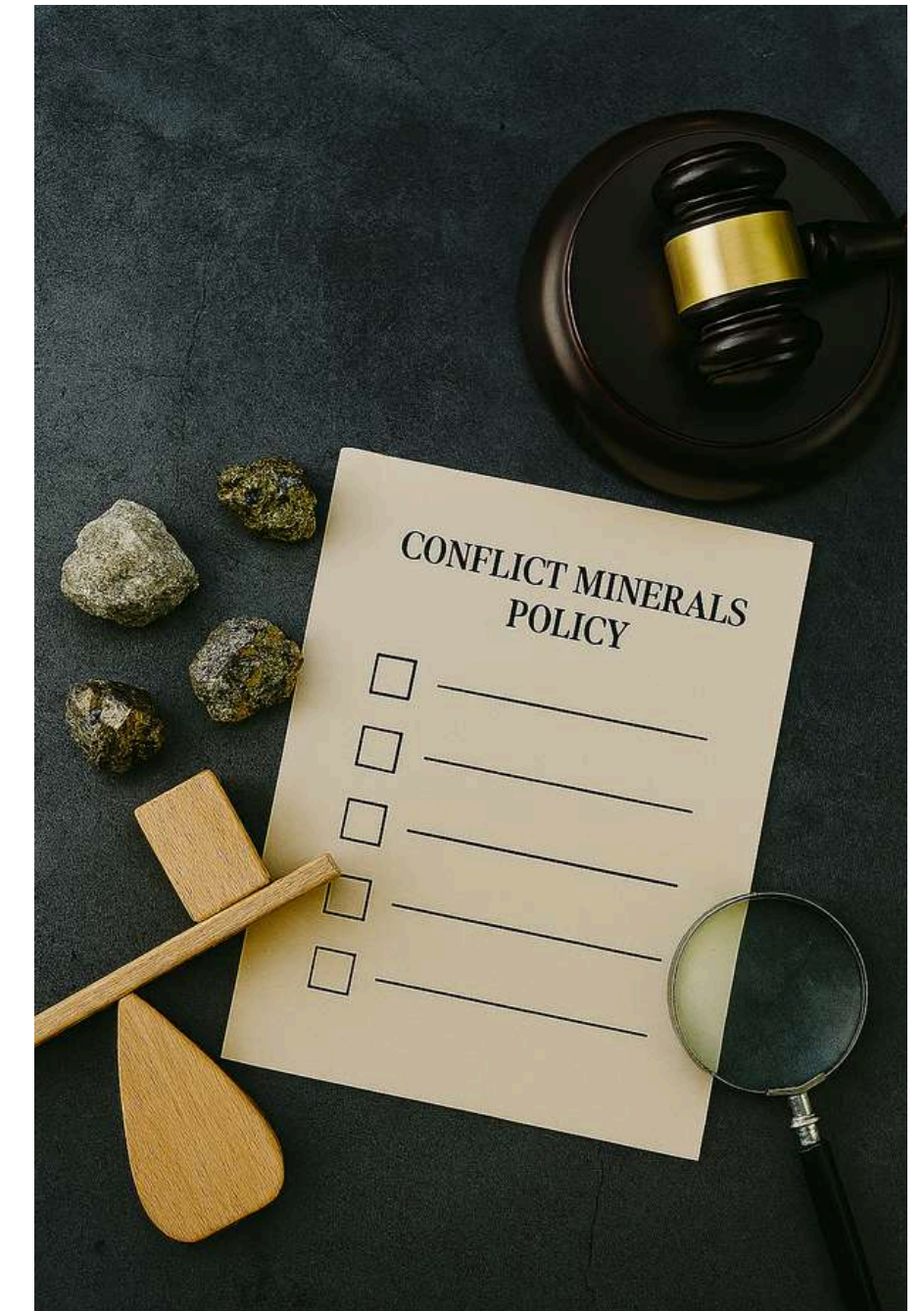
As Erdoganlar Aluminium, we commit to avoiding any actions that may contribute to the financing of conflict and to complying with relevant United Nations sanctions resolutions or applicable local laws enforcing such resolutions. We also support and expect our suppliers and business partners to adhere to the same principles. In this context, Erdoganlar Aluminium commits to becoming a member of the Responsible Minerals Initiative (RMI) by 2030 in order to support an industrial approach and contribute to global responsible sourcing practices.

Suppliers are required to comply with all applicable laws and regulations that prohibit or restrict the use, content, or processing of certain substances, including but not limited to RoHS, WEEE, REACH, California Proposition 65, and other similar regulations, as well as material and product content specifications subject to audit. Suppliers shall provide Erdoganlar Aluminium with all relevant information and official declarations related to these requirements, including but not limited to those listed above.

Erdoganlar Aluminium commits not to sell products containing “conflict minerals” (tin, tantalum, tungsten, and gold) sourced directly or indirectly from any entity involved in financial conflict in the Democratic Republic of the Congo or its neighboring countries. Suppliers are required to conduct adequate due diligence within their supply chains to assess whether products sold or supplied to Erdoganlar Aluminium contain tin, tantalum, tungsten, or gold and, if so, to determine whether these metals are sourced from conflict-free smelters or refiners, and to what extent. The results of these assessments shall be reported to Erdoganlar Aluminium, and suppliers shall commit to conflict-free sourcing, ensuring that any such metals are procured exclusively from conflict-free smelters or refiners. To establish a responsible supply chain from mine to final product and to conduct due diligence, Erdoganlar Aluminium follows the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and incorporates the five-step framework outlined in the OECD Guidance into its management systems. The five-step framework includes the following actions:

- Establishing strong company management systems
- Identifying and assessing risks within the supply chain
- Designing and implementing a strategy to respond to identified risks
- Ensuring that smelter and refiner practices are audited by independent third parties
- Reporting on supply chain due diligence activities on an annual basis

To identify risks within the supply chain, we require our suppliers to complete and submit the Conflict Minerals Reporting Template (CMRT) developed by the Responsible Minerals Initiative (RMI). By completing the CMRT, suppliers disclose information regarding the presence of conflict minerals in the products or components supplied, as well as the list of smelters and refiners with which they work. As Erdoganlar Aluminium, we place a strong emphasis on transparency and cooperation in declaration and verification processes related to conflict minerals. Our suppliers are expected to provide clear and timely information on the sources of minerals such as tantalum, tin, tungsten, and gold originating from conflict-affected and high-risk areas. In cases where suppliers fail to respond to our requests in writing on multiple occasions or do not provide the required documentation, a graduated escalation process is applied: first, a formal warning is issued; second, a corrective action plan is requested; and finally, if cooperation is not achieved, contract termination and the discontinuation of the commercial relationship are implemented. This approach reflects our commitment to ethical sourcing principles and compliance with the OECD Due Diligence Guidance.





## Customer Health and Safety Policy

Erdoganlar Aluminium considers customer health and safety as its highest priority. In order to protect the health and safety of our customers and to contribute to building a sustainable future, we commit to the following principles:



**Product Compliance:** Erdoganlar ensures that its products comply with relevant health and safety standards by conducting and commissioning the necessary analyses. We regularly carry out testing at independent laboratories to verify and document the safety and compliance of our products. By identifying potential risks and hazards that may arise throughout the product life cycle, we work to reduce these risks to acceptable levels.



**Customer Information:** We provide our customers with the necessary information for the safe and healthy use of our products. Through material safety data sheets and the support of our technical team, we ensure that customers receive the required guidance and assistance.



**Transparency and Communication:** Erdoganlar Aluminium is committed to maintaining transparent communication with its customers. We provide information on the materials used in our products and on health and safety measures, and we respond to customer inquiries in an open and honest manner.



**Legal Compliance:** Erdoganlar Aluminium commits to full compliance with all applicable legal requirements. We monitor, implement, and report on regulations and practices related to legal frameworks such as REACH and RoHS.



**Continuous Improvement:** Erdoganlar Aluminium takes customer feedback into account and continuously optimizes its business processes accordingly. Our commitment to protecting customer health and safety is always maintained at the highest level. Providing our customers with the safest and healthiest products while ensuring their satisfaction is our top priority.





## Social Responsibility Projects

### Support for Education: Kayalı Village Primary School Social Responsibility Project

In line with the United Nations Sustainable Development Goals, particularly Goal 4: Quality Education, we have added a new initiative to our social responsibility efforts. As Erdoganlar Aluminium, we implemented a meaningful social responsibility project at Kayalı Village Primary School in Kırklareli during 2024.

The campaign launched internally under the slogan “Contribute a Book to the Library!” grew through the voluntary participation of our employees and evolved into a comprehensive support program. Within the scope of this project, stationery supplies, books, and educational materials required throughout the academic year for 1st, 2nd, 3rd, and 4th grade students at Kayalı Primary School were procured and delivered to the school administration.

During the delivery process, our team members had the opportunity to meet and engage directly with the students. The warm welcome we received allowed us to closely experience the children’s enthusiasm for education and their appreciation of the project.

Every contribution to education represents a valuable step toward a stronger and more sustainable future.



### Animal-Friendly Practices: Supporting Our Animal Friends Through Cat Shelters

As Erdoganlar Aluminium, we are committed to creating a more livable environment not only for people but for all living beings. In this context, during 2024, we constructed dedicated cat shelters to meet the housing needs of stray cats living within our facility premises.

Shaped by the voluntary participation of our employees, this initiative stands as a concrete example of our corporate culture, which is rooted in respect for animal rights and strong social responsibility. While providing protection from seasonal weather conditions, the shelters also promote a harmonious coexistence with nature within our living and working environments.

This small yet meaningful step was implemented as part of our environmental and social sustainability approach and has contributed to raising awareness among our employees.





## Valuing Human Capital: Strengthening Corporate Commitment Through Seniority Awards

As Erdoganlar Aluminium, we believe that sustainable success is built not only on technology and production capacity, but also on the value placed on people. In this regard, in 2024, a Seniority Awards Ceremony was organized to honor our employees who have contributed to our company's corporate development over many years.



During the ceremony, our colleagues who completed 25 and 30 years of service were recognized for their dedicated efforts, loyalty, and contributions to the company's institutional knowledge. Plaques, certificates of appreciation, and symbolic awards were presented to the participants, formally expressing our respect and gratitude for their long-standing commitment. The memories shared and emotional anecdotes conveyed during the ceremony contributed to strengthening the sense of belonging and reinforcing our corporate culture.

Through this initiative:

- Our respect for human capital has been formally emphasized at the corporate level,
- Internal commitment and employee satisfaction have been strengthened,
- Knowledge transfer and corporate sustainability goals have been supported.

The knowledge and experience of our senior employees not only guide younger generations but also contribute to the development of a workforce aligned with our company's principles of quality, efficiency, and sustainability.

On this occasion, we extend our gratitude to all colleagues who have contributed to Erdoganlar Aluminium's success story from past to present, and we share with the public our commitment to continue building a stronger, more inclusive, and sustainable future together.





## Sustainability Through Employee Engagement: Green Ideas Competition

In line with our goal of making sustainability an integral part of our corporate culture, we organized the “Green Ideas Competition” across the company in 2024. The competition aimed to encourage our employees’ creative and innovative solutions on environmental sustainability and to support a participatory approach to sustainability.

Open to all employees, the competition collected ideas under themes such as reducing carbon footprint, energy efficiency, waste management, and environmentally friendly production.



The top three ideas, selected by the evaluation committee, were rewarded by company management to boost motivation. Additionally, the feasible ideas among the top three were implemented, generating tangible environmental benefits.

This initiative not only strengthened employee engagement but also supported internally driven solutions for environmental improvements in business processes.

At Erdoganlar Aluminium, we value every idea our employees contribute toward sustainability and remain committed to working together for a greener future.

## Supporting Vocational Education: Equipment Donation to the Technical High School

As Erdoganlar Aluminium, to contribute to the development of a qualified workforce and support vocational education, we donated a caliper (measuring tool) to a technical high school in 2024. This support was specifically designed to enhance the hands-on learning experiences of students studying metalwork and mechanical technologies.

Aimed at increasing equal opportunities in education and promoting the development of vocational competencies, this donation aligns directly with our company’s commitment to the United Nations Sustainable Development Goals, particularly Goal 4: Quality Education and Goal 8: Decent Work and Economic Growth

At Erdoganlar Aluminium, we continue to support the technical experts of the future and contribute to the development of individuals who add value to the industry.





## Erdoganlar's Children Are Drawing

In 2024, with the aim of passing environmental awareness on to future generations, a “Nature and Environment” themed painting competition was organized for the children of our employees. Held in the 6–9 and 10–13 age categories, this event aimed to promote a culture of sustainability and to instill environmental awareness from an early age.

The competition received strong participation and resulted in many valuable artworks created with creativity and environmental sensitivity. Awards and certificates of achievement were presented to the winners, while all participants received certificates of participation and coloring sets. The artworks produced were exhibited in various areas of our company, serving as a source of inspiration for our employees. Through this event, we are proud to make environmental awareness a part of our corporate culture.



## Environmental Site Audit Awards

In line with our sustainable production goals, a comprehensive Environmental Site Audit was conducted at our production facility in 2024. The audit focused on key evaluation criteria, including a zero-waste approach, source-based waste segregation, increasing recycling rates, and the adoption of environmentally conscious working practices.

Based on the audit results, the departments that best complied with zero-waste and waste management principles were identified and recognized for their exemplary practices. This initiative enhanced environmental awareness among our employees and promoted the adoption of best practices across the organization.



We extend our gratitude to all our teams for their care and contributions to waste management, recycling, and sustainable environmental practices. Audits and incentive mechanisms such as these are an important part of our vision to contribute to a circular economy and enhance our environmental performance.

By adopting a nature-conscious, sustainable, and environmentally friendly production approach, we continue our efforts with determination toward a more livable future.





