

RELEVANT SUSTAINABILITY DEVELOPMENT GOAL	PRIORITY SUSTAINABILITY ISSUES	TARGETS FOR 2025 <sup>(1)</sup>	PERFORMANCE INDICATORS <sup>(2)</sup>	2021 PROGRESS <sup>(3)</sup>	
 <p>8 SECURE WORK AND ECONOMIC GROWTH</p> <p>9 INCLUSIVE AND JUST INFRASTRUCTURE</p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Business Continuity	<p>Target B1. Maintaining economic growth.</p> <p>Target B2. To realize new investments within the framework of sustainability principles.</p> <p>Target B3. To increase resource efficiency for the sustainable development, to use clean and environmentally friendly technologies and processes.</p> <p>Target B4. To be prepared for disasters and emergencies.</p>	<p>B1.1. Sales revenues</p> <p>B1.2. Number of companies in ISO 500 list</p> <p>B1.3. Most export companies ranking in Turkey</p> <p>B2.1. Full compliance of the United Nations Global Compact (UNGC) and Kibar Holding Sustainability Principles with investment and decisionmaking processes</p> <p>B3.1. Number of clean and environmentally friendly new products / projects</p> <p>B3.2. Full compliance with the national environmental legislation</p> <p>B3.3. Actions in line with EU regulations on low-carbon circular economy</p>	<p>B1.1. Sales revenue increased 4 times compared to 2016, the reference year.</p> <p>B1.2. 3 companies were included in the list of Turkey's 500 largest industrial enterprises.</p> <p>B1.3. Ranked in the 4th place in the list of top exporters published by Turkish Exporters Assembly (Tiw) and ranked in the category of "Ferrous and NonFerrous Metals".</p> <p>B2.1. A strategic partnership was established between Assan Panel, a Kibar Group company, and Sumgait Technologies Park (STP), a technology and industry company of Azerbaijan. These facilities, which will be Assan Panel's second overseas investment after Jordan, are designed with a sustainable growth strategy in line with Europe's arrangements to achieve the 2030 and 2050 targets under the European Green Deal.</p> <p>B3.1. To new projects were commissioned to combat climate change and contribute to circular economy.</p> <p>B3.2. All activities comply with national environmental legislation's International Environmental and Energy Management Systems standards are followed.</p> <p>B3.3. Production and manufacturing methods, business models, operating principles, investment decisions and supplier development programmes will be established in arrangements to achieve the 2030 and 2050 targets under the European Green Deal.</p>	
	Corporate Sustainability Management	<p>Target B5. Adopting sustainability practices and responsible sustainability performance.</p>	<p>B4.1. Disaster and Emergency Action Plan</p> <p>B5.1. Sustainability Internal Communication Plan</p> <p>B5.2. UNGC Progress Report in GRI Standards</p> <p>B5.3. Inclusion of companies in at least one initiative based on sustainability practices</p> <p>B5.4. Inter-functional coordination to ensure that all stages of the sustainability strategy are implemented in harmony and integrity</p> <p>B5.5. Establishing project-based sustainability working groups</p>	<p>B4.1. The activities to be carried out to ensure effective management of operational risks such as natural disasters and epidemics and the action plans determined are monitored effectively and regularly. Policies and procedures for the management of these risks at the time of the incident and for business continuity in the following process have been established and communicated to all employees. Drills are conducted every year and trainings are continued for corporate business continuity programs.</p> <p>B5.1. Communication activities are carried out with a circular and audience-based strategy. Informative messages on climate change and sustainability were published every month from the "Kibar Group Sustainability Platform" initiative created for internal communication. In order to disseminate these messages, communication channels were diversified; many channels such as internal communication screens, intranet, SMS and Mobiliz, the Kibar Group mobile application, were used.