

RELEVANT SUSTAINABLE DEVELOPMENT GOAL	PRIORITY SUSTAINABILITY ISSUES	TARGETS FOR 2025*	PERFORMANCE INDICATORS	2023 PROGRESS*	
  	Business Continuity and Effective Risk Management	Target B1. Maintaining economic growth.	B1.1. Sales revenues B1.2. Number of companies in ISO 500 list B1.3. Most export companies ranking in Türkiye	B1.1. Sales revenue increased by 12.1 times compared to 2016, the reference year. B1.2. Türkiye's 500 Top Industrial Enterprises 2023 Survey 4 companies were included. B1.3. Ranking for the list of top exporters, which is published by Turkish Exporters' Assembly (TİM) every year, was not published in July, the same month in which the report was published. In 2022, it was ranked in the 5th place in the category of "Top exporters in Türkiye" and ranked 1st in the category of "Ferrous and Non-Ferrous Metals". The 2023 list had not been published as of June when the report was published.	
		Target B2. To realize new investments within the framework of sustainability principles.	B2.1. Full compliance of the United Nations Global Compact (UNGC) and Kibar Holding Sustainability Principles with investment and decisionmaking processes	B2.1. Assan Hanil's new production plant in Kocaeli province was put into operation. The production plant carries out automated, high technology, and high quality production operations and carries on its operations based on a sustainable production approach. The plant is equipped with the state-of-the-art lighting systems, efficient HVAC/cooling units, and green filtration systems.	
		Target B3. To increase resource efficiency for the sustainable development, to use clean and environmentally friendly technologies and processes.	B3.1. Number of clean and environmentally friendly new products / projects B3.2. Full compliance with the national environmental legislation B3.3. Actions in line with EU regulations on low-carbon circular economy	B3.1. 34 new projects to contribute to climate action and circular economy have been implemented. B3.2. All activities comply with national environmental legislation. International Environmental and Energy Management Systems standards are followed. B3.3. Production and manufacturing methods, business models, operation principles, investment decisions, and growth strategies are developed within the scope of A European Green Deal in compliance with the EU regulations to achieve the 2030 and 2050 targets. Assan Alüminyum and İspak completed their activities related to the Carbon Border Adjustment Mechanism (CBAM).	
		Target B4. To be prepared for disasters and emergencies.	B4.1. Disaster and Emergency Action Plan	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 training activities are maintained for corporate business continuity programs.	
		Target B5. Adopting sustainability practices and reporting sustainability performance.	B5.1. Sustainability Internal Communication Plan B5.2. UNGC Progress Report in GRI Standards B5.3. Inclusion of companies in at least one initiative based on sustainability practices B5.4. Inter-functional coordination to ensure that all stages of the sustainability strategy are implemented in harmony and integrity B5.5. Establishing project-based sustainability working groups	B5.1. Communication activities are carried out with a circular and audience-based strategy. Informative messages on sustainability continued to be published through 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. B5.2. The Sustainability Report in accordance with the GRI Standards was created for the UN Global Compact database. B5.3. Assan Alüminyum joined and began reporting to the CDP platform. B5.4. Three meetings were organized with the participation of the Sustainability Committee and the Working Group members. In addition, a great number of project/topic-based meetings/discussions were held with the participation of the Working Group members and employees. B5.5. Zero Plastic Working Group, WE Are Equal Group Committee, WE Are Equal Working Group, and other working groups within the scope of the Group's 2050 net-zero emission target continued their activities. No new working group was formed.	
	Corporate Sustainability Management				

     	Occupational Health and Safety	Target G1. To continue to provide occupational health and safety at international standards at workplaces. Target G2. To prevent the effects of hazardous chemicals and wastes on employee health.	G1. Occupational health and safety training hours per person G1.2. Accident severity rate G2.1. Occupational disease rate	G1.1. Increased by 13%. G1.2. Accident severity rate is 0.31. G2.1. Occupational disease rate is "0".