EMPLOYEES



# Employees

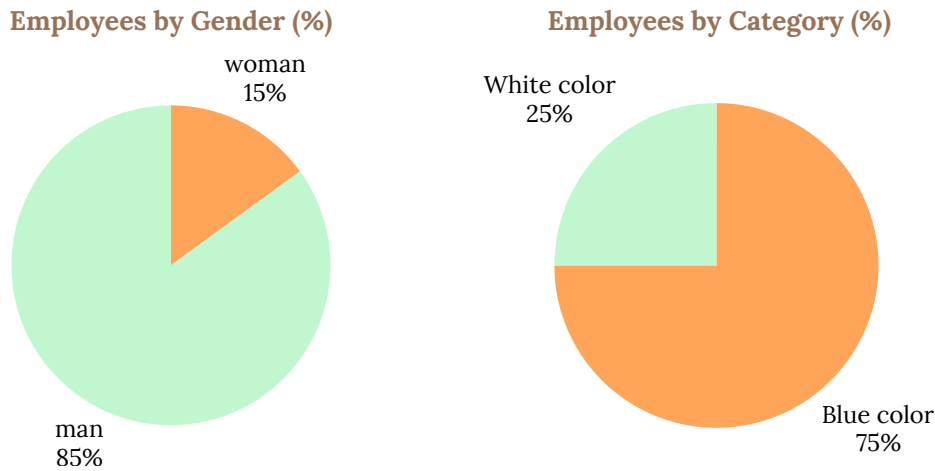
The foundation of Erdoganlar Aluminium’s sustainable growth is our employees, who add value to our organization through their knowledge, competencies, and commitment. Our human capital is not only the backbone of our production processes but also the strongest element of our innovative, environmentally conscious, and ethically driven corporate culture.

Our human resources policies are implemented in line with the principles of ethics, equal opportunity, inclusivity, and fair employment. We aim to ensure that all our employees are able to realize their full potential within a safe, respectful, participatory, and supportive working environment.

## Employee Profile and Distribution

Our human resources consist of a balanced structure comprising different age groups, job roles, and areas of expertise. Our employees working across production, technical, administrative, and support functions collectively strengthen our company’s operational continuity and quality standards.

While our workforce distribution is shaped in line with the needs of our production facilities, increasing female employment, attracting young talent, and preserving the knowledge and experience of senior employees are among our key priorities. Through this approach, we aim to establish an inclusive, sustainable, and long-term value-creating human capital structure.



## Diversity and Inclusion

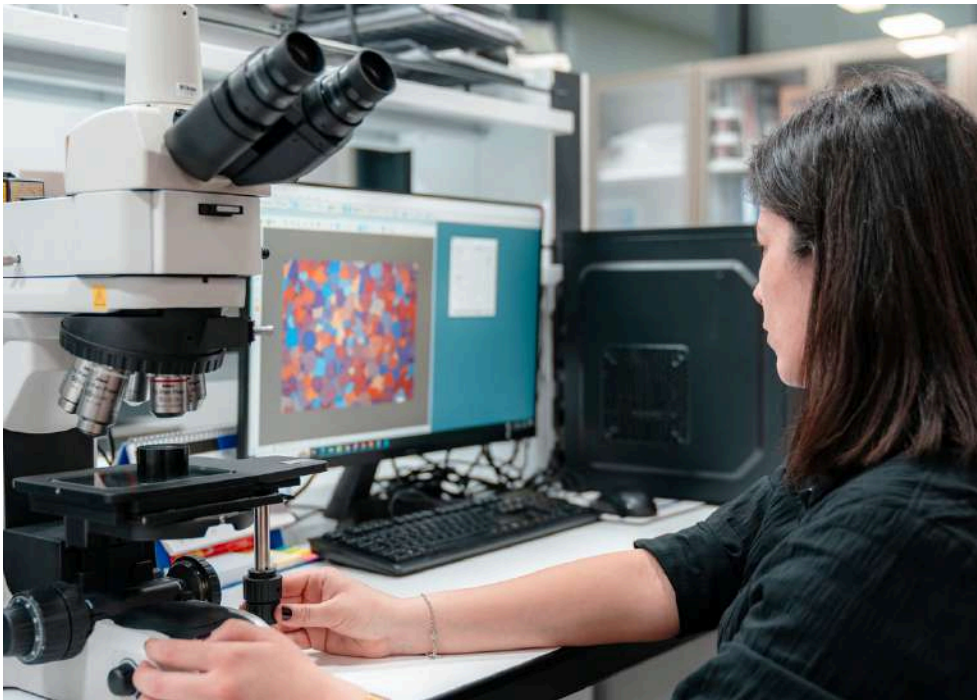
As Erdoganlar Aluminium, we consider building an inclusive corporate culture—where different identities, beliefs, perspectives, and ways of life can work together in harmony—as a prerequisite for sustainable success. A zero-tolerance policy against discrimination is applied throughout our recruitment, training, performance evaluation, and promotion processes, ensuring equal opportunities for all individuals.

In 2024, our position-based evaluation system was restructured to encourage the active social and economic participation of persons with disabilities, and an employment rate of 3% for employees with disabilities was achieved, going beyond legal requirements. In addition, the principle of equal opportunity was upheld in recruitment processes for minority groups and underrepresented communities.

## Gender Equality and Women’s Empowerment

At Erdoganlar Aluminium, gender equality forms the foundation of our human resources strategy. The Company implements dedicated monitoring systems and supportive policies to ensure equal access for female employees to recruitment, remuneration, career development, training, and decision-making processes.

Throughout 2024, strategic steps were taken to increase female employment, and programs were implemented to strengthen women’s representation, particularly in leadership and technical positions.





## Employment and Workforce

At Erdoganlar Aluminium, our approach to working life is built on creating a fair, inclusive, and development-oriented environment. Our company adopts a system that enables employees to fully realize their potential, enhance their competencies, and pursue a career path aligned with corporate goals. This approach not only supports individual performance but also aims to strengthen organizational belonging and sustainable success.

### Talent Management

In 2024, Erdoganlar Aluminium continued to take strategic steps to support the competency development of our employees. We restructured our talent management approach in line with digitalization, quality systems, and inclusive development principles.

Within this framework, training programs aimed at enhancing both technical and managerial skills were diversified, and performance and career management processes were integrated into a more holistic structure.

ISO 9001 Auditor Training was conducted to enhance the internal audit capacity of our quality management systems and to promote a culture of continuous process improvement. Through this training, our employees gained mastery of audit methodologies within quality systems and deepened their competencies in process analysis and risk management. The program contributed to strengthening quality awareness across the company and fostering an audit culture aligned with our sustainability objectives.

Within the scope of Lean Manufacturing and Work Study programs, our engineers actively participated in projects, developing both technical and project management skills. Monthly training sessions conducted via the QDMS platform, integrated with digital transformation initiatives, facilitated employees' access to knowledge and accelerated learning processes.



### Career Management

At Erdoganlar Aluminium, we consider the development of our employees as one of the fundamental pillars of corporate sustainability, and we implement an inclusive career management system accordingly. We shape our training and development activities in line with industry needs, global standards, and our corporate strategy, continuously adding value to our employees' career journeys.

In 2024, we further strengthened a career management approach that aligns individual potential with corporate objectives. Through our system, which is based on two-way communication, employees are able to share their insights, provide suggestions, and set their personal goals in collaboration with their managers. Our career development processes are integrated with performance evaluations, allowing for personalized roadmaps tailored to employees' strengths and areas for growth. This approach is designed not only to enhance technical skills but also to foster behavioral competencies such as leadership, communication, and adaptability.

Hearing our employees' voices is not merely a listening practice for us; it is an indispensable part of an inclusive, fair, and sustainable career management approach. This perspective not only strengthens organizational belonging but also enables individual potential to translate into corporate success.







## Career Development Programs

At Erdoğanlar, we systematically support the career development of our employees. We implement a structured methodology designed to enable employees who demonstrate high performance in their current roles to acquire the motivation and competencies required to prepare for the next level of responsibility. Within this framework, employee profiles are analyzed using the DISC Personality Inventory.

Based on the results of the profile analyses, employees' strengths and development areas are identified, and internal and external training programs are planned accordingly. In addition, employees' career journeys are supported through a mentoring program conducted by our Human Resources Department.

## Women's Development Programs

Our company adopts family-friendly practices that support employees' work-life balance as a core element of its human resources policies. Through maternity leave, parental leave, and flexible working arrangements, we support our employees in fulfilling their family responsibilities in a healthy and balanced manner.

## Competency Development Programs

In order to enhance employee satisfaction and engagement, we regularly conduct employee satisfaction surveys and incorporate the feedback received into our improvement plans. Through this approach, which encourages open communication, we aim to understand our employees' expectations and needs and to foster a trust-based organizational culture.

## Recruitment, Termination and Performance Evaluation

We evaluate our employees based on objective and transparent criteria throughout both recruitment and termination processes. Within the scope of our performance evaluation system, which is applied at both individual and departmental levels, performance is monitored and measured at two-month, six-month, and annual intervals.

In our recruitment processes, we uphold the principle of equal opportunity, evaluating candidates based on their competencies and experience without any discrimination based on gender, age, disability, or similar differences. We conduct an impartial and inclusive hiring process using standardized interviews and competency-based methods.





## Intern – Young Engineer Development Program

As Erdoğanlar Aluminum, in line with the Sustainable Development Goals and our objective of Quality Education, we implement the Intern Engineer Development Program within our organization.

Through this program, we provide young engineering candidates who are university students with knowledge and experience in business life, organizational processes, quality, and technical training that they can use throughout their university education. In this direction, by assigning them responsibilities through which they can improve themselves, we aim to help them gain the competencies that will enable them to contribute to Turkish industry and to our company.

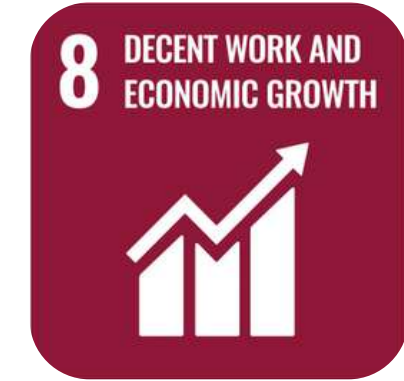
Students of Mechanical, Industrial, and Metallurgical and Materials Engineering who participate in our development program have made significant contributions to their education by gaining not only theoretical knowledge but also practical experience. Within the scope of the program, our students have had the opportunity to closely observe our production processes and experience the work environment by taking part in different departments. By being included in daily workflows, they are encouraged to collaborate with teams and gain hands-on experience by taking responsibility.

Through our Intern Engineer Development Program, our aim is to support young engineer candidates in becoming familiar with business life, contribute to their professional development, and reinforce their university education through on-site practices. In this way, we aim to contribute to both their personal and professional growth.

## University Master's Project Sponsorship

As Erdoğanlar Aluminum, we have implemented the Yıldız Technical University Master's Student Sponsorship Social Responsibility Project. We have conducted joint projects with master's students at Yıldız Technical University on Life Cycle Assessment (LCA) and carbon footprint studies. This initiative supports the process of students connecting with industry and gaining practical experience.

Through these projects, we contribute to the United Nations Sustainable Development Goals, primarily Goal 4: Quality Education, and by supporting youth employability, we also advance Goal 8: Decent Work and Economic Growth.





## Family-Friendly Practices

Our company adopts family-friendly practices that support employees' work-life balance as a core element of its human resources policies. Through maternity leave, parental leave, and flexible working arrangements, we support our employees in fulfilling their family responsibilities in a healthy and balanced manner.

## Employee Satisfaction

To enhance employee satisfaction and engagement, we regularly conduct satisfaction surveys and incorporate the feedback received into our improvement plans. This approach, which encourages open communication, aims to understand our employees' expectations and needs while fostering a trust-based organizational culture.

## Health Insurance and Healthcare Services

At Erdoğanlar Aluminum, employees are provided with health coverage from their first day of employment. To support the physical and mental well-being of our employees, health risks are assessed through authorized healthcare institutions with contracted, specialized physicians. Through this approach, we prioritize creating a safe and healthy work environment by promoting preventive health practices.

## Working Conditions, Compensation and Benefits

At Erdoğanlar Aluminum, salaries, bonus systems, and benefits are managed with a fair, transparent, and competitive approach. By aiming to offer standards above market conditions, we ensure working conditions that respect human dignity. Through these practices, we strive to sustainably enhance employee motivation, engagement, and productivity.

## Living Wage

Efforts are undertaken to determine and monitor Living Wage levels, supported by regular tracking and reporting practices. The Family Methodology of the Anker Reference Value Methodology is applied in the determination of the Living Wage. International reporting frameworks are reviewed annually, and evaluations are conducted based on current wage levels. In 2024, the Living Wage benchmarking analysis indicated that 55% of the direct employees included within the scope were compensated at or above the Living Wage level. In line with our policies, we aim to increase the proportion of employees earning a Living Wage or above to 100% by 2029.

## Employee-Management Shareholding Plan

We develop shareholding and incentive mechanisms to enable our employees to participate in the long-term success of our company. Through this practice, we aim to strengthen employees' corporate commitment and foster a shared value creation mindset.





## Labor and Human Rights

At Erdoganlar Aluminium, respect for human rights and the protection of labor rights are fundamental pillars of our sustainability vision.

In 2024, we continued to transform our approach in this area into a more holistic and inclusive framework, strengthening ethical and fair working conditions both within the company and across our value chain.

We provide all our employees with equal rights regardless of language, religion, race, gender, age, disability, or any other differences, and actively promote diversity and inclusion. We operate with a zero-tolerance policy against discrimination in recruitment, compensation, performance evaluation, and career development processes.

We implement special programs aimed at increasing female employment, supporting the participation of individuals with disabilities in social life, and enhancing the representation of minority groups.

### Social Dialogue

At Erdoganlar Aluminium, we encourage our employees to act with a sense of social responsibility and support their voluntary participation in social and cultural projects. Our corporate culture is founded on creating an inclusive environment where individuals with diverse beliefs, perspectives, and lifestyles can work together with respect and collaboration.

In 2024, in line with our goal of strengthening diversity and inclusion, we implemented policies across all levels to support female employment and promote the qualified and active participation of women in the workforce.

This approach not only reflects our commitment to the principle of equality but also demonstrates our corporate contribution to sustainable development goals. At Erdoganlar Aluminium, we remain steadfast in building a work environment where every individual is valued, equal access to opportunities is ensured, and social responsibility is embraced as a shared commitment.





## Child Labor and Forced Labor

At Erdoğanlar Aluminum, we take a firm and resolute stance against child labor and forced labor. In line with our principle of respecting human rights, the employment of children is strictly prohibited under any circumstances within our company, and our zero-tolerance policy on this matter is rigorously enforced.

Our commitments against child labor and the related grievance mechanisms, as outlined in our Code of Conduct, are accessible and trackable by both our employees and stakeholders. These mechanisms are continuously updated to facilitate reporting of violations and to accelerate resolution processes. Throughout 2024, monitoring and audit activities regarding child labor were conducted both within the company and across our supplier network. High-risk areas were identified in advance, and regular field inspections were carried out to prevent such violations. In the event of any non-compliance, appropriate sanctions are applied in accordance with our disciplinary procedures, and all related processes are documented transparently.