</p> <p>B5.2. UN Global Compact Progress Report was issued based on GRI Standards</p> <p>B5.3. Kibar Holding has signed the Women's Empowerment Principles (WEPs). Assan Aluminium became a member of the Aluminum Stewardship Initiative (ASI), the only global sustainability initiative of the alumline with Europe's</p> <p>B5.4. Meetings were organized with the participation of Sustainability Committee and Working Group members and employees. The second of the two-day "Kibar Group Sustainability Workshop" held in 2020 will be held in 2022.</p> <p>B5.5. In order to raise awareness on gender equality, the "BIZ Egitiz Group Committee" was established and "BIZ Egitiz Company Leaders" were elected.</p>	
	Occupational Health and Safety	<p>Target G1. To continue to provide occupational health and safety at international standards at workplaces.</p> <p>Target G2. To prevent the effects of hazardous chemicals and wastes on employee health.</p>	<p>G1.1. Occupational health and safety training hours per person</p> <p>G1.2. Accident severity rate</p> <p>G2.1. Occupational disease rate</p>	<p>G1.1. Increased by 25%.</p> <p>G1.2. Accident severity ratio is 0.31.</p> <p>G2.1. Occupational disease rate is "0".</p>	
	Employee Engagement and Satisfaction	<p>Target G3. To ensure inclusive and participatory decision-making at all levels.</p>	<p>G3.1. Participation level of Employee Opinion Survey</p> <p>G3.2. Spreading the suggestion reward system to all companies</p> <p>G3.3. Employee satisfaction/engagement survey score</p> <p>G3.4. Performance culture index</p>	<p>G3.1. The Employee Opinion Survey is conducted every two years and the participation rate in the last survey conducted in 2021 was 85%.</p> <p>G3.2. In 2021, 3,179 suggestions were submitted to the Kibar Group employee suggestion system and 314 of these suggestions were implemented.</p> <p>G3.3. Employee satisfaction/engagement survey score decreased by 8% compared to the previous survey.</p> <p>G3.4. The Talent Focus Index, which evaluates training and development activities, performance management, talent retention and remuneration, was implemented. The opinions of office and field employees were obtained through questions asked in the areas of Commitment, Agility, Talent Focus and Expanding Leadership Indices.</p>	
	Employee Development and Talent Management	<p>Target G4. To ensure that all employees have access to quality technical and vocational training.</p> <p>Target G5. To increase the number of employees of all ages with technical and professional skills.</p> <p>Target G6. To increase employment and employee trainings.</p> <p>Target G7. To increase the full and effective participation of women in decision-making processes, to increase the ratio of senior female managers by 50% and the number of white-collar female employees by 45%.</p> <p>Target G8. To ensure gender equality in employment and employee income, to increase the number of female employees by 50%.</p> <p>Target G9. To ensure equal opportunities increasing the rate of women in white-collar recruitment.</p>	<p>G4.1. Participation rate for "Executive Development Program"</p> <p>G4.2. Specialist training hours per person within the scope of the "Specialist Development Program"</p> <p>G4.3. "Leadership Development Program" recommendation score</p> <p>G4.4. Number of Development Ambassadors</p> <p>G5.1. Number of employees receiving technical and vocational training</p> <p>G5.2. The rate of employees receiving technical and vocational training by age groups</p> <p>G6.1. Number of employees</p> <p>G6.2. Number of students employed from K-Team Young Talent Internship Program</p> <p>G6.3. Training hours for employee development</p> <p>G7.1. Number of senior female manager</p> <p>G7.2. The number of white-collar women employees</p> <p>G8.1. Number of women employees</p> <p>G8.2. Kibar Holding total reward policy</p> <p>G9.1. Ratio of women in white-collar recruitment</p> <p>G9.2. Ranking in the top five among companies employing the highest number of disabled people</p>	<p>G4.1. Participation rate in the Managerial Development Program is 75%.