	Employee Engagement and Satisfaction	Target G3. To ensure inclusive and participatory decision-making at all levels.	G3.1. Participation level of Employee Opinion Survey G3.2. Spreading the suggestion reward system to all companies G3.3. Employee satisfaction/engagement survey score G3.4. Performance culture index	G3.1. The Employee Opinion Survey is conducted every year and the participation rate in the last survey conducted in 2023 was 85%. G3.2. Employees submitted 3,202 suggestions on Kibar Group employee suggestion system and 1,624 of these suggestions were implemented. G3.3. There was a one-point decrease in the employee satisfaction/engagement survey score compared to the previous survey results. G3.4. Talent Focus Index is followed to evaluate training and development activities, performance management, talent retention, and wages. The opinions of both office and site employees were obtained through questions asked in the areas of Engagement, Agility, Talent Focus, and Engaging Leadership Indices as well as Equality & Inclusivity. G4.1. Managerial Development Program participation rate is 61%.
	Employee Development and Talent Management	Target G4. To ensure that all employees have access to quality technical and vocational training. Target G5. To increase the number of employees of all ages with technical and professional skills. Target G6. To increase employment and employee trainings.	G4.1. Participation rate for "Managerial Development Program" G4.2. Specialist training hours per person within the scope of the "Specialist Development Program" G4.3. "Leadership Development Program" recommendation score G4.4. Number of Development Ambassadors G5.1. Number of employees receiving technical and vocational training G5.2. The rate of employees receiving technical and vocational training by age groups G6.1. Number of employees G6.2. Number of students employed from K-Team Young Talent Internship Program G6.3. Training hours for employee development G7.1. Number of senior female manager	G4.2. Specialist training hours per person within the scope of the "Specialist Development Program" is 14 hours. G4.3. The program's recommendation score was measured at 8.57 out of 10 full points. G4.4. The number of Development Ambassadors is 99 in total, consisting of 67 internal instructors and 32 internal mentors. G5.1. The number of employees receiving technical and vocational training is approximately 2,680. G5.2. Technical and vocational training opportunities are provided for all age groups at all times. Distribution of employees receiving training by age groups is as follows: 18-25 years: 11%, 26-35 years: 41%, 36-45 years: 35%, and 46+ years: 13%. G6.1. The number of employees increased by 42.5%. G6.2. The number of students employed from K-Team Young Talent Internship Program is 29. The actual recruitment rate was 64%. G6.3. A total of 123,557 hours of training, including online classroom training and e-learning, were provided. G7.1. The number of women senior executives was increased by 27.3%.
	Gender Equality and Equal Opportunities	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%. Target G8. To ensure gender equality in employment and employee income, to increase the number of female employees by 50%. Target G9. To ensure equal opportunities increasing the rate of women in white-collar recruitment.	G7.2. The number of white-collar women employees G8.1. Number of women employees G8.2. Kibar Holding total reward policy G9.1. Ratio of women in white-collar recruitment G9.2. Ranking in the top five among companies employing the highest number of disabled people	G7.2. The number of white-collar women employees was increased by 65.9%. G8.1. The number of women employees was increased by 93.2%. G8.2. Pursuant to the wages policy, no discriminatory and unfair treatment is carried out due to personal traits and orientation such as language, religion, race, gender, etc. Within the scope of external assurance of equal wages, Phase 1 and Phase 2 of the Equal Pay Certification process were completed. G9.1. The rate of white-collar women employees as new recruits is 43.2%. G9.2. Assan Hanil received an award from Kocaeli Provincial Directorate of Turkish Employment Agency (İSKUR) for being the top company to employ the highest number of individuals with special needs three times in the last five years throughout Kocaeli.