Through joint projects conducted with the Turkish Employment Agency (İŞKUR), we aim to prevent child labor and integrate young individuals into a skilled workforce. These collaborations reflect not only our legal compliance but also our commitment to social responsibility. At Erdoğanlar, we advocate for children's right to education and development, and we consider an ethical, human-dignity-respecting approach in our production processes an integral part of our sustainability vision.

## Protection of Young Workers

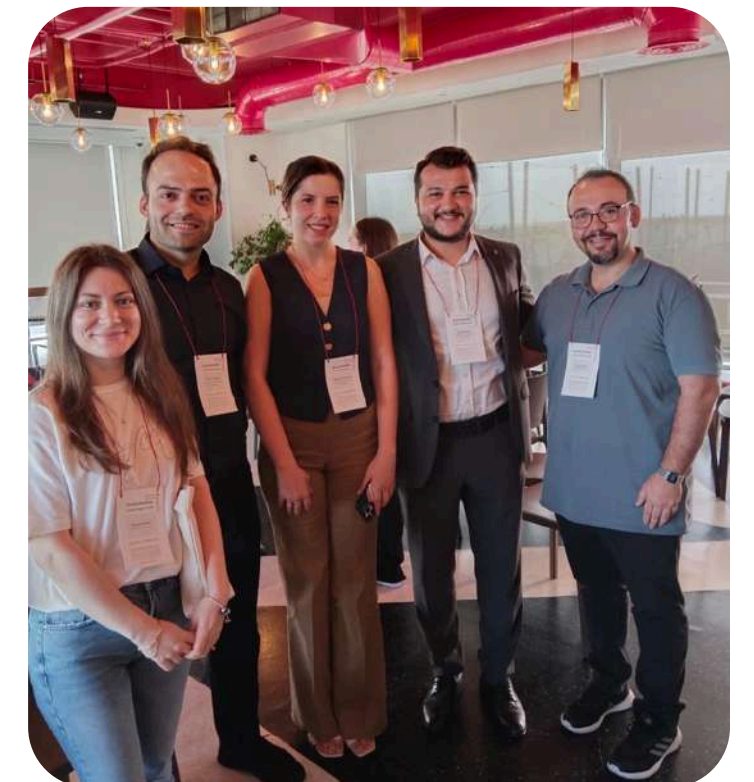
Our company adopts the protection and prioritization of young workers as a fundamental principle. In line with this, we regulate working hours for young employees in accordance with legal requirements, conduct recruitment and orientation processes diligently, establish effective communication channels, and provide regular health check-ups. Through all these practices, we create a safe, healthy, and risk-free working environment for young employees.

## Stakeholder Engagement and Human Rights

At Erdoğanlar Aluminum, our corporate commitment to the protection and promotion of human rights is not limited to internal processes; we establish an open and sustainable dialogue with all our stakeholders. We take a firm stance against fundamental rights violations such as child labor, forced labor, and human trafficking, adopting our Code of Conduct principles at the policy level and integrating them into all our business processes.

Throughout 2024, in line with the principles of transparency and accountability, we shared our human rights policies with our suppliers, business partners, and community representatives. By actively utilizing feedback mechanisms, we aimed to identify risks at an early stage and strengthen a culture of continuous improvement. Various training and awareness programs were conducted throughout the year to raise corporate awareness of human rights. These programs helped our employees internalize a rights-based approach while also contributing to ethical decision-making processes.

As Erdoğanlar, we are committed not only to complying with existing standards but also to continuously renewing ourselves in a way that contributes to the development of these standards, in order to create a work environment that is respectful of human dignity, fair, and inclusive.





## Pay Equity and Employment Policies



At Erdoganlar Aluminium, we consider fair compensation and equality-based human resources policies as an integral part of our sustainability approach.

In 2024, our equal pay policy was rigorously applied for employees performing similar roles across the organization. Performance-based pay differentials were monitored and audited as part of the Human Resources Annual Report, ensuring transparency and adherence to our commitment to fairness.

At Erdoganlar Aluminium, our compensation model is based on a fixed salary plus bonus system, with bonus distribution conducted transparently in alignment with performance criteria and departmental objectives.

Our working hours and overtime policies are designed in accordance with both legal regulations and corporate principles that prioritize employee well-being. Overtime work beyond regular hours is planned in advance and carried out with the approval of the relevant managers. Overtime payments are calculated within the integrated compensation system, ensuring that employees' rights are fully protected.

At Erdoganlar Aluminium, our compensation policies are founded on the principles of equity, transparency, and sustainability. By implementing a system that fairly values employees' contributions, we aim to enhance corporate loyalty and job satisfaction.

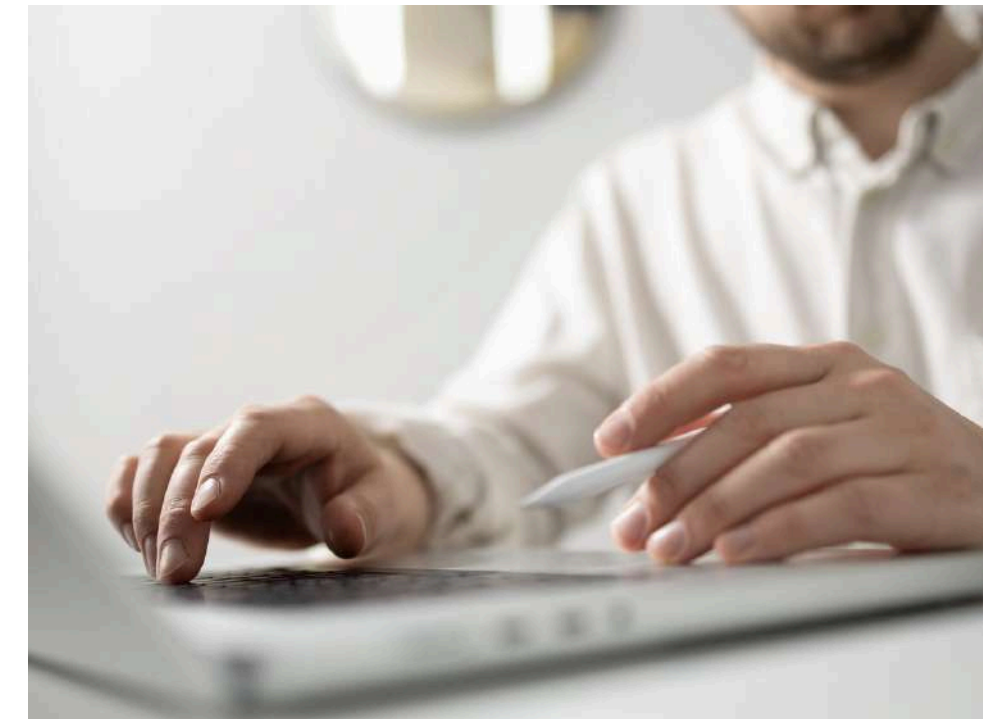
## Flexible Work Model

At Erdoganlar Aluminium, we have strengthened our ability to adapt to changing work dynamics through the experiences gained during the pandemic. The hybrid and remote work models developed during this period have been fully integrated into our corporate infrastructure as of 2024, forming a sustainable flexibility policy.

Flexible work practices are implemented dynamically based on departmental workloads and operational requirements, under the initiative of the relevant management units. This approach provides a balanced model designed to enhance both productivity and employee satisfaction.

Our hybrid work infrastructure is supported by digital communication tools, data security systems, and remote access solutions, enabling employees to perform their duties independently of location. At the same time, this model, which respects work-life balance, has produced positive outcomes in terms of employee engagement and organizational flexibility.

At Erdoganlar Aluminium, we view a flexible work culture not as a temporary solution, but as a fundamental component of the future of work. We are committed to continuously improving our practices in this area to support sustainable and adaptable work environments.







External Stakeholder Rights

At Erdoganlar Aluminium, our corporate policies on labor and human rights are not limited to internal practices; we extend them to cover all external stakeholders. In our relationships with customers, suppliers, and business partners, we consider it a core responsibility to establish a safe, respectful, and ethically grounded business environment.

Throughout 2024, preventive mechanisms to address human rights risks were developed, particularly in supply chain management. Audits and evaluation processes were implemented to safeguard rights related to safety, security, and working conditions. Supplier selection prioritized companies that comply with our ethical conduct principles, and this compliance was integrated into contractual terms and performance monitoring systems.

Regarding customer rights, product safety, data privacy, and transparent communication were prioritized. Safety and quality assurance were ensured across all products and services. Feedback mechanisms were actively utilized to evaluate customer satisfaction and reports of rights violations, directly contributing to continuous improvement processes.

At Erdoganlar, our relationships with external stakeholders are conducted not only on a commercial basis but also grounded in ethics and social responsibility. We are committed to creating a safe, respectful, and sustainable value chain that upholds human rights.





## Occupational Health and Safety

In line with our corporate values and company policies, Erdoganlar Aluminium takes all necessary measures to provide a healthy and safe working environment for its employees as well as all personnel present on the factory premises (including interns, visitors, etc.).

Occupational health and safety activities across the company are conducted within the framework of the ISO 45001 Occupational Health and Safety Management System and the Erdoganlar OHS Policy. The unit responsible for OHS management comprises safety specialists, occupational physicians, and auxiliary health personnel. This unit operates under the Human Resources Directorate and reports directly to the General Management.

### Risk Management and Participatory Approach

Erdoganlar prioritizes employee participation in the identification, mitigation, and elimination of OHS risks, and conducts regular training and awareness activities accordingly. During the monthly OHS Committee Meetings, workplace accident indicators are evaluated, root cause analyses are conducted, and the preventive measures taken are shared with all relevant parties.

### Objectives, Performance Monitoring, and Improvement

To enhance OHS performance, monthly and annual targets are set at both the employee and departmental levels, and corresponding work programs are developed. OHS performance data is reported to the relevant units on a monthly basis and evaluated with senior management during the annual Management Review meetings, where decisions for continuous improvement are made. Within this scope, actions are implemented to improve both tangible and intangible elements, such as processes, equipment, facility infrastructure, and human resources, when necessary.

In addition, periodic environmental measurements related to the workplace (such as noise, lighting, dust, vibration, etc.) and health check-ups are conducted regularly.

### Product Safety and Life Cycle Approach

Erdoganlar Aluminium holds responsibility not only for the safety of its employees but also for customer health and safety throughout the product life cycle. Product safety is ensured from the design stage, through material selection, performance evaluation, and quality assurance processes, supported by rigorous testing.





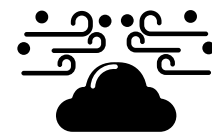
## Emergency Management

As an integral part of occupational health, safety, and environmental sustainability, we place great importance on emergency management. Regular risk assessments are conducted and our emergency plans are kept up to date to prepare for potential emergencies such as fires, explosions, natural disasters, chemical spills, or workplace accidents.

Emergency drills are conducted periodically at our facilities to enhance employee awareness and response skills. In addition, fire suppression systems, alarm mechanisms, personal protective equipment, and first aid supplies are regularly maintained and inspected.

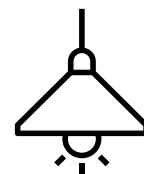
## Workplace Hygiene Measurement

### Indoor Air Quality (IAQ) and VOCs



Indoor air quality measurements are occupational hygiene practices conducted to assess the healthiness and safety of the air employees breathe. These measurements cover parameters such as temperature, humidity, air velocity, carbon dioxide (CO<sub>2</sub>), volatile organic compounds (VOCs), dust (particulate matter), carbon monoxide (CO), and formaldehyde. The purpose is to protect employees from adverse effects such as headaches, fatigue, impaired concentration, and respiratory issues. Evaluations of the analyses conducted indicate that the measured values remain below the limit thresholds. No persistent organic pollutants are present in our production processes.

### Lighting



In occupational hygiene, lighting measurements support not only employee health and safety but also energy efficiency. By determining appropriate lighting levels, excessive energy consumption is prevented, and the use of natural light is maximized.

### Noise



In our factory, noise levels and environmental measurements are conducted periodically to prevent noise pollution, and corresponding preventive measures are planned.

### Odor



Odor measurement analysis was conducted, and the results were found to be below the limit values.





## Ethical Values

At Erdoganlar Aluminium, we conduct all our activities in accordance with internationally recognized principles of business ethics, placing ethical values at the core of our corporate decision-making processes. The Code of Ethical Conduct and Implementation Principles provides a reference framework not only for company executives and employees but also for our suppliers, business partners, and all other stakeholders.

Throughout 2024, awareness initiatives, internal audits, and training programs were conducted to embed adherence to ethical principles as an integral part of our corporate culture. These efforts emphasize that ethical behavior is not merely an obligation but a cornerstone of trust-based and sustainable business relationships.

The Erdoganlar Aluminium Code of Ethics is publicly accessible on our corporate website, covering 19 fundamental principles in detail. These principles include honesty and impartiality, respect and trust, courtesy and dignity, avoidance of conflicts of interest, prohibition of gifts and benefits, information sharing, transparency, and participatory engagement.

Our ethical values are not only rules to be followed; they define Erdoganlar's way of doing business, our sense of responsibility to society, and our approach to long-term trust relationships. Accordingly, we expect the same ethical sensitivity from all our stakeholders, committing together to build a more fair, transparent, and responsible future.

All employees are expected to use the Erdoganlar Aluminium Ethical Principles as a guide in their business processes. In cases of suspected violations, reports can be submitted through the following channels.



### Ethics Reporting Line

E-mail: [etik@erdoganlar.com](mailto:etik@erdoganlar.com)

Phone: 0212 866 55 77

## Corporate Ethical Principles

At Erdoganlar Aluminium, we conduct all our business processes based on integrity, respect, and responsibility, viewing adherence to ethical principles not merely as a corporate requirement but as an essential element of our sustainability vision. The Code of Ethical Conduct and Implementation Principles provides a common framework of behavior for all our employees, managers, suppliers, and business partners.

As of 2024, our Code of Ethics in force is structured around 19 fundamental principles.

These principles include:

- Integrity and Impartiality
- Respect and Trust
- Courtesy and Mutual Respect
- Avoidance of Conflicts of Interest
- Prohibition of Receiving Gifts and Benefits
- Accuracy and Transparency in Information Sharing
- Transparency and Participatory Engagement

These headings are included, each defined in detail and made openly accessible to all stakeholders.

To support the implementation of our ethical principles, Ethics Committee Advisors have been appointed within the company, creating a safe structure where employees can seek guidance on any matter. Reports submitted through the Ethics Hotline are directed straight to the Ethics Committee; all notifications are handled confidentially and addressed in accordance with the Complaint Resolution Procedure.