</p> <p>G4.2. 13 hours.</p> <p>G4.3. In 2021, the program's recommendation score was 9 out of 10 full points.</p> <p>G4.4. Number of Development Ambassadors; 54 internal trainers and 14 internal mentors, totaling 68.</p> <p>G5.1. The number of employees receiving technical and vocational training is 4.634.</p> <p>G5.2. Technical and vocational trainings continue to be provided for all age groups. The distribution of employees who received training according to age groups is as follows: 8% between the ages of 18-25, 40% between the ages of 26-35, 37% between the ages of 36-45 and 14% above the age of 46.</p> <p>G6.1. Number of employees increased by 20.3%.</p> <p>G6.2. Number of students hired from K-Team Young Talent Internship Program is 21.</p> <p>G6.3. A total of 43,620 hours of training, including online classroom training and e-learning, were provided.</p> <p>G7.1. The proportion of senior female managers increased by 44%.</p> <p>G7.2. Number of female white-collar employees increased by 34.1%.</p> <p>G8.1. Number of female employees increased by 38.7%.</p> <p>G8.2. The remuneration policy cannot be applied differently and unfairly due to personal characteristics and preferences such as language, religion, race, gender.</p> <p>G9.1. 49% of white-collar new hires are women.</p> <p>G9.2. Assan Hani is the number one company to employ the highest number of individuals with disabilities twice in the last four years.</p>	
	Gender Equality and Equal Opportunities	<p>Target G10. Maintaining accountability and transparency at all levels.</p>	<p>G10.1. Compliance audits for Kibar Holding Code of Ethics</p> <p>G10.2. Business ethics training</p> <p>G10.3. Reporting of notifications received on the ethical line and their results</p> <p>G10.4. Establishing early warning mechanisms with technology support</p> <p>G10.5. Obtaining a statement from all employees regarding whether they are in a situation that will cause conflict of interest</p> <p>G10.6. Communication of the Code of Conduct Guidebook to all employees</p> <p>G10.7. Awareness activities for Code of Conduct</p> <p>G10.8. A review system to ensure that the Code of Conduct is updated based on requirements and new developments</p>	<p>G10.1. Increased by 25%.</p> <p>G10.2. Business ethics training is provided to all recruited personnel and consultant training is provided to Code of Ethics Consultants in Kibar Group Companies.</p> <p>G10.3. Reporting is made to the Chairman of the Board of Directors regarding ethical disclosures and results.</p> <p>G10.4. Fraud risks are examined within the scope of audit activities.</p> <p>G10.5. Online ethics trainings started on the Power is in US Training and Development Platform. Newly recruited employees receive trainings.</p> <p>G10.6. Code of Ethics Booklet is shared with all recruited personnel.</p> <p>G10.7. "Do you think it is ethical?" project continues to be implemented. The Company intranet includes the Code of Ethics, the list of Code of Ethics Consultants and contact information of the relevant personnel.</p> <p>G10.8. The Code of Ethics Booklet has been updated.</p>	
	Business Ethics	<p>Target G11. Ensuring public access to information and protecting fundamental freedoms.</p>	<p>G11. Sustainability Performance Progress Report</p>	<p>G11. A progress report detailing Kibar Group's sustainability performance was published.</p>	