	Business Ethics	Target G10. Maintaining accountability and transparency at all levels. Target G11. Ensuring public access to information and protecting fundamental freedoms.	G10.1. Compliance audits for Kibar Holding Code of Ethics G10.2. Business ethics training G10.3. Reporting of notifications received on the ethical line and their results G10.4. Establishing early warning mechanisms with technology support G10.5. Obtaining a statement from all employees regarding whether they are in a situation that will cause conflict of interest G10.6. Communication of the Code of Conduct Guidebook to all employees G10.7. Awareness activities for Code of Conduct G10.8. A review system to ensure that the Code of Conduct is updated based on requirements and new developments G11.1. Sustainability Performance Progress Report	G10.1. Ethical compliance audits are conducted. G10.2. Code of business conduct training is provided to all recruited personnel and consultant training is provided to Code of Conduct Consultants at Kibar Group companies. G10.3. Reporting is made to the Chairperson of the Executive Board regarding ethical disclosures and results. G10.4. Misconduct risks are investigated within the scope of audit activities. G10.5. Circumstances which could cause a conflict of interest are investigated within the scope of audit activities. Online ethics training sessions are provided through Güç Bilzde (WE Have Power) Training & Development Platform. G10.6. Code of Conduct Manual is shared with all recruited employees. G10.7. "Do you think it is ethical?" project continues to be implemented. The Code of Conduct and the list of Code of Conduct Consultants as well as their contact details are published on the Company's Intranet. G10.8. The Code of Conduct Guidebook has been updated. G11.1. Kibar Holding's Sustainability Report, which contains detailed information on the sustainability performance of Kibar Group, was published. In addition, the Sustainability Reports of the Group companies, namely, Assan Alüminyum, Assan Panel, and İspak, were also published.

 	Customer Satisfaction	Target Y1. Leadership in product and service quality.	Y1.1. Management standards, quality and security systems subject to follow-up Y1.2. Product and process certification Y1.3. Customer satisfaction surveys Y1.4. Rate of response to customer requests	Y1.1. As of the end of 2023, the companies subject to reporting follow ISO 45001: Occupational Health & Safety Management System, ISO 9001: Quality Management System, ISO 14001: Environmental Management System, and ISO-IEC 27001: Information Security Management System. In addition, Assan Alüminyum and Assan Hanil follow IATF 16949: Quality Management System, Assan Alüminyum and Assan Panel follow ISO 31000: Corporate Risk Management System, Assan Alüminyum and İspak follow ISO 22000 Food Safety Management System, Assan Alüminyum follows ISO 22301: Business Continuity Management System, ISO 50001: Energy Management System and ASI: Aluminum Stewardship Initiative Performance Standard and İspak follows BRC: International Food Safety Standard. Y1.2. As of the end of 2023, Assan Alüminyum and Assan Hanil received Zero Waste Certificate; Assan Alüminyum and İspak received Koster Food Conformity Certificate; Assan Alüminyum received CE: EU Certificate of Conformity, NSF: International Health Organization Certificate of Conformity and ISPM15: Wood Packaging Materials Certificate of Conformity; Assan Panel received Certificate of Compliance to Panel Standard, Roofing Sheets, Trapezoidal Section Corrugated Sheet Certificate, FM Approval: Fire safety certificate and Greenguard Gold certificate; İspak received Hialon Food Product Safety Certificate, and Certificate for Awarding and Use of the "OK Compost Industrial" Conformity Mark Certificate. Y1.3. Customer satisfaction surveys are conducted regularly in all companies and activities continue to achieve "0" customer complaint. Y1.4. Customer requests are responded to by full-time teams. Feedback is provided as soon as possible, depending on the type of request.