At Erdoganlar Aluminium, we embrace ethical values not merely as written rules but as the cornerstone of our decision-making processes, business relationships, and sense of social responsibility. Together with all our stakeholders, we remain committed to building a fairer, more transparent, and trustworthy business environment.



## Business Ethics Rules

Our Business Ethics Rules (Code of Conduct) form the foundation of our commitment to creating a business culture based on full compliance with laws and regulations, transparency, and integrity. These rules are designed to ensure that everyone—from the Board of Directors to all employees, and from our suppliers to business partners—makes fair and responsible decisions that protect our company's reputation and contribute to its sustainable growth. Adherence to these rules by every individual is not only a legal obligation but also a guarantee of our company's long-term reliability.

### Combating Discrimination and Harassment

Creating a safe, respectful, and inclusive work environment is one of our top priorities. Our zero-tolerance policy against harassment, bullying, discrimination, and violent behavior is firmly enforced, with all necessary measures taken to ensure that employees feel physically and psychologically secure.

Additionally, the “Procedure for Combating Violence and Violations of Sexual Integrity” provides a clear framework for preventing, detecting, and effectively managing such incidents. This procedure defines confidential handling of complaints, rapid assessment processes, and disciplinary mechanisms. Every employee can safely report violations under this procedure and access protection and support mechanisms in case of infractions.

Our anti-discrimination policies are integrated into all human resources processes, including recruitment, compensation, career development, and daily work interactions. Equal treatment is ensured for all employees regardless of gender, age, ethnicity, beliefs, disability status, or any other differences, with diversity and inclusion embraced as corporate values. We do not merely establish rules to create a respectful work environment; we continuously enhance training, auditing, and support systems to ensure these rules are effectively applied and lived in practice.

### Anti-Corruption

We integrate our commitment to business ethics and anti-corruption into all our business processes, acting in accordance with the principles of transparency, accountability, and integrity. Throughout 2024, we strengthened both our internal control systems and awareness initiatives to prevent corruption risks and curb unethical behavior.

Our anti-corruption policy applies across all levels of the company and is implemented with a responsibility framework that encompasses all stakeholders, from managers to field employees, and from suppliers to business partners.

Within this scope, audit mechanisms are implemented in critical areas such as financial transactions, procurement processes, and contract management.

In line with the Code of Ethical Conduct, clear rules are defined to prevent risky behaviors such as conflicts of interest, receiving gifts, and obtaining improper benefits. Reports of suspected corruption submitted via the Ethics Hotline and Ethics Committee are handled confidentially, with all notifications recorded and disciplinary processes carried out in accordance with the Complaint Resolution Procedure.

In 2024, ethics training programs included a dedicated module on combating corruption, aimed at raising employee awareness and enabling early detection of potential risks. Additionally, ethical compliance criteria were prioritized in supplier selection, and anti-corruption commitment clauses were incorporated into contracts.

### Information Security

We treat the protection of information assets as a strategic priority in our increasingly digital business processes, implementing a management system based on international standards to ensure the security of both company and stakeholder data. As of 2024, we have certified our corporate competence in this field by obtaining the ISO/IEC 27001:2022 Information Security Management System certification.

Our system, established to prevent, detect, and manage information security breaches, includes risk analysis, access control, data classification, incident response plans, and continuous monitoring mechanisms. All employees receive information security awareness training, supported by systemic controls, technical infrastructure, and procedural measures.

The controls defined under ISO 27001 are structured to cover not only technical systems but also human-related risks. Data security commitments are integrated into supplier contracts, and information security compliance is ensured in projects conducted with external stakeholders. Under the record-keeping programme, confidential information is stored and recorded in our system for a period of 10 years.

At Erdoganlar, we view information security not merely as an IT responsibility but as a fundamental element of corporate sustainability, ethical business practices, and stakeholder trust, and we continuously improve our practices in this area.



## Business Ethics Policies

At Erdoganlar Aluminium, we base our corporate decision-making processes on the principles of transparency and impartiality. Preventing conflicts of interest, fraud, and unrecorded transactions, as well as avoiding market and competition violations, are fundamental elements of our ethical management approach. Throughout 2024, both awareness training and control mechanisms were strengthened to reduce risks in ethical management.

### Conflict of Interest Policy

A conflict of interest occurs when an employee's or manager's personal interests do not align with or conflict with the company's interests. To prevent such situations:

All employees are informed about the definition and examples of conflicts of interest under the Code of Ethical Conduct. An annual conflict of interest declaration is implemented for managers and employees in critical roles.

Clear rules are defined to prevent risky behaviors such as receiving gifts, obtaining benefits, or engaging in transactions with closely related parties. Conflict of interest reports submitted via the Ethics Hotline are handled confidentially and evaluated by the Ethics Committee.

Under the Complaint Resolution Procedure, situations suspected of involving conflicts of interest are recorded and disciplinary processes are carried out. Conflict of interest risks are proactively analyzed across all critical business areas—from supplier selection and project management to procurement processes and human resources practices—and these analyses are supported by internal audit reports.

At Erdoganlar, we act with the awareness that conflicts of interest pose risks not only to individuals but also to corporate reputation and stakeholder trust. We continuously update our policies in this area to strengthen our ethical business practices.

### Fraud and Undocumented Money Policy

Our Fraud and Undocumented Money Policy applies across all levels of the company and is guided by principles of financial transparency and ethical business conduct, maintaining a zero-tolerance approach toward fraud and undocumented financial transactions. All financial transactions, accounting records, and payment processes are monitored and audited through digital systems, with ERP systems and dual-approval payment procedures implemented to mitigate the risk of undocumented transactions. All internal and external monetary transactions are conducted in full compliance with legal regulations and tax laws.

Employees receive regular fraud awareness training under the Code of Ethical Conduct. Reports submitted via the Ethics Hotline are handled confidentially, and suspicious transactions are reviewed by the Ethics Committee and the Internal Audit Unit. Situations suspected of involving fraud are recorded, and disciplinary processes are carried out in accordance with the Complaint Resolution Procedure.

As a result of internal audit activities conducted in 2024, high-risk transaction types were identified, and control points in these areas were restructured. Contracts with suppliers and business partners also include clauses prohibiting undocumented transactions and ensuring financial transparency. At Erdoganlar, combating fraud is regarded not merely as a compliance obligation but as a fundamental means of protecting our corporate reputation, stakeholder trust, and sustainable growth, and we continuously improve our practices in this area.





## Market and Competition Policy



At Erdoganlar Aluminium, we adhere to fair competition principles in all markets where we operate, embracing ethical trade as a core element of our sustainable growth strategy. Throughout 2024, we shaped our competitive strength not only through price and performance but also through quality, reliability, innovation, and our ethical stance.

Our market and competition policy is implemented in full compliance with national and international competition laws, adopting a zero-tolerance approach toward unfair competition, information manipulation, and market-distorting behaviors.

Within this scope:

All sales and marketing activities are conducted in accordance with principles of transparency and accuracy. Ethical boundaries are strictly observed in relationships with competitors, and internal audit mechanisms are applied to prevent competition violations such as price-fixing or market allocation. Customer relationships are based on honesty and trust, with product performance and service quality communicated clearly.

Strategies for entering new markets are structured in compliance with local regulations and cultural sensitivities. Competitive advantage is supported by sustainable production, environmental responsibility, and social impact criteria.

As of 2024, Erdoganlar's competition strategy focuses not only on increasing market share but also on raising ethical standards within the industry and strengthening stakeholder trust. Accordingly, our employees have received training on competition law and ethical marketing, and ethical advisory mechanisms have been integrated into all commercial decision-making processes.

At Erdoganlar, we view competition not as a threat but as an opportunity for growth, innovation, and value creation, and we remain committed to maintaining a fair, responsible, and sustainable presence in the market.

## Ethics Violation Reporting and Complaint Resolution Process

Erdoganlar Aluminium considers commitment to ethical principles and corporate integrity not merely as a value, but as a fundamental system that ensures our employees can work in a safe and respectful environment. In this context, a comprehensive reporting and evaluation mechanism has been established to prevent, detect, and effectively manage ethical violations.

Reports submitted through the Ethics Line are directed to the Ethics Committee; all notifications sent via email are handled with strict confidentiality and recorded. The review of these reports is conducted under the Complaint Resolution Procedure, ensuring impartiality, confidentiality, and timely intervention at every stage of the process.

The Complaint Resolution Procedure provides a clear roadmap for addressing ethical violations, covering complaint intake, preliminary assessment, detailed investigation, decision-making, and feedback stages. Final decisions are communicated to relevant departments, and necessary corrective or preventive actions are implemented.

At Erdoganlar, adherence to ethical values is seen not only as a corporate commitment but also as a system that protects employees' rights, reinforces a culture of trust, and strengthens a sustainable business environment.







ENVIRONMENTAL  
SUSTAINABILITY



## Combating Climate Change

The climate crisis is one of the greatest challenges of our time, profoundly affecting environmental, economic, and social systems on a global scale. The Paris Climate Agreement, the decisions adopted at COP29, the European Union's Carbon Border Adjustment Mechanism (CBAM), and the Climate Law and Emissions Trading System (ETS) currently under consideration in Türkiye represent concrete steps in this fight at both international and national levels.

At the center of this global transformation lies the aluminium industry, one of the most energy-intensive sectors. Aluminium is a carbon-intensive material due to its high energy demand during production, while at the same time it is an indispensable component of the low-carbon economy thanks to its high recyclability.

**Within this transformation, Erdoganlar Aluminium acts with a strong sense of responsibility in addressing the climate crisis. The company closely monitors global developments and commits to combating climate change through its investments.**

The climate crisis continues to be one of the most significant global challenges facing humanity, not only due to its impacts on the environment and natural ecosystems, but also because of its profound social and economic consequences. According to the latest findings of the Intergovernmental Panel on Climate Change (IPCC), if greenhouse gas emissions resulting from human activities continue to increase, global temperature rise is projected to reach the 1.5°C threshold well before 2050. The Paris Agreement requires all countries and sectors to demonstrate determined and continuous efforts to limit global temperature increase to below 1.5°C. Therefore, reducing our greenhouse gas emissions and progressing toward our net-zero target before the destructive impacts of the global climate crisis intensify further is of critical importance.

To address the climate crisis, which poses a risk to the continuity of our production and operations, we prioritize energy efficiency, resource optimization, and the use of renewable energy across our entire value chain. By leveraging advanced technologies and innovative solutions, we aim to reduce energy consumption and transform our processes toward lower carbon intensity. In this context, we are taking concrete steps to reduce our carbon footprint by increasing the use of clean energy sources such as solar energy.

KIn 2024, our solar energy investment was further strengthened, and the photovoltaic panels installed on a 30,000 m<sup>2</sup> rooftop area at our Kırklareli plant were fully commissioned and brought into operation at full capacity. With a DC installed capacity of 3,200 kWp, the project supplies approximately 40% of our annual energy consumption from solar power and prevents around 2,500 tonnes of CO<sub>2</sub> emissions per year. Through this investment, we make a tangible contribution to combating the climate crisis while strengthening our sustainable production approach.



\*Drawn by Aslı Elif Yılmaz for the Erdoganlar Aluminum Environment and Nature Themed Painting Competition.



## Emissions Management and Strategic Approach

As Erdoganlar Aluminium, we aim to create value in both local and global markets by delivering high-quality products and services while taking into account our environmental and social responsibilities through a sustainable production approach.

Our corporate carbon footprint calculations have been carried out in accordance with the internationally recognized Greenhouse Gas Protocol (GHG Protocol) and the ISO 14064-1:2018 standard. The calculations cover direct (Scope 1), indirect energy-related (Scope 2), and other indirect (Scope 3) greenhouse gas emissions.

- Scope 1: Emissions arising from direct fuel consumption (natural gas, diesel, etc.), process emissions, and company-owned vehicles
- Scope 2: Indirect emissions resulting from electricity consumption
- Scope 3: Other indirect emissions, including those related to the supply chain, logistics, business travel, employee commuting, and product life cycle

We translate our carbon emission reduction targets into concrete actions through furnace modernizations, investments in energy-efficient systems, and process optimizations implemented across our production lines.

Our corporate carbon footprint for 2024 has been calculated by categorizing emissions into three main scopes in accordance with the GHG Protocol. As illustrated in the chart below, the vast majority of our total emissions originate from Scope 3 – other indirect emissions.

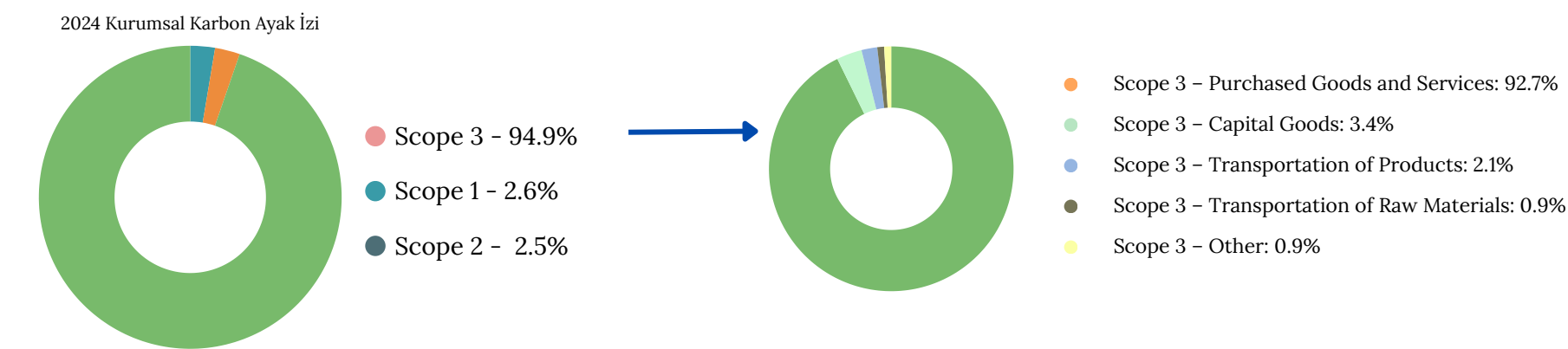
These proportions clearly demonstrate that processes beyond our direct operational control—such as supplier activities, logistics, purchased goods and services, and post-use product impacts—have a significantly greater impact on the climate.

With this awareness, Erdoganlar Aluminium does not limit its emission reduction strategies solely to its own production activities; instead, we take concrete actions across the entire value chain, including the supply chain, logistics processes, and the product life cycle.