	 <p>3 GOOD HEALTH AND WELL-BEING</p> <p>4 QUALITY EDUCATION</p> <p>5 GENDER EQUALITY</p> <p>8 SECURE WORK AND ECONOMIC GROWTH</p> <p>10 REDUCED INEQUALITIES</p> <p>16 PEACE AND JUSTICE STRONG INSTITUTIONS</p>	Customer Satisfaction	<p>Target Y1. Leadership in product and service quality.</p> <p>Target Y2. To increase added value/economic growth through technological innovations, improvement and innovation.</p> <p>Target Y3. To increase resource efficiency for sustainable development, to apply clean and environmentally friendly technologies and processes.</p> <p>Target Y4. To increase R&amp;D studies.</p> <p>Target Y5. To complete infrastructure works and digitalization processes within the scope of the "Digital Transformation Roadmap".</p> <p>Target Y6. To provide all kinds of transactions and data security in the field of information technologies.</p>	<p>Y1.1. Management standards, quality and security systems subject to follow-up</p> <p>Y1.2. Product and process certification</p> <p>Y1.3. Customer satisfaction surveys</p> <p>Y1.4. Rate of response to customer requests</p> <p>Y2.1. High technology investments</p> <p>Y3.1. Innovative improvement investments contributing to circular economy</p> <p>Y4.1. R&amp;D Laboratory/Center</p> <p>Y4.2. Collaborations in R&amp;D studies</p> <p>Y4.3. Promoting R&amp;D activities</p> <p>Y4.4. R&amp;D budget</p> <p>Y4.5. Number of patent applications</p> <p>Y4.6. Number of patents secured</p> <p>Y4.7. Number of utility models</p> <p>Y4.8. Number of R&amp;D employees</p> <p>Y5.1. Compliance with the digital transformation roadmap</p> <p>Y5.2. Corporate data architecture</p> <p>Y5.3. Analytical and artificial intelligence studies</p> <p>Y5.4. Robotic process automation</p> <p>Y5.5. Industry 4.0</p> <p>Y6.1. Quality and uninterrupted service</p> <p>Y6.2. Cybersecurity infrastructure</p> <p>Y6.3. Standards subject to follow-up</p> <p>Y6.4. Machine learning-assisted threat hunting and intelligence solutions</p>	<p>Y1.1. In 2021, Assan Aluminium will be awarded the Aluminum Stewardship Initiative Performance Standard, ISO 22001 Business Continuity Management System and ISO 22000 Food Safety Management System. Assan Panel ISO 13000:00 Enterprise Risk Management System and ISO 45001: Occupational Health and Safety Management System; Ispak TS18001 (OHSAS); Occupational Health and Safety Management System to ISO 45001: Occupational Health and Safety Management System standards.</p> <p>Y1.2. In 2021, Assan Hani received Zero Waste Certificate for Ashal, Asha2 and Asha3 facilities; Assan Panel received TS EN 508-1: Roofing Sheets, Trapezoidal Section Corrugated Sheet Certificate and Ispak Certificate For Awarding and Use of the 'OK Composite' Conformity Mark Certificate.</p> <p>Y1.3. Customer satisfaction surveys are conducted regularly in all companies and efforts are continued to achieve "0" customer complaints.</p> <p>Y1.4. Customer requests are responded to by full-time teams. Feedback is provided as soon as possible, depending on the type of request.</p> <p>Y2.1. Digital Transformation of the Production Area at Assan Aluminium, Elimination of the Center Line in Brazing Alloys and Improvement of Technical Properties. Development of High Strength Packaging Foil, Understanding Solidification Dynamics in ISO Aluminum Alloys Produced by Twin Roll Continuous Casting Technique and Determination of Suitable Composition for Casting Efficiency, Development of Chromometric Process Monitoring Software for Spectroscopic Analysis of Oxide Layer Thickness and Image Analysis of Impurities on the Surfaces of Aluminum Alloys; Lightweighting Studies at Assan Hani, Complete Folding Seat Project with a Single Movement, TOGG Bumper System Project.</p> <p>Y3.1. Recycling Friendly Alloy at Assan Aluminium, Transition to the Use of Cardboard Cores in Foil Products, Recovery of Dilovasi water reclamation equipment rinse water and renovation of all Dilovasi eye showers; Automotive Integration of Environmentally Friendly Bioplastic Based Raw Materials and Cockpit Line Efficiency Improvement Project at Assan Hani; SPA-10 Laminator Energy Consumption Reduction Project at Assan Panel.</p> <p>Y4.1. All companies have an R&amp;D Laboratory/Center.</p> <p>Y4.2. Collaborations with 4 different universities continued in R&amp;D activities.</p> <p>Y4.3. The 5th "Asim Kibar Blue Drop Awards" program was held.</p> <p>Y4.4. The R&amp;D budget is approximately 57,000,000 TL.</p> <p>Y4.5. The number of patent applications is 3.</p> <p>Y4.6. The number of patents obtained is 4.</p> <p>Y4.7. The number of utility models is 3.</p> <p>Y4.8. Number of R&amp;D employees increased by more than 70%.