	R&D, Innovation and Digitalization	Target Y2. To increase added value/economic growth through technological innovations, improvement and innovation. Target Y3. To increase resource efficiency for sustainable development, to apply clean and environmentally friendly technologies and processes. Target Y4. To increase R&D studies. Target Y5. To complete infrastructure works and digitalization processes within the scope of the "Digital Transformation Roadmap". Target Y6. To provide all kinds of transactions and data security in the field of Information Technologies.	Y2.1. High technology investments Y3.1. Innovative improvement investments contributing to circular economy Y4.1. R&D Laboratory/Center Y4.2. Collaborations in R&D studies Y4.3. Promoting R&D activities Y4.4. R&D budget Y4.5. Number of patent applications Y4.6. Number of patents secured Y4.7. Number of utility models Y4.8. Number of R&D employees Y5.1. Compliance with the digital transformation roadmap Y5.2. Corporate data architecture Y5.3. Analytical and artificial intelligence studies Y5.4. Robotic process automation Y5.5. Industry 4.0 Y6.1. Quality and uninterrupted service Y6.2. Cybersecurity infrastructure Y6.3. Standards subject to follow-up Y6.4. Machine learning-assisted threat hunting and intelligence solutions	Y2.1. At Assan Alüminyum, Electronic Data Interchange (EDI), Data Analytics Project, and Aluminum Alloy Production by Twin Roll Continuous Casting Method, Robotic Process Automation (RPA) projects. Y3.1. At Assan Alüminyum, Recyclable Alloy Development Project, Project for Improving Corrosion Resistance of Recyclable Aluminum Alloys, Alloy and Process Development Project for Foil Products and Project for the Development of a New Alloy Produced from Secondary and Scrap Aluminum. At Assan Hanil, Hyundai FCEV Truck Seats Project, Development of Next Generation Lightweight and Smart Composite Materials and Production Processes, Next Generation Polymer Development, Product Development with Glass Mat Reinforced Thermoplastic and Composite Bumper Beam. At Assan Panel, Rockwool Insulated Roof Panels Compatible with Solar Equipment and Use of Insulating Material with Improved Thermal Conductivity Coefficient. At İspak, Recyclable Tea Packaging, Compostable Coffee Packaging, Project for Domestic Production of Seal Caps for Induction Sealing. Y4.1. All companies have an R&D Laboratory/Center. Y4.2. Collaborations with 6 different universities continued in R&D activities. Y4.3. The 7th "Asm Kibar Mavi Damla (Blue Drop) Awards" program was held. Y4.4. The R&D budget is TRY 83,000,000. Y4.5. The number of patent applications is 13. Y4.6. The number of patents secured is 6. Y4.7. The number of utility models is 8. Y4.8. The number of R&D employees is 135 as of the end of 2023. Y5.1. The work planned according to the digitalization road map, which is reviewed and updated every year in line with technological developments and business processes, has been completed. Digital Transformation Master Plans have been prepared and three-year category-based plans have been created for 2022-2024. Kibar industry (Jordan's) S&P transition has been completed. Y5.2. Assan Hanil B/W data warehouse project has been completed, data modeling studies and master data dictionary have been delivered. The Oilview -> QlikSense transition project (AMP project), which is used as a business intelligence tool in all Group companies, has been launched. Y5.3. With the analytical structuring established within Assan Bilisim, studies have continued to cover priority production processes. In this context, more than 15 Analytical/Artificial Intelligence use cases have been studied. MS Azure platform, which was chosen to create "Big Data" and carry out analytical studies, has been put into operation in our Assan Alüminyum and Assan Hanil companies. With the applied AI academy training, key users were given theoretical and practical training on data and related technologies such as Artificial Intelligence, Cloud and Machine Learning. Y5.4. By the end of 2023, nearly 80 processes have been carried out by RPA software. Y5.5. Infrastructure work for the digitalization of the production area continues. At Assan Panel, the production data monitoring project has been put into operation for all lines in Tuzla, Balıkesir and Iskenderun. Phase 2 of the MES Project in İspak has been completed. Digital transformation has been achieved, especially in production, quality and maintenance processes. Y6.1. Tuzla Network redundancy, Data Center redundancy, Internet and MPLS redundancy development works have been completed. Business Critical systems continued to transition to hyper-converged infrastructures. Significant progress has been made in DLP & Data classification projects. Web & DNS migration projects have been carried out. Y6.2. Trendmicro's Endpoint Detection and Response (EDR) solution was deployed. DNSSense (formerly Roksit) product, which offers a DNS Layer Security Platform focusing on providing active protection for all devices connected to the network against any kind of malicious attacks, including phishing, ransomware, and zero-day attacks. "Baiting" systems (also called "Honeybots") are used to detect cyber threats throughout the organization and a Firewall Monitoring product was deployed for monitoring the cyber security systems. Cyber security drills (for ransomware and malware) are organized. Within the scope of cyber security, social engineering activities (for phishing) were carried out as well as providing awareness training. Y6.3. ISO-IEC27001 Information Security Management System is followed. Y6.4. In order to minimize the risk of cyber threats, automation that analyzes hacker behavior and informs about possible threats has been put into operation.