Combating the climate crisis is one of the core components of Erdoganlar Aluminium’s sustainability approach. In order to systematically measure, monitor, and reduce our carbon footprint, we implement a comprehensive emissions management system. Our company calculates and reports direct (Scope 1), indirect energy-related (Scope 2), and other indirect emissions generated across the value chain (Scope 3) in accordance with the GHG Protocol and the ISO 14064-1:2018 standard on an annual basis. Through this approach, we assess the environmental impacts of our production activities using quantitative data and identify areas for improvement. Our emissions management process is based on the following key principles:

- Monitoring and annually updating emission data through digital systems
- Setting and tracking emission reduction targets
- Investing in low-carbon technologies
- Enhancing carbon management capabilities across the supply chain
- Ensuring full compliance with the European Union Carbon Border Adjustment Mechanism (CBAM) and relevant national regulations

As of 2024, Erdoganlar Aluminium has also initiated product-level carbon footprint calculations, with the ultimate goal of ensuring carbon transparency across its entire product portfolio.



Emissions	Value (tCO <sub>2</sub> )
Total Gross Scope 1 Emissions	9,101.63
Total Gross Scope 2 Emissions	8,547.28
Total Gross Scope 3 Emissions	327,507.12
Total Gross Greenhouse Gas Emissions from Downstream Activities in the Value Chain (Scope 3)	320,506.27
Total Gross Greenhouse Gas Emissions from Upstream Activities in the Value Chain (Scope 3)	7,000.85



# Greenhouse Gas Emission Reduction and Targets

As Erdoganlar Aluminium, we consider the reduction of our greenhouse gas emissions as one of our strategic priorities in the fight against climate change. In this context, we take concrete steps to reduce our carbon footprint through initiatives such as modernization of production technologies, energy efficiency projects, increased use of renewable energy, and the preference for recycled raw materials.

While measurable reduction projects directly contribute to decreases in our Scope 1 and Scope 2 emissions, significant improvements are also targeted for Scope 3 emissions through the implementation of low-carbon supply chain practices.

Use of Recycled Secondary Aluminium

We carry out initiatives to reduce our carbon footprint by prioritizing the use of post-consumer scrap and process scrap in billet production.

Use of Renewable Energy

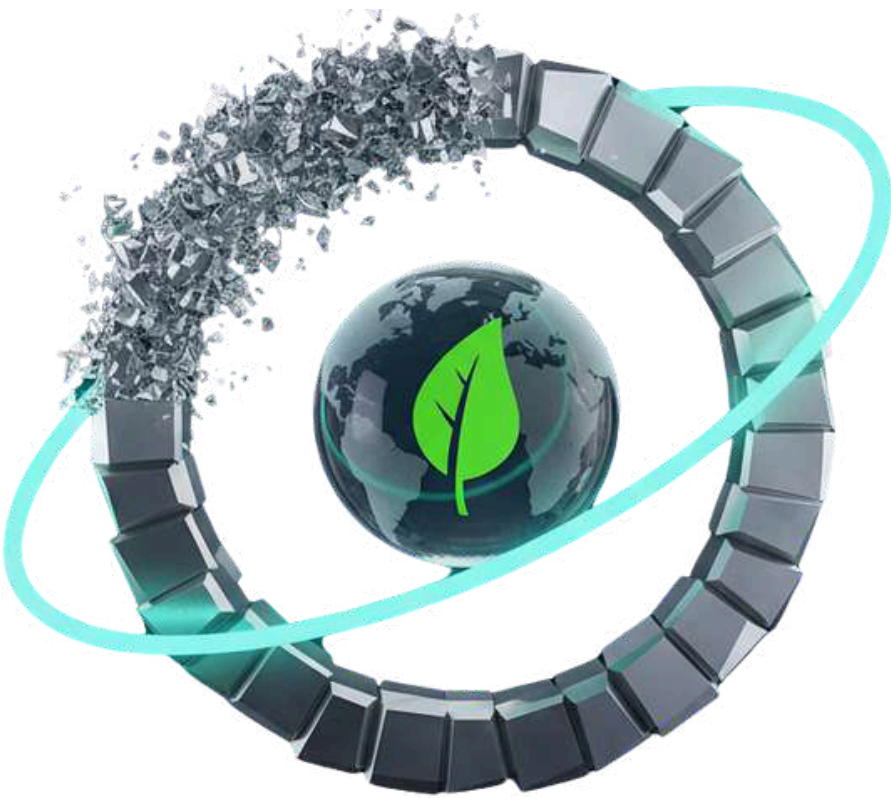
We prioritize the use of renewable energy in our production processes and consider the share of renewable energy used in the production of the products we procure.

Integration of Sustainable Procurement Processes

In our production processes, priority is given to the procurement of low-carbon aluminium ingots instead of high carbon-intensive primary aluminium.

The climate crisis is one of the most critical global threats redefining businesses’ approach to environmental responsibility today. In line with increasing regulatory pressure, investor expectations, and the sustainability demands of stakeholders across the value chain, reducing carbon emissions is no longer solely an environmental necessity, but also a strategic business objective.

Efforts to reduce greenhouse gas emissions are addressed within a holistic sustainability policy framework that goes beyond energy efficiency alone, encompassing areas such as operational transformation, raw material strategies, digital monitoring infrastructure, and supply chain management. This approach is shaped in full alignment with global standards and frameworks, including the European Green Deal, the Carbon Border Adjustment Mechanism (CBAM), ISO 14064, and the GHG Protocol.



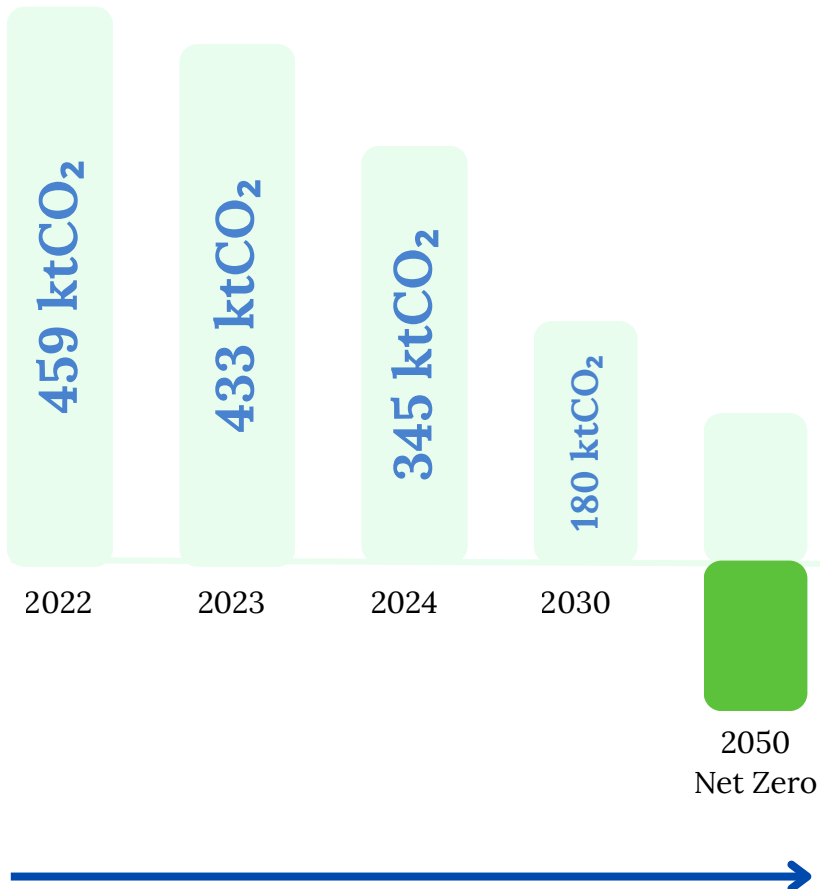
## CDP (Carbon Disclosure Project)

As Erdoganlar Aluminium, we regard transparency and accountability as core values in the fight against climate change. In this context, by participating in the CDP (Carbon Disclosure Project) program, we aim to regularly report our greenhouse gas emissions, energy and water management practices, as well as our climate-related risks and opportunities.

**Target 1:** We aim to gradually supply all of our electricity consumption from renewable energy sources in the coming years.

**Target 2:** We regularly review and update our carbon emission reduction strategy.

**Target 3:** We aim to undertake CDP (Carbon Disclosure Project) reporting in the medium term.



In line with the current roadmap:

- By 2030, a reduction of approximately 56% in total greenhouse gas emissions is targeted compared to the 2024 baseline year.
- By 2050, achieving a carbon-neutral production structure is planned.



## Science Based Targets initiative (SBTi)

Erdoganlar Aluminium is fully aware that combating climate change is one of the most critical global responsibilities of our time. Increasing greenhouse gas emissions are projected to lead to rising global temperatures, resulting in severe impacts on natural ecosystems, water resources, agricultural productivity, and economic stability. Acting with this awareness, our company has adopted the science-based targets set out by the Science Based Targets initiative (SBTi) with the aim of mitigating the climate crisis and limiting global warming to 1.5°C.

Erdoganlar Aluminium commits to achieving net-zero greenhouse gas emissions across its entire value chain by 2050. This long-term vision represents not only a final destination, but also a guiding compass for the transformation journey we have already begun today.

In the near term, compared to the 2024 baseline year, we aim to reduce our Scope 1 and Scope 2 emissions by 28% and our Scope 3 emissions by 25% by 2030. To achieve these targets, we plan to further strengthen energy efficiency practices, place the circular economy at the core of our operations, and source 45% of our electricity consumption from renewable energy sources by 2030.

By 2050, we will not only reduce our emissions but also neutralize any remaining residual emissions through high-quality carbon removal methods, thereby achieving our net-zero target. This approach forms the foundation of Erdoganlar Aluminium’s sustainability journey and reflects our strong commitment to leaving a more livable world for future generations.

Action	Target	Scope	Target Boundary	Base Year	Target Year	Commitment
Target 1	Near-term	1+2	1.5°C	2024	2030	Erdoganlar Aluminium commits to reducing its absolute Scope 1 and Scope 2 greenhouse gas emissions by 28% by 2030, compared to the 2024 base year. In addition, the company aims to source 45% of its total electricity consumption from renewable energy sources by 2030.
Target 2	Near-term	3	1.5°C	2024	2030	Erdoganlar Aluminium commits to reducing its absolute Scope 3 greenhouse gas emissions by 25% by 2030, compared to the 2022 base year.
Target 4	Net-zero	1+2+3	1.5°C	2024	2050	Erdoganlar Aluminium commits to achieving net-zero greenhouse gas emissions across its entire value chain by 2050.





# Energy Management

As Erdoganlar Aluminium, we implement our environmental management actions comprehensively in collaboration with all our stakeholders. We believe that the sustainable path to living in respect for our planet lies in the hands of individuals.

In this context:

- Our investments continue to progress toward a zero-impact approach, and we reduce our carbon footprint through solar energy panels, which account for approximately 70% of our carbon emission reductions.
- Approximately 95% of our factory lighting systems have been converted to LED lighting, delivering significant energy savings.
- Electric and hybrid vehicles are preferred within our company, and the fleet renewal process has been initiated.
- In all new machinery and facility investments, decisive steps are taken toward energy-efficient, high-technology solutions.

In 2024, 10% of the electricity consumption at our Esenyurt facility was supplied from renewable energy sources through I-REC certificates. In addition, the rooftop solar power plant at our Kırklareli factory is capable of meeting up to 70% of our monthly electricity consumption from solar energy.

## Roof Solar Power Plant

At Kırklareli Facility, which commenced operations with the extrusion unit in 2022, the Rooftop Solar Power Plant (SPP) Project was completed in two phases in the second half of 2023.

- Phase 1: Extrusion building – 20,000 m<sup>2</sup>
- Phase 2: Foundry building – 10,000 m<sup>2</sup>

The project has a total DC installed capacity of 3,200 kWp and enables up to 70% of the monthly electricity consumption of our Kırklareli factory to be supplied from solar energy.

In 2024, a total of 1,722.33 tCO<sub>2</sub> emissions were avoided as a result of this project.





## Erdoganlar Aluminium - Investments

### Extrusion Investments

#### Z.P.E. (Zero Pollution Energy) Billet Heating System

In line with our objective to reduce environmental impacts, we implement state-of-the-art technologies in our production processes. Within this scope, the Z.P.E. Billet Heating System developed by Presezzi is used in our aluminium extrusion lines, replacing conventional natural gas-fired furnaces.

Z.P.E. (Zero Pollution Energy) is a next-generation, revolutionary aluminium billet heating system fully developed by Presezzi Extrusion and currently pending patent approval. Operating on the principle of magnetic induction, this furnace is used for heating aluminium alloy billets as well as other non-ferrous metal billets.

This innovative system heats billets through an electrically powered induction process, completely eliminating combustion-related emissions and directly contributing to the reduction of our carbon footprint. As there is no combustion involved, CO<sub>2</sub>, NO<sub>x</sub>, and SO<sub>x</sub> emissions are reduced to zero. In addition, with a low energy consumption of approximately 165 kWh per tonne, the system offers a highly energy-efficient solution.



#### High Efficiency Cooling System (HECS)

HECS (High Efficiency Cooling System) is a high-efficiency cooling technology developed by Presezzi Extrusion. By enabling rapid, controlled, and homogeneous cooling of billets and profiles during the extrusion process, it enhances both product quality and production efficiency.

In line with our investments, we prioritize systems that deliver high energy efficiency and reduce resource consumption across our production processes. Within this framework, the HECS cooling system consumes less water and energy compared to conventional methods and optimizes heat management during the process, thereby reducing scrap rates.





### Investment in the AirSlip Wagstaff Casting Line

The foundry investment commissioned in 2024 represents a significant milestone in Erdoganlar Aluminium’s sustainable production vision. This new facility has not only increased our production capacity, but has also delivered substantial contributions to environmental, economic, and social sustainability.

The Kırklareli Foundry is equipped with modern, energy-efficient technologies. Thanks to low-energy-consumption equipment, energy intensity per unit of production has been reduced, thereby contributing to lower greenhouse gas emissions. In addition, advanced air pollution control systems have been installed to effectively manage dust and gas emissions that may arise during the casting process. As a result, emission levels remain well below legal limits while protecting both the environment and employee health.

Efficient use of water resources has also been a key priority in the design of the foundry. Cooling water is recovered through closed-loop systems, significantly reducing overall water consumption. At the same time, slag and other by-products generated during production are disposed of using appropriate methods or recovered where possible, contributing to the circular economy.