</p> <p>Y5.1. According to the digitalization roadmap, which is reviewed and updated every year in line with technological developments and business processes, the work planned for 2021 has been completed.</p> <p>Y5.2. Enterprise data architecture project has been completed.</p> <p>Y5.3. With the analytical organization established within Assan Bilisim, studies were carried out to cover priority production processes.</p> <p>Y5.4. Studies on aluminum paint line coil breakage and foil pinhole formation were initiated and SAP BW project was realized. The platform selection process was completed in order to create "Big Data" across Group companies and to carry out analytical studies. In 2022, integration with the Microsoft BigData Platform was initiated for commissioning.</p> <p>Y5.4. 25 processes were planned to be commissioned in 2021 and activities were carried out accordingly, 50 processes are planned for 2022.</p> <p>Y5.5. Infrastructure works for digitalization of the production area are ongoing. Production data monitoring project at Assan Panel and MES Projects at Ispak were initiated. Preliminary analysis of a comprehensive MES program was initiated at Assan Aluminium.</p> <p>Y6.1. Migration of Kibar Holding Compute and Storage layers to Hyperconverged structures has been completed. In this way, the Tuzla Center Datacenter switched to FT Z structure. SD-WAN structures were established in Istanbul, Izmit and Iskenderun, which have internet access, and access and business continuity between campuses were strengthened. The scope and autonomous intervention capabilities of the Service Tree structure, where all IT components are associated and monitored, were integrated into the SOC via the SOAR mechanism. A gap analysis was conducted and a project was designed to improve the overall security maturity of Kibar Holding.</p> <p>Y6.2. With the commissioned SOC, all cyber security components started to be monitored on a 24/7 basis. The development of Kibar Holding-specific rules on SIEM continued and the alerts generated were integrated into the Soc via the SOAR mechanism. A gap analysis was conducted and a project was designed to improve the overall security maturity of Kibar Holding.</p> <p>Y6.3. ISO-IEC27001 Information Security Management System is followed.</p> <p>Y6.4. With the deployment of Branddefence Cyber Intelligence software, vulnerabilities published worldwide can be tracked on day zero and measures can be taken.</p>
		R&D, Innovation and Digitalization	<p>Target O1. To ensure the sustainable management and efficient use of natural resources.</p>	<p>O1.1. Sustainability Management</p> <p>O1.2. Energy and Environmental Management Systems and compliance with the relevant legislation</p> <p>O1.3. Measurable targets for sustainability performance</p>	<p>O1.1. Sustainability Management, consisting of the Sustainability Committee and Sustainability Working Group, constitutes the main element of corporate governance and continues its activities. Five main meetings and nearly fifty topic-based meetings were organized with Sustainability Management representatives.</p> <p>O1.2. All companies act in accordance with the relevant legislation. Companies within the scope of the reporting have ISO14001 Environmental Management System certification. Assan Aluminium, one of the energy-intensive companies, has ISO50001 Energy Management System Certificate and Aluminum Stewardship Initiative Performance Standard.</p> <p>O1.3. "2025 Goals" have been defined in line with the goals that the United Nations plans to achieve by 2030. 36 Targets are monitored through 82 performance indicators and realizations are shared transparently every year.</p>