    	Circular Economy	Target O1. To ensure the sustainable management and efficient use of natural resources. Target O2. To minimize the negative effects of wastes on the environment / To reduce waste generation through reduction, recycling and reuse. Target O3. To reduce water intensity on revenue basis by at least 5% compared to the previous year. Target O4. To reduce energy intensity on revenue basis by at least 7% compared to the previous year. Target O5. To increase the ratio of electricity generation from renewable energy sources to consumption.	O1.1. Sustainability Management O1.2. Energy and Environmental Management Systems and compliance with the relevant legislation O1.3. Measurable targets for sustainability performance O2.1. Recycled/recovered raw materials quantity O2.2. The quantity of recycled waste O2.3. Recycling/recovery rate of waste generated O2.4. The quantity of plastic reduction O3.1. Annual water intensity reduction rate O4.1. Annual energy intensity reduction rate O5.1. Amount of renewable energy production	O1.1. Sustainability Management consisting of the Sustainability Committee and the Sustainability Working Group constitutes the key element of corporate governance and carries on its activities. 3 main meetings and over 10 topic-based meetings were organized with Sustainability Management representatives. O1.2. All companies act in accordance with the relevant legislation. Companies within the scope of reporting have ISO 14001 Environmental Management System certification. Assan Alüminyum, one of the energy-intensive companies, has ISO 50001 Energy Management System Certificate and Aluminum Stewardship Initiative Performance Standard. 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 92 performance indicators and the progress made is shared transparently every year. O2.1. The amount of recycled/recovered raw materials used as inputs increased by 57.6%. O2.2. The quantity of recycled waste was increased by 60.8%. O2.3. Recycling/recovery rate is 99.1%. O2.4. In 2023, the use of single-use plastics used in the office spaces was completely eliminated. O3.1. Annual water intensity reduction by revenue has not fallen below 5% since the baseline year of 2016. In 2023, the annual water intensity reduction was 25%. O4.1. Annual energy intensity reduction by revenue has not fallen below 7% since the baseline year of 2016. In 2023, the annual energy intensity reduction was 26%. O5.1. The rate of electricity generated from renewable energy sources to meet the total electricity consumption is 44.8%.
	Combating Climate Change	Target O6. Increase the resilience and adaptation to climate-related hazards and natural disasters. 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. Target O8. To develop global collaborations for sustainable development. Target O9. To support and encourage public, private sector and NGO partnerships to achieve the targets.	O6.1. Annual Risk Assessment Studies O6.2. Scope 1, Scope 2 and Scope 3 greenhouse gas emission weights O7.1. Internal communication plan for employee awareness/briefing activities O7.2. Measurement of employee awareness levels O7.3. External stakeholder communication activities O8.1. Corporate memberships O9.1. Corporate memberships	O6.1. The activities for the assessment of Climate-Related Risks and Opportunities are reviewed and updated annually. O6.2. The reduction in annual emission intensity to produce a unit of output was 25% in 2023. Within the scope of Paris Agreement and the European Green Deal, actions for zero emission target are carried on. O9.1. Through Kibar Group's Sustainability Platform, employee awareness/briefing activities on sustainability, including climate action, are carried out. O9.2. 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. O9.3. The Group's activities, sustainability targets, and progress on sustainability are published in detail on its website. Short videos on the Group's sustainability performance are prepared and sent to stakeholders and news, social media channels, and organizations/events organized. O10.1. Collaborations are made with 7 national and international organizations carrying out activities for sustainability throughout the world. O11.1. The United Nations Global Compact (UNGC); Women's Empowerment Principles (WEPs) platform as a partnership between the UN Global Compact and UN Women; UN Global Compact Target Gender Equality; TUSIAD Environment and Climate Change Working Group; İS Dünyasi Plastik Girişimi (Business Plastic Initiative) founded by UNGC-TR, TUSIAD, and SKD; The 30% Club; UNGC-TR Sustainable Finance Working Group, Gender Equality Working Group, Diversity and Inclusion Working Group; SKD Sustainable Finance and Risk Management Working Group, Transition to Low-Carbon Economy and Efficiency Working Group, Women Employment and Equal Opportunities Working Group, Sustainable Industry and Circular Economy Working Group.