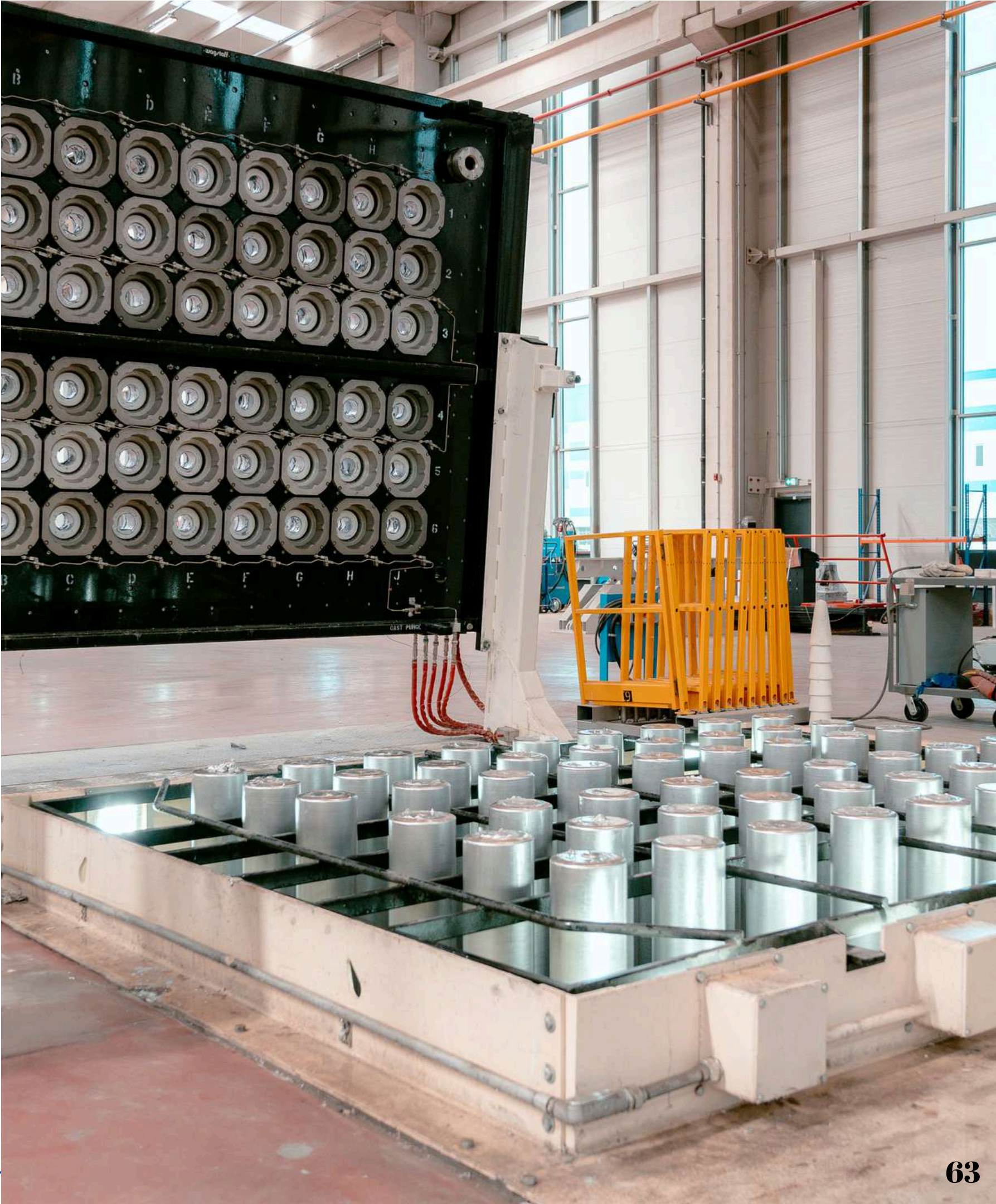
From a social perspective, the commissioning of the foundry has created new employment opportunities. As part of this investment, which contributes to the regional economy, comprehensive training programs have been delivered to employees on casting technologies, occupational health and safety, and environmental management. Special occupational safety measures have been implemented in high-risk areas such as high-temperature and melting processes, and through equipment modernization and advanced safety systems, the health and safety of our employees are protected at the highest level. Within the scope of resource efficiency, both post-consumer scrap and pre-consumer scrap generated from production processes are used in our billet production operations.

### Use of Pre-Consumer Scrap

One of the most important features of our foundry is the reprocessing of internal scrap and its reintegration into the production process. This approach prevents raw material waste, reinforces our circular economy strategy, and reduces our dependence on external raw material supply. Transforming waste into a valuable resource enhances resource efficiency while also reducing our carbon footprint.

### Use of Post-Consumer Scrap

In our production processes, we utilize aluminium scrap that has been previously used by consumers and recovered through collection systems. This approach enables us to close the material loop and strengthen circular economy principles. Incorporating post-consumer scrap into production reduces the consumption of natural resources, improves energy efficiency, and contributes to lower carbon emissions.





**In 2024, the foundry line at our Kırklareli  
Factory was commissioned**







## NEUTRA - Low Carbon Billet Production Project

Launched in line with Erdoganlar Aluminium’s low-carbon production vision, the Neutra Project represents a pioneering approach within our industry. Through this project, we focus on the production of Green Billets by using raw material resources more efficiently and reducing our carbon footprint.

Within our production processes, it is possible to utilize a material mix consisting of 30% primary aluminium and up to 70% post-consumer recycled aluminium. This approach contributes to the conservation of natural resources while supporting the reduction of global carbon emissions.

### Use of Post-Consumer Aluminium

In line with our low-carbon production vision, we contribute to a sustainable future by adopting an approach in Neutra production that limits the use of primary raw materials through the utilization of 70% post-consumer aluminium scrap, while also delivering a low carbon footprint.

### Use of Primary Aluminium Ingots with a High Share of Renewable Energy

In our primary raw material procurement, we monitor the producer’s renewable energy usage rate and greenhouse gas emissions as key performance indicators. Within this framework, primary aluminium sourcing for Neutra production is carried out based on these performance outcomes.

**30% Primary  
Aluminium Ingots**

**70% Post-Consumer  
Aluminium Ingots**

With the Neutra Project, our objective is to continuously increase the share of green billets within our total production and move one step closer to our carbon-neutral production vision. This investment not only enhances Erdoganlar Aluminium’s competitiveness within the industry but also delivers a tangible contribution to a sustainable future.



With Neutra, Erdoganlar aims not only to achieve its internal carbon reduction targets through innovative solutions, but also to support its customers in reducing their carbon footprints and achieving their SBTi targets.



## Environmental, Social, and Economic Benefits of NEUTRA Aluminium Billet

NEUTRA

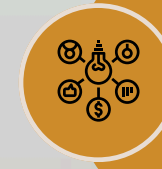
### Energy

The use of scrap, which enables up to 95% energy savings compared to primary aluminium, significantly reduces energy-related environmental impacts



### Raw material

The use of 70% scrap material contributes to the sustainability of natural resources.



### Emission

The high share of renewable energy use reduces emissions by decreasing dependence on fossil fuels.



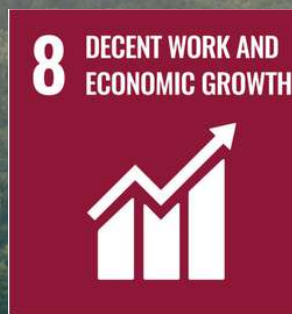
### Waste

Circularity is achieved by integrating secondary materials, which would otherwise be considered waste, into production processes.



### Economic Benefit under the CBAM Framework

By reducing the tax burden arising from CBAM, it provides a competitive advantage and strengthens market positioning in the EU market.



### Green Building Certification

It provides additional benefits in green building certification processes such as LEED and BREEAM, thereby increasing the project's added value





# Environmental Product Declaration

Aluminium Billet, NEUTRA

Erdoğanlar Alüminyum San. ve Tic. A.Ş.

In accordance with ISO 14025:2006 and EN 15804:2012+A2:2019/AC:2021



Programme:	The International EPD® System
Programme Operator:	EPD International AB
Licensee:	EPD Türkiye
EPD Registration Number:	EPD-IES-0023879
Issue Date:	2025-06-16
Validity Date:	2026-06-15
Geographical Scope:	Global

Product not yet on the market – Results of this EPD shall be used with care as the LCI data is not yet based on 1 year of production which may result in increased uncertainty.

An EPD may be updated or depublished if conditions change. To find the latest version of the EPD and to confirm its validity see [www.environdec.com](http://www.environdec.com).

# NEUTRA



# NEUTRA

## Sustainable solutions for the future!

Neutra; We continue to contribute to the future among our aluminum billet with the lowest carbon footprint in Türkiye.

Verified carbon footprint value: 2.31 CO<sub>2</sub> / kg





Aluminium Billet, NEUTRA Environmental Product Declaration (EPD)

NEUTRA is an advanced aluminium billet developed to deliver a significantly lower environmental footprint compared to conventional secondary aluminium billets.

The key differentiating factor of this product lies in its material input strategy. NEUTRA substantially increases the use of post-consumer aluminium scrap, thereby reducing reliance on standard remelted secondary materials.

The process also incorporates low-carbon primary aluminium, minimizing the carbon emissions associated with virgin material inputs. Through the optimization of scrap selection, refining, and melting stages, NEUTRA successfully achieves a reduced carbon footprint without compromising mechanical performance or product quality.

This approach promotes resource efficiency and supports circular economy objectives, positioning NEUTRA as a compelling solution for sustainability-focused sectors such as construction, automotive, and durable consumer goods manufacturing.

NEUTRA contributes significantly to low-carbon production through the use of 70% post-consumer aluminium scrap. In addition, by taking into account the share of renewable energy used in primary aluminium ingot production, it creates a positive impact on overall emission performance.

Material	Weight, %
Post-consumer Secondary Ingot	70
Primary Ingot	29
Alloying Elements	<1
Total	100

With our “Sustainable Solutions for the Future” approach, we continue to contribute to the future through our aluminium billet with the lowest carbon footprint in Türkiye.

Carbon Footprint Value of Our Product  
with a Third-Party Verified EPD

2.31 CO<sub>2</sub> eq. / kg Billet

GRI 305-4





## Management of Non-Greenhouse Gas Emissions

At our production facility located in Esenyurt, a wet scrubber system has been installed to prevent polluted air generated by chemicals used in coating processes and by heat treatment operations from being released into the atmosphere, and to ensure the protection of employee health. Through this system, air pollution is effectively controlled.

In accordance with the Regulation on the Control of Air Pollution, our facility is subject to an Emission Permit. The parameters monitored at various stacks include sulphur oxides (SOx), nitrogen oxides (NOx), particulate matter (dust), carbon monoxide (CO), volatile organic compounds (VOC), H<sub>2</sub>SO<sub>4</sub>, HNO<sub>3</sub>, and H<sub>3</sub>PO<sub>4</sub>. These parameters are measured biennially, and an air emission report is prepared accordingly.

- Company personnel are encouraged to use shuttle services instead of private vehicles, thereby reducing transportation-related carbon emissions.
- The reduction in vehicle traffic has also contributed to a decrease in noise pollution.
- To prevent traffic congestion, a 90-minute time difference has been arranged between the entry and exit times of blue-collar and white-collar employees.
- In mould cleaning processes, caustic chemicals with strong odours are used. These operations have been relocated to an area isolated from other processes, and are carried out in a closed and ventilated environment equipped with a wet scrubber system.
- Wet filtration systems are used in the gas washing stacks of the anodizing plant, and these systems are cleaned periodically.
- All requirements stipulated under the Regulation on the Control of Industrial Air Pollution are fully met.
- At our Kırklareli Factory, flue gas dust treatment is carried out through an electrostatic filter investment.
- To prevent noise pollution, noise level and ambient measurements are conducted periodically, and necessary mitigation measures are planned accordingly.
- Due to our location within an organized industrial zone and the nature of our production activities, our factory holds an Environmental Noise Exemption Certificate.

## Air Pollution Management

Erdoganlar Aluminium is committed to reducing its non-greenhouse gas emissions and, in this context, has implemented electrostatic filter investments on its casting line, which is a major source of flue gas emissions. The Company monitors its emission reduction efforts through measurement activities conducted at two-year intervals. These measurements and other performance monitoring activities are carried out within the framework of the Air Quality Management Plan. The data obtained are regularly reported in line with the principles of transparency and continuous improvement.

Unavoidable air pollution impacts are monitored through performance indicators within the framework of Erdoganlar Aluminium’s Air Quality Management Plan, and appropriate actions are planned accordingly. In this context, with our energy-efficient investments at our Kırklareli Plant, we aim to operate in line with our reduction targets for non-greenhouse gas emissions, using 2024 as the base year. Through our electrostatic filter investments, we aim to reduce dust emissions generated during our operations.

Non-Greenhouse Gas Emissions	Value (MT)
CO	8,94
PM	6,91
NOx	19,75
SOx	0
VOC	0,03





# Waste Management

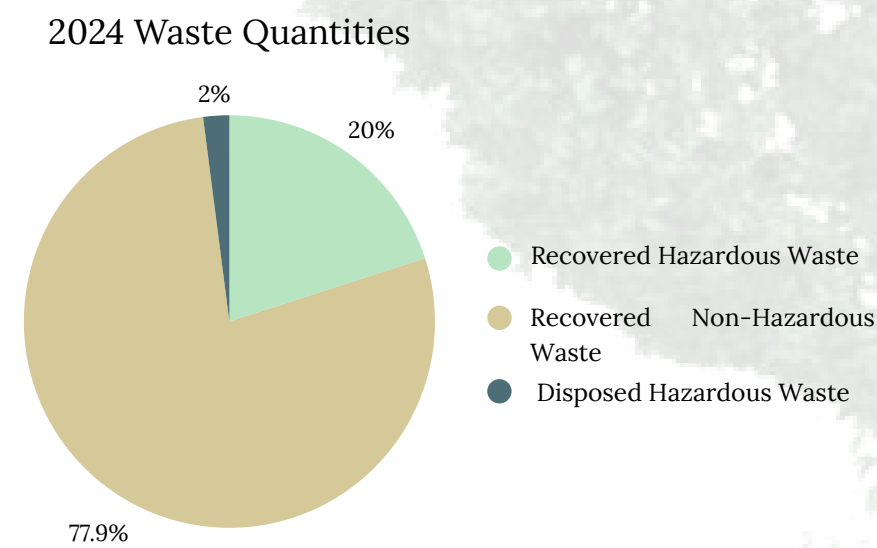
Reducing waste generated from our operations, promoting recycling, and ensuring environmentally sound disposal are among the core components of our sustainable production approach. As Erdoganlar Aluminium, we conduct our waste management processes in full compliance with national environmental legislation. By focusing on recycling and reuse within our production processes, we commit to minimizing our environmental impact in line with our Waste Management and Hazardous Materials Management Plan.