		Circular Economy	<p>Target O2. To minimize the negative effects of wastes on the environment / To reduce waste generation through reduction, recycling and reuse.</p> <p>Target O3. To reduce water intensity on revenue basis by at least 5% compared to the previous year.</p> <p>Target O4. To reduce energy intensity on revenue basis by at least 7% compared to the previous year.</p> <p>Target O5. To increase the ratio of electricity generation from renewable energy sources to consumption.</p> <p>Target O6. Increase the resilience and adaptation to climate-related hazards and natural disasters.</p>	<p>O2.1. Recycled/recovered raw materials quantity</p> <p>O2.2. The quantity of recycled waste</p> <p>O2.3. Recycling/recovery rate of waste generated</p> <p>O2.4. The quantity of plastic reduction</p> <p>O3.1. Annual water intensity reduction rate</p> <p>O4.1. Annual energy intensity reduction rate</p> <p>O5.1. Amount of renewable energy production</p> <p>O6.1. Annual Risk Assessment Studies</p> <p>O6.2. Scope 1, Scope 2 and Scope 3 greenhouse gas emission weights</p>	<p>O2.1. The amount of recycled/recovered raw materials used as inputs increased by 50.5%.</p> <p>O2.2. The amount of recycled waste increased by 59.4%.</p> <p>O2.3. Recycling/recovery rate is 99.3%.</p> <p>O2.4. Commitment to gradually reduce the use of single-use plastics in office spaces by 2023 and phase out by 2025.</p> <p>O3.1. Annual water intensity reduction by revenue has not fallen below 5% since the baseline year of 2016. In 2021, the annual water intensity reduction was 76.1%.</p> <p>O4.1. Annual energy intensity reduction by GDP has not fallen below 7% since the baseline year of 2016. In 2021, the annual energy intensity reduction was 75.3%.</p> <p>O5.1. The ratio of electricity generation from renewable sources to total electricity consumption is 39%.</p> <p>O6.1. Climate Change Risk assessments are ongoing.</p> <p>O6.2. Efforts are underway to achieve the zero emission target under the Paris Agreement and the European Green Deal.</p>
Combating Climate Change		<p>Target O7. To increase the studies for sustainable development and to reduce the negative effects of climate change and to carry out information/awareness raising activities.</p> <p>Target O8. To develop global collaborations for sustainable development.</p> <p>Target O9. To support and encourage public-private sector and NGO partnerships to achieve the targets.</p>	<p>O7.1. Internal communication plan for employee awareness/briefing activities</p> <p>O7.2. Measurement of employee awareness levels</p> <p>O7.3. External stakeholder communication</p> <p>O8.1. Corporate memberships</p> <p>O9.1. Corporate memberships</p>	<p>O7.1. Through the Kibar Group Sustainability Platform, awareness/information activities are carried out for employees in the field of sustainability, including combating climate change.</p> <p>O7.2. Surveys are conducted every year to measure the awareness levels of employees. Measurements are made through feedback mechanisms created in many channels such as the Sustainability Platform, workshops, events and meetings.</p> <p>O7.3. The Group's sustainability efforts and strategy are available in detail on its website. Sustainability Kits are prepared and sent to stakeholders every year to raise awareness. The fight against climate change and circular economy are given extensive coverage in press and news activities, social media channels and organizations/events.</p> <p>O8.1. Cooperation is established with 6 organizations operating in the field of sustainability on national and international platforms.</p> <p>O9.1. TÜSIAD Climate Change Group; Business Plastics Initiative established by UNGC-TR, TÜSIAD and BCSO; Women's Empowerment Principles (WEPs) platform in partnership with UN Global Compact and UN Women, UN Global Compact Target Gender Equality; UNGC-TR Sustainable Finance Working Group; Young S&amp;G Innovators, Gender Equality Working Group, Diversity and Inclusion Working Group; SKD Sustainable Finance and Risk Management Working Group; Low Carbon and Transition and Productivity Working Group, Women Employment and Equal Opportunity Working Group, Sustainable Industry and Circular Economy Working Group.</p>	