   	Sustainable Supply Chain	Target T1. To ensure that suppliers and stakeholders adopt UNGC principles and objectives. Target T2. To define a standard regarding the reduction of environmentally harmful effects to be applied in all suppliers audits.	T1.1. Purchasing Code of Conduct T1.2. Kibar Group Framework Agreement T1.3. Supplier training hours T2.1. Certifications of suppliers for compliance with environmental legislation and standards	T1.1. All suppliers are expected to adopt the Procurement Codes of Conduct. The rules and principles required to be followed by all suppliers are defined in detail in the Code of Business Conduct Principles, Anti-Corruption and Anti-Bribery, Forced Labor, Child Labor, Harassment, Wages, Working Hours, Non-Discrimination, Communities, Occupational Health & Safety, Environment, Biodiversity, Integrity, Quality and Continuous Development, and Information Security as applicable. T1.2. Before starting to work with suppliers, the Framework Agreement and the Code of Conduct contained therein are signed to ensure that critical sustainability priorities are adopted by suppliers. In addition to the Framework Agreement, legally binding conditions on issues such as Code of Conduct, waste management, etc. have been established on order letters/PDs. T1.3. The Supplier Sustainability Program (K-STAR) was introduced for the purpose of improving and speeding up the contribution of the suppliers to global sustainable development. Sustainability performance of suppliers was assessed through supplier surveys. 875 suppliers were assigned nearly 30,000 actions to be taken in practice based on the performance results. Information and reference documents to be required by suppliers were created and made available to suppliers. Monitoring mechanisms were implemented for tracking progress in practices as well as providing necessary guidance. T2.1. Supplier performance evaluations based on certain criteria are regularly carried out every year while supplier audits and site visits are organized based on the results of such evaluations. Suppliers' certifications are examined and process audits are carried out on various topics referred to in applicable codes of conduct and framework agreements. Such audits also cover topics related to quality, information security, environmental, and occupational safety. The supplier is expected to be in a position to prove its full compliance with all statutory regulations on environmental protection in all activities. Process and on-site audits are conducted for suppliers listed under the critical category due to their environmental impact as a result of assessments carried out. In addition, performance scorecards, which contain detailed information on all processes based on the performance evaluation, are shared with the suppliers and necessary discussions and actions are undertaken for areas of improvement.
	Social Responsibility	Target P1. To increase participation of employees in social responsibility activities. Target P2. To reach 10,000 disadvantaged children in the scope of social responsibility projects. Target P3. To organize trainings for children of primary school age regarding global warming, climate change, environment and children's rights within the scope of social responsibility projects.	P1.1. Number of Kibar Volunteers P2.1. The number of children reached P3.1. The number of student participated P3.2. Training hours scheduled	P1.1. 650 Kibar Volunteers P2.1. 8,500 children have been reached out. P3.1. 200 students P3.2. 849 hours of volunteering activities were carried out in a total of 31 volunteering activities/events such as A Box of Happiness, Environmental Protection Week Activities, Hope Café Project, Istanbul Marathon, and Contribution to Children's Cultural Development.