## Waste Reduction and Recovery Activities

Various technological and operational measures are implemented to minimize the amount of waste generated during production processes. The HECS (High Efficiency Cooling System) used in extrusion processes enhances process efficiency while reducing waste generation. In addition, the recovery of scrap materials is ensured through the expansion of secondary aluminium production capacity, thereby contributing to the circular economy. At our wastewater treatment plant, caustic chemicals are used instead of lime for pH adjustment, which reduces hazardous waste consumption and decreases the amount of sludge generated after treatment.

## Waste Classification and Disposal Methods

Across all our facilities, waste is classified and collected at the source of generation. Paper, plastic, metal, glass, organic, and hazardous wastes are segregated at source; recyclable wastes are transferred to authorized recycling companies. Wastes that cannot be recovered are disposed of through licensed disposal facilities in an environmentally sound manner. Furthermore, our Istanbul and Kirklareli factories have implemented Zero Waste practices and hold the “Zero Waste Certificate” issued by the Ministry of Environment, Urbanization and Climate Change.



77.9% of the total waste generated represents recovered non-hazardous waste. This rate demonstrates our commitment to reducing raw material consumption, conserving natural resources, and treating waste as a valuable resource.

The waste segregation, temporary storage, and transfer to licensed service providers implemented at our facilities are carried out in accordance with national environmental legislation and the ISO 14001 Environmental Management System standard. Within this framework, our employees are regularly trained, and continuous improvement activities are undertaken to enhance waste minimization and recycling rates.

In line with our objectives to improve waste management performance and to contribute more strongly to circular economy principles, our key priorities for the coming period include further increasing recovery rates and keeping disposal rates at a minimum.

In our waste management process, we adopt an approach based on environmental responsibility. In order to minimize the environmental impacts of waste generated from our production activities and to contribute to the circular economy, we carefully manage waste recovery and disposal processes.

According to 2024 data, 20% of our total waste, representing non-hazardous waste, was recovered and reintegrated into the economy, while 2%, representing hazardous waste, was disposed of in compliance with environmental legislation. This demonstrates that hazardous waste is prioritized for recovery wherever possible, and disposal is applied only when strictly necessary.



## Waste Management Approach



As Erdoganlar Aluminium, our fundamental approach to waste management is based on prevention, reduction, reuse, and recycling. We prioritize the efficient use of resources and contributing to the circular economy.

Our company implements a comprehensive waste management system to minimize the environmental impacts of its operations. Within this framework, systematic efforts are carried out across all our operations to separate waste at the source, increase recycling rates, and reduce the amount of waste sent for disposal.

In addition to our Istanbul facility, as of 2024, our Kırklareli facility has been awarded the “Zero Waste Certificate.” This certificate serves as an official recognition of our efforts that go beyond compliance with national waste management regulations, highlighting the steps we have taken toward the efficient use of resources and the adoption of a circular economy approach.



To minimize waste generated in our production processes, we prioritize reuse methods. Broken or damaged wooden pallets are repaired and reused, while cloths and gloves in good physical condition are cleaned and repurposed. These practices both reduce the consumption of natural resources and enhance cost efficiency.



We conduct regular training sessions to ensure our employees play an active role in the waste management process. These trainings raise awareness on environmental consciousness, types of waste, separation methods, disposal processes, and the safe management of chemicals. This ensures the proper segregation and management of waste throughout the facility.



The waste generated at our facility is collected separately according to type and directed to disposal or recovery processes through licensed companies. These processes fully comply with legal requirements, and in line with our principle of transparency, our performance is regularly reported.



The Paintro technology is used, providing 10% to 30% paint savings through reduced overspray, improved paint loading, increased adhesion, and more uniform paint coverage.

## Hazardous Substance and Chemical Management

At Erdoganlar Aluminium, we are aware of the potential impacts of the chemicals used in our production processes on human health, occupational safety, and the environment. Therefore, hazardous substance management is treated as a critical part of our corporate sustainability strategy.

The transportation and logistics of hazardous substances are conducted in full compliance with national and international regulations. We ensure that all chemical and hazardous material shipments comply with ADR standards. In this context, we work exclusively with licensed carrier companies and adhere to ADR requirements in packaging, labeling, and transportation processes. Additionally, employees involved in these processes regularly participate in ADR awareness trainings, ensuring both worker safety and environmental protection.

### Emergency Preparedness

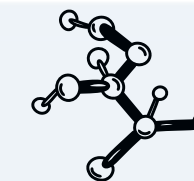
Special equipment, spill kits, and emergency response plans are maintained at our facilities to address potential risks such as hazardous material spills, leaks, or fires. To ensure the effectiveness of these plans, drills are conducted at least once a year.



Hazardous wastes generated at our facility are safely transported to licensed companies under the guidance of a TMGD (Hazardous Materials Safety Consultancy) and disposed of in accordance with the Ministry of Environment, Urbanization and Climate Change of the Republic of Turkey.



In our wastewater treatment plant, caustic soda (NaOH) is used instead of lime ( $\text{CaCO}_3$ ) for pH adjustment, reducing chemical consumption and thereby decreasing both the use of hazardous chemicals and the amount of hazardous waste generated.



Chemical Management: Hazardous substances (including waste) are properly classified, labeled, and handled, and are stored and disposed of using officially approved/licensed suppliers in accordance with local regulations.



## Water Management

Water is regarded as both a critical input in our production processes and a valuable natural resource that must be protected. Therefore, efficient water use is one of the priority areas of our environmental responsibility approach and sustainability strategy. We continuously invest in initiatives to reduce water consumption, increase water reuse rates, and effectively manage water-related risks, particularly in water-intensive processes such as surface preparation and anodizing. Through actions aimed at lowering our water consumption, we are committed to protecting natural resources.

### Current Status and Performance

In 2024, our total water withdrawal amounted to 204,952 m<sup>3</sup>. These indicators demonstrate a consistent improvement in water efficiency when compared to previous years. As part of our water balance studies, we monitor all stages from water intake at the source through its use in production processes and recovery. Our water performance is tracked and reported on an annual basis.

### Stakeholder Engagement and Awareness

We believe that water efficiency can be achieved not only through technical investments but also through employee and stakeholder awareness. In this context, we provide regular training programs for our employees and promote the efficient use of water during on-the-job orientation programs.

At our facilities, informational posters and visual materials are used to encourage responsible and conscious water use.

**By 2030, we aim to meet 15% of our process water demand through the recovery and reuse of treated wastewater.**

### Water Stress Management and Water Efficiency Targets

As Erdoganlar Aluminium, reducing total water consumption and water use per unit of product is one of our key priorities. This approach is aligned with United Nations Sustainable Development Goal 6 (SDG 6), which aims to “ensure availability and sustainable management of water and sanitation for all.” Within this framework, our company has initiated water footprint risk analysis studies and has shaped its water management strategy in line with this objective.

To reduce our water footprint and mitigate water-related risks, we have defined both short-term and long-term water efficiency targets. In line with these targets, the following actions have been prioritized:

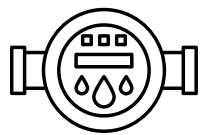
- Reuse of treated wastewater through recovery processes,
- Preference for dry processes wherever technically feasible,
- Reduction of chemical consumption and extension of bath lifetimes,
- Optimization of washing and rinsing processes,
- Expansion of closed-loop cooling systems,
- Development of technologies aimed at improving water quality,
- Increased use of air cooling systems in extrusion lines,
- Installation of rainwater harvesting and storage systems,
- Deployment of smart meters to prevent water losses and leakages,
- Establishment of digital monitoring systems for real-time tracking of water consumption.





Wastewater Treatment Plant

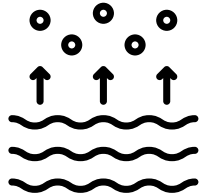
Erdoganlar Aluminium has made its own infrastructure investments to treat and reuse water generated during its production processes. At our Esenyurt facility, the wastewater treatment plant established in cooperation with the Italian company Monti, with a capacity of 450 m³/day, treats process effluents in compliance with regulatory limits. This facility plays a critical role in preventing water pollution resulting from manufacturing activities.



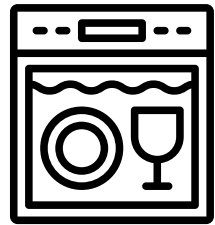
There are meters in place to measure the volume of wastewater at the wastewater treatment plant as well as the water transferred from the anodizing baths to the treatment facility. In this way, the volumes are recorded.



Within the scope of our actions related to wastewater discharge, we hold a discharge permit, and our wastewater analyses are fully conducted and regularly monitored.



Evaporation-reducing balls are installed on the Surface Operations and Degreasing baths. These balls extend the evaporation time of water and chemicals. Wastewater generated after the replacement of water in the baths is treated at our wastewater treatment plant and then discharged.



Parts produced as a result of mechanical processing undergo a post-production washing process. Thanks to the machine technology selected for this process, significant water savings are achieved. While a standard washing machine consumes an average of 16.8 liters of water, the new-generation machine preferred by our company consumes only 2.5 liters. As a result, more than approximately 85% water savings are achieved in each washing cycle, contributing to the conservation of natural resources and our sustainable production goals.

Kırklareli Rainwater Storage Pond

At our Kırklareli factory, we are establishing a storage pond and a rainwater recovery system. The rainwater collected within the facility is planned to be used for landscape irrigation and cleaning purposes.

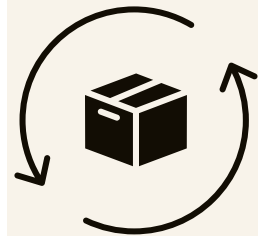




## Sustainable Production and Consumption Policy

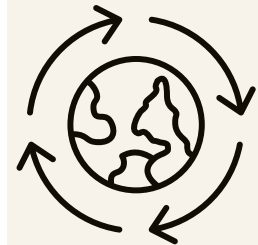
As Erdoganlar Aluminium, we act with a sense of responsibility toward global challenges such as global warming, ecosystem degradation, and the depletion of natural resources. Our company has adopted Goal 12: Responsible Consumption and Production, one of the United Nations Sustainable Development Goals, and aims to develop lasting solutions both within our own operations and in collaboration with our stakeholders.

### The Cornerstones and Commitments of Our Policy



#### Resource Efficiency and Circular Economy

We continuously improve our production processes to ensure the sustainable management and efficient use of natural resources, implementing practices that enhance efficiency and reduce our environmental impacts.



#### Circular Economy

We make waste prevention, reduction, reuse, and recycling an integral part of our corporate culture, ensuring the recovery of resources and the reduction of our environmental impacts through a circular economy approach.



#### Transparency and Reporting

We regularly measure and report our sustainability performance, sharing it transparently with all our stakeholders; in this way, we implement our responsible production and consumption approach not only within our own operations but throughout our entire value chain.



#### Chemical and Waste Management

We are committed to managing all chemicals and wastes throughout their life cycles in a manner that does not harm the environment or human health, in compliance with legal requirements and best international practices.



#### Responsible Consumption

We are committed to managing all chemicals and wastes throughout their life cycles in a way that does not harm the environment or human health, in accordance with legal requirements and best international practices.





# Biodiversity

Erdoganlar Aluminium is aware of the direct and indirect impacts of its manufacturing activities on biodiversity. Minimizing the use of natural resources, reducing environmental footprint, and contributing to the protection of ecosystems are among our key sustainability priorities.

In this context, our commitments include:

- ensuring full compliance with national and international legislation aimed at protecting ecosystems in the regions where we operate;
- identifying potential impacts on forests, water resources, and natural habitats and implementing preventive measures;
- increasing the reuse of waste through a circular economy approach, thereby reducing ecosystem pressure associated with raw material consumption.

With our sensitive approach to biodiversity, tree donation campaigns are organized to support the expansion of green areas. Through our water management policy, we contribute to the protection of local water resources. Our waste management strategy supports biodiversity by reducing the use of natural resources. We aim to increase these activities to drive further progress.

A Biodiversity Report covering our Istanbul and Kırklareli facilities is available.





# Sustainability Performance Indicators



Annex 1 – Environmental Performance Indicators

1.1. Greenhouse Gas Emissions (tCO <sub>2</sub> ) – Istanbul Facility	2021	2022	2023	2024
Scope 1 Emissions	4.806	4.567	4.067	3.984
Scope 2 Emissions	9.001	8.317	7.443	6.031
Scope 3 Emissions	441.026	284.358	210.109	127.167
Total Emissions	454.833	297.242	221.619	137.182

Emission Intensity (tCO <sub>2</sub> /ton)	-	18,98	17,34	12,88
--------------------------------------------	---	-------	-------	-------

1.3. Water Consumption (m3)	2021	2022	2023	2024
Municipal Water Consumption / Istanbul	179.160	214.054	213.367	208.498

1.5. Energy Consumption – Istanbul	2021	2022	2023	2024
Grid Electricity Consumption (kWh)	18.190.042	18.605.745	16.650.363	15.977.626
Natural Gas Consumption (kWh)	24.382.742	23.702.684	20.716.601	20.032.516
Renewable Energy Production Amount (kWh)	14.460	15.717	14.373	17.467
Renewable Energy Consumption Amount (kWh)	14.460	15.717	14.373	17.467
Renewable Energy Certificate (IREC) Usage Amount	-	-	-	1.598
Share of Renewable Energy Use (%)	-	-	-	%10,1

1.2 Greenhouse Gas Emissions (tCO <sub>2</sub> ) –Kırklareli Facility	2021	2022	2023	2024
Scope 1 Emissions	-	632	794	5.118
Scope 2 Emissions	-	1.236	1.501	2.516
Scope 3 Emissions	-	160.032	209.608	200.330
Total Emissions	-	161.900	211.903	207.964

1.3. Water Consumption (m3)	2021	2022	2023	2024
Municipal Water Consumption / Kırklareli	525	8.503	15.352	37.592

1.6. Energy Consumption – Kırklareli	2021	2022	2023	2024
Grid Electricity Consumption (kWh)	65.162	2.765.528	3.356.987	5.999.909
Natural Gas Consumption (kWh)	-	2.830.199	3.960.647	27.424.487
Renewable Energy Production Amount (kWh)	-	-	539.531	3.923.295
Renewable Energy Consumption Amount (kWh)	-	-	325.810	2.968.732
Share of Renewable Energy Use (%)	-	-	-	%33*

\*This is an annual average value.