 <p>6 CLEAN WATER AND SANITATION</p> <p>7 AFFORDABLE AND CLEAN ENERGY</p> <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <p>13 CLIMATE ACTION</p> <p>17 PARTNERSHIPS FOR THE GOALS</p>		Sustainable Supply Chain	<p>Target T1. To ensure that suppliers and stakeholders adopt UNGC principles and objectives.</p> <p>Target T2. To define a standard regarding the reduction of environmentally harmful effects to be applied in all suppliers audits.</p>	<p>T1.1. Purchasing Code of Conduct</p> <p>T1.2. Kibar Group Framework Agreement</p> <p>T1.3. Supplier training hours</p> <p>T2.1. Certifications of suppliers for compliance with environmental legislation and standards</p>	<p>T1.1. All suppliers/vendors are required to implement and comply with Purchasing Code of Conduct. Within the scope of policies and guidelines on Code of Business Conduct Principles; Anti-Corruption and Anti-Bribery, Forced Labor, Child Labor, Harassment and Sexual Harassment, Working Conditions, Local Communities, Occupational Health &amp; Safety, Environment, Biodiversity, Integrity, Quality and Continuous Development, and Information Security, rules and principles required to be followed by all suppliers/vendors are defined in detail.</p> <p>T1.2. Before starting to work with suppliers, the Framework Agreement and the Code of Ethics contained therein are signed to ensure that critical sustainability priorities are adopted by suppliers. The Framework Agreement, which is a legally binding condition on issues such as Code of Ethics, waste management, etc. have been established on letters of order.</p> <p>T1.3. Within the scope of Assan Haniability, Supplier Performance actions related to supplier development programmes were created, and after determining the issues that need to be improved, trainings were organized in order to carry out on-site audits and transfers and to provide information on certain issues in remote businesses. Practices related to supplier development programmes will be established in terms of infrastructure and system and their frequency will be increased. Work programmes are established with suppliers on product development for the needs of the company and suppliers. Due to the pandemic, this number was limited in 2021.</p> <p>T2.1. ISO14001 Environmental Management System and 45001 Occupational Health and Safety Management System certificates are required during supplier audits.</p> <p>T2.2. Private Sector Volunteer's Association online meeting, Helipsteş Hacıoğlu, Helipsteş Laughing Heals, TOCEV volunteering and online career introductions, 8 trainings totaling 55 hours were held.</p>
		Social Responsibility	<p>Target P1. To increase participation of employees in social responsibility activities.</p> <p>Target P2. To reach 10,000 disadvantaged children in the scope of social responsibility projects.</p> <p>Target P3. To organize trainings for children of primary school age regarding environmental warming, climate change, environment and children's rights within the scope of social responsibility projects.</p>	<p>P1.1. Number of Kibar Volunteers</p> <p>P2.1. The number of children reached</p> <p>P3.1. The number of student participated</p> <p>P3.2. Training hours scheduled</p>	<p>P1.1. 660 Kibar Volunteers.</p> <p>P2.1. 4,400 children have been reached out.</p> <p>P3.1. 129 students</p> <p>P3.2. 1,129 hours</p>
		3 GOOD HEALTH AND WELL-BEING <tr> <td>4 QUALITY EDUCATION </td> </tr>	4 QUALITY EDUCATION		
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<sup>(1)</sup> The reference year for setting the "2025 Targets" is 2016, which is the first date when performance indicators were declared in the first report prepared in GRI standard, unless otherwise stated. Realizations are given according to the reference year.

<sup>(2)</sup> Since Assan Foods, one of the Kibar Group companies, will be separated from Kibar Group in 2021, the targets regarding the fields of activity of the said company and the performance indicators monitoring these targets have been removed.

<sup>(3)</sup> The target has been revised due to the fact that Assan Hani production is monitored in vehicle set and Assan Panel production is monitored in line.

<sup>(4)</sup> Performance indicator has been revised due to the change in the target.