## Annex 1 – Environmental Performance Indicators

1.7. Waste Management** (ton)	2021	2022	2023	2024
Total Hazardous Waste Amount	226	39	55	675
Total Non-Hazardous Waste Amount	7153	7190	2028	2383
Total Waste Amount	7379	7229	2083	3058
Amount of Waste Recovered	-	-	2029	3026
Amount of Waste Sent to Landfill	-	-	54	32
Amount of Waste Sent for Incineration (with Energy Recovery)	1295	1556	1855	2036

\*\*Waste management data cover the Istanbul and Kırklareli facilities.

1.8. Environmental Management	2021	2022	2023	2024
Hours of environmental training provided to employees (person-hours)	320	304	568	360
Number of employees receiving environmental training	160	152	284	180
Annual environmental training hours per employee (hours/person)	2	2	2	2
Number of trees planted	0	0	10000	0

## Annex 2 – Social Performance Indicators

2.1. Number of Employees by Gender	2021	2022	2023	2024
Number of Female Employees	29	33	78	67
Number of Male Employees	353	411	424	397
Total Number of Employees	382	444	502	494
Share of Female Employees (%)	%8	%8	%16	%15

2.2. Number of Employees by Category	2021	2022	2023	2024
Number of Blue-Collar Employees	317	360	116	116
Number of White-Collar Employees	65	84	386	348
Total Number of Employees	382	444	502	464

2.3. Number of Senior Executives	2021	2022	2023	2024
Number of Senior Executives	2	2	2	2
Number of Female Senior Executives	0	0	0	0
Number of Managers	8	16	21	24
Number of Female Managers	4	4	4	4
Share of Female Managers (%)	%50	%25	%19	%17

2.3. Parental Leave	2021	2022	2023	2024
Number of female employees who took maternity leave	0	0	1	2
Number of male employees who took paternity leave	15	12	12	13
Number of female employees returning from maternity leave	0	0	0	1
Number of male employees returning from paternity leave	15	12	12	13



Annex 3 – Occupational Health and Safety Performance Indicators

3.1. Occupational Health and Safety	2021	2022	2023	2024
Total Working Hours (person-days)	1272447	1078657	821887	1281696
Accident Frequency Rate (AFR)*	152	196	159	131,67
Occupational Disease Rate	0	0	0	0
Number of Work Accidents	24	43	28	81
Number of Lost-Time Accidents	24	43	28	57
Number of Fatal Accidents	0	0	0	0
Total OHS Training Hours Provided to Employees (person-hours)	3936	3851	4200	4180

\*Accident Frequency Rate (AFR) is calculated as the number of occupational accidents multiplied by 1,000,000 and divided by the total working hours.

3.2. Occupational Health and Safety Management	2021	2022	2023	2024
Number of Established OHS Committees	1	2	2	2
Total Number of Members in OHS Committees	12	20	21	35
Number of Employee Representatives in OHS Committees	2	10	11	10
Risk Analysis Number	11	13	22	23

Annex 4 – Sustainable Procurement Management Performance Indicators

4.1. Sustainable Procument Management	2021	2022	2023	2024
Percentage of targeted suppliers that have signed the Supplier Code of Conduct	-	70%	88%	90%
Percentage of targeted suppliers with contracts that include provisions on environmental, labor, and human rights requirements	-	60%	75%	75%
Supplier Evaluation Rate (%)	88%	92%	98%	95%
Supplier Audit Rate (%)	75%	84%	90%	75%
Number of People Receiving Procurement/Supplier Training	0	2	8	10
Percentage of Suppliers Issued with Corrective Actions	40%	65%	82%	60%

Annex 5 – Economic Performance Indicators

5.1. Economic Performance	2021	2022	2023	2024
Net Sales (TRY)	781.693.257	2.084.489.670	2.656.751.303	3.328.070.534
Exports (USD thousand)	57.297	91.906	81.025	72.676
Export Percentage (%)	%80	%82	%80	%73
Domestic Sales Percentage (%)	520	%18	520	%27



Annex 6 – Ethical Performance Indicators

6.1. Ethical Values	2021	2022	2023	2024
Percentage of Employees Trained on Ethics	20,00%	50%	85%	85%
Number of Reports Related to the Whistleblowing Procedure	0	0	0	0
Number of confirmed corruption incidents	0	0	0	0
Supplier Evaluation Rate (%)	88%	92%	98%	95%
Number of Confirmed Information Security Incidents	0	1	2	0
Confidential Information Record-Keeping Rate (%)	100%	100%	100%	100%

Annex 8 - Labour & Human Rights Performance Indicators

8.1. Labour & Human Rights	2021	2022	2023	2024
Number of Employees Covered by Health Services	382	444	502	494
Reporting Rate on Working Conditions and Wages	100%	100%	100%	100%
Number of Employees Receiving Personal Development /Skills Training	5	15	20	22
Number of Child Labour and Forced Labour Incidents	0	0	0	0
Number of Discrimination Incidents	0	0	0	0

8.2. Workforce	2021	2022	2023	2024
Total Working Hours	1,272,447	1,078,657	821,887	1,281,696
Total Working Hours	152	196	159	382
Number of Work Accidents	24	43	28	81
Annual Average Training Hours Per Employee	15	18	18	17
Occupational Disease Rate	0	0	0	0
Ratio of the Highest Salary to Total Payroll (%)	6%	7%	8%	4%

Annex 7 – Customer Health and Safety Indicators

7.1. Customer Health and Safety	2021	2022	2023	2024
Number of Product Recalls	0	0	0	0
Number of Product Safety Incidents	0	0	0	0
Number of Customer Complaints Related to Product Safety	0	0	0	0

8.3. Discrimination and Harassment	2021	2022	2023	2024
Percentage of Female Employees (%)	%8	%8	%16	%15
Percentage of Women in Senior Management (%)	0%	0%	0%	0%
Percentage of Women on the Board of Directors	0%	0%	0%	0%
Gender Pay Gap	28%	29%	57%	52%
Percentage of Minority /Employees with Disabilities	3%	2%	3%	3%
Percentage of Minorities in Senior Management	0%	0%	0%	0%
Number of corrective actions for discrimination or harassment	0	0	0	0



# GRI İÇERİK İNDEKSİ



# GRI Content Index

Usage Statement	Erdoganlar Aluminium has prepared its report covering the period from January 1, 2024, to December 31, 2024, in accordance with the GRI Standards.		
General Disclosures			
GRI Standard	Indicator	Section and Page Numbers	Explanation of Omitted Information
GRI 2: General Disclosures 2021	2-1 Organization Details	About Erdoganlar Aluminium, Page 5	
	2-2 Entities Included in Sustainability Reporting	About the Report, Page 3	
	2-3 Reporting Period, Frequency and Contact Point	About the Report, Page 3	
	2-4 Restatements of Information	No significant restatement has been made.	
	2-6 Activities, Value Chain and Other Business Relationships	Our Group Companies and Company History, Pages 7–8	
	2-7 Employees	Employees, Page 41	
	2-8 Workers Not Employed by the Organization	In 2024, no external workforce was employed for the extrusion press installation within Kırklareli investments.	
	2-9 Governance Structure and Composition	Organizational Structure, Page 10	
	2-11 Chair of the Highest Governance Body	Message from Our General Manager, Page 4	
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Boards and Committees, Page 16	
	2-13 Delegation of Responsibility for Managing Impacts	Boards and Committees, Page 16	
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Boards and Committees, Page 16	
	2-15 Conflicts of Interest	Business Ethics Policy, Page 54	
	2-16 Communication of Critical Concerns	Our Ethical Values,42	
	2-17 Collective Knowledge of the Highest Governance Body	Boards and Committees, Page 16	
	2-19 Remuneration Policies	Labor and Human Rights, Page 46	
	2-20 Process for Determining Remuneration	Labor and Human Rights, Page 48	
	2-21 Annual Total Compensation Ratio	Not disclosed due to confidentiality.	Not disclosed due to confidentiality.



# GRI Content Index

GRI Standard	Indicator	Section and Page Numbers	Explanation of Omitted Information
General Disclosures			
GRI 2: General Disclosures 2021	2-22 Statement on Sustainable Development Strategy	Message from Our General Manager, Page 4	
	2-23 Policy Commitments	Business Ethics Policy, Pages 54-55	
	2-24 Embedding Policy Commitments	Business Ethics Policy, Pages 54-55	
	2-25 Processes to Remedy Negative Impacts	Risk Management and Internal Control, Page 15	
	2-26 Mechanisms for Seeking Advice and Raising Concerns	Ethics Hotline, Page 52	
	2-27 Compliance with Laws and Regulations	Our Sustainability Vision and Approach, Page 18	
	2-28 Memberships	Partnerships and Memberships, Page 30	
	2-29 Approach to Stakeholder Engagement	Our Stakeholder Relations, Page 29	
Material Topics			
GRI 3: Material Topics 2021	3-1 Process for Defining Material Topics	Materiality Analysis, Page 20	
	3-2 List of Material Topics	Approach to Material Topics, Pages 21-23	
	3-3 Management of Material Topics	Approach to Material Topics, Pages 21-23	
Economic Performance			
GRI 201: Economic Performance	3-3 Management of Material Topics	Approach to Material Topics, Page 21	
GRI 201: Ekonomik Performans	201-1 Direct Economic Value Generated and Distributed	Economic Performance Indicators, Page 73	
	201-2 Financial Implications and Other Risks and Opportunities Due to Climate Change	Climate-Related Risks, Page 15	
Corporate Governance			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Approach to Material Topics, Page 21	



# GRI Content Index

R&D and Innovation			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
Business Ethics			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
Energy Management			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 302: Energy 2016	302-1 Energy Consumption within the Organization	Environmental Performance Indicators, Page 73	
	302-4 Reduction of Energy Consumption	Energy Management and Investments, Page 58	
	302-5 Reductions in Energy Requirements of Products and Services	Our Investments, Page 59	
Water Management			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 303: Water and Effluents	303-1 Water Management Approach	Water Management, Page 68	
	303-2 Water Withdrawal	Water Management, Page 68	
	303-3 Water Discharge	Water Management, Page 68	
	303-4 Water Reuse	Water Management, Page 68	
	303-5 Water Consumption	Water Management, Page 68	
Biodiversity			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 304: Biyoçeşitlilik 2016	304-1 Operational Sites in or Adjacent to Protected Areas or Areas of High Biodiversity Value	Biodiversity, Page 71	
	304-2 Significant Impacts of Operations on Biodiversity	Biodiversity, Page 71	



# GRI Content Index

Emissions Management and Climate Change			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 305: Emisyonlar 2016	305-1 Direct (Scope 1) GHG Emissions	Emissions Management and Strategic Approach, Page 58	
	305-2 Energy Indirect (Scope 2) GHG Emissions	Emissions Management and Strategic Approach, Page 58	
	305-3 Other Indirect (Scope 3) GHG Emissions	Emissions Management and Strategic Approach, Page 58	
	305-4 GHG Emissions Intensity Reduction	Emissions Management and Strategic Approach, Page 58	
	305-5 Reduction of GHG Emissions	Emissions Management and Strategic Approach, Page 58	
	305-6 Emissions of Ozone-Depleting Substances	Emissions Management and Strategic Approach, Page 58	
	305-7 NOx, SOx, and Other Significant Air Emissions	Air Pollution, Page 69	
Waste Management			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 306: Waste 2020	306-1 Management of Waste Generation	Waste Management Approach, Page 71	
	306-2 Significant Waste	Waste Management, Page 71	
	306-3 Waste Disposal	Waste Management, Page 71	
	306-4 Waste Recovery	Waste Management, Page 71	
	306-5 Environmental Impacts of Waste Disposal	Waste Management, Page 71	
Sustainable Supply Chain			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 308: Environmental Assessment of Suppliers 2016	308-1 Environmental Criteria Screening for New Suppliers	Sustainable Supply Chain Management, Pages 32-33	
GRI 414: Social Assessment of Suppliers 2016	414-1 Social Criteria Screening for New Suppliers	Sustainable Supply Chain Management, Pages 32-33	



# GRI Content Index

Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 403: Occupational Health and Safety	403-1 Occupational Health and Safety Management System	Occupational Health and Safety, Page 50	
	403-2 Hazard Identification, Risk Assessment, and Incident Investigation	Occupational Health and Safety, Page 50	
	403-3 Occupational Health Services	Occupational Health and Safety, Pages 4	
	403-4 Employee Participation, Consultation, and Communication	Occupational Health and Safety, Pages 50-51	
	403-5 Employee Training	Annex 3 – Occupational Health and Safety Performance Indicators, Page 79	
	403-6 Promotion and Prevention of Health	Occupational Health and Safety, Pages 50-51	
	403-7 Work-Related Injuries	Annex 3 – Occupational Health and Safety Performance Indicators, Page 79	
	403-9 Work-Related Illnesses	Annex 3 – Occupational Health and Safety Performance Indicators, Page 79	
	403-10 Work-Related Health Issues of Employees	Annex 3 – Occupational Health and Safety Performance Indicators, Page 79	
Employee Development and Talent Management			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Our Approach to Material Topics, Page 21	
GRI 404: Training and Education 2016	404-1 Average Annual Training Hours per Employee	Annex 3 – Occipational Health and Safety Performance Indicator, Page 74	
	404-2 Programs for Skills Development and Transition Assistance	Work Life, Page 42	
Gender and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity for Governance Bodies and Employees	Annex 2 – Social Performance Indicators, Page 74	
Digital Transformation			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
Product Quality and Customer Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of Material Topic	Approach to Material Topics, Page 21	
GRI 416: Customer Health and Safety	416-1 Assessment of Health and Safety Impacts of Products and Services Throughout Their Life Cycle	Customer Health and Safety Policy, Page 35	





Address and Contact Information:

Atatürk Mah. Orhan Veli Cad. No: 7-9, 34522 Kıraç / Esenyurt  
Istanbul, TURKEY

Email: [info@erdoganlar.com](mailto:info@erdoganlar.com) | [sustainability@erdoganlar.com](mailto:sustainability@erdoganlar.com)

Website: [www.erdoganlar.com](http://www.erdoganlar.com)

Phone: +90 212 886 55 77

Legal Disclaimer: This sustainability report (the “Report”) has been prepared by the Erdoganlar Aluminium Sustainability Team in accordance with the principles of the GRI (Global Reporting Initiative), the United Nations Global Compact, and the United Nations Women’s Empowerment Principles. The Report has been prepared solely for informational purposes and is not intended to serve as a basis for any investment decision. None of the information contained in this Report constitutes an offer or part of an offer, nor does it constitute an invitation to participate in any such sales process, and the publication of this Report does not establish any such legal relationship. The information and related documents provided herein are believed to be accurate as of the date of preparation of this Report, and all information is provided in good faith and based on reliable sources. However, Erdoganlar makes no representation, warranty, or commitment regarding the accuracy of this information.