

RELEVANT SUSTAINABLE DEVELOPMENT GOAL	MATERIAL TOPICS	2030 TARGETS ^{(1) (2)}	PERFORMANCE INDICATORS ⁽²⁾	2024 PROGRESS ⁽¹⁾
<div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	Business Continuity and Effective Risk Management	Target B1. Maintaining economic growth.	B1.1. Sales revenues B1.2. Number of Group companies featured in the annually published ISO 500 list B1.3. Export revenue B1.4. Ranking among Türkiye's top exporters B1.5. Number of employees	B1.1. Sales revenues increased 16.3-fold compared to 2016 (reference year). B1.2. 3 companies were featured in Türkiye's Top 500 Industrial Enterprises list. B1.3. Export revenue increased by 6.2% compared to the previous year, reaching USD 3.26 billion. "B1.4. In 2024, it ranked 4th in the 'Top Exporters in Türkiye' category and 1st in the 'Ferrous and Non-Ferrous Metals' category in the list published annually by the Turkish Exporters' Assembly (TİM)." B1.5. The number of employees increased by 34.8% compared to the reference year.
		Target B2. Contributing to the new growth model that decouples economic growth from resource use.	B2.1. Embedding sustainability in investment and decision-making processes B2.2. Full compliance with applicable national environmental legislation B2.3. Actions in line with EU regulations on low-carbon circular economy	B2.1. Assan Alüminyum added a solar power plant with an installed capacity of 10 MW in Karaman to its portfolio. Assan Panel commissioned a rooftop solar power plant. Interaktif Çevre established ClimeCo Türkiye in collaboration with ClimeCo to provide sustainability consulting services. B2.2. Compliance with applicable national environmental legislation is ensured in all operations. International Environmental and Energy Management System standards are adhered to. B2.3. Production and manufacturing methods, business models, operational principles, investment decisions, and growth strategies are developed in alignment with EU regulations under the European Green Deal to meet the 2030 and 2050 targets. Assan Alüminyum and İspak completed their activities related to the Carbon Border Adjustment Mechanism (CBAM).
		Target B3. To effectively manage corporate risks in accordance with international standards and ensure their sustainability.	B2.4. Number of new sustainable projects/products	B2.4. 41 projects have been implemented to support climate action and the circular economy.
		Target B4. To identify sustainability- and climate-related risks and update them regularly.	B3.1. Compliance with international standards B3.2. Certification and Documentation	B3.1. Corporate risk management and business continuity principles have been established in accordance with international standards. An effective risk management and internal control system has been established. Online training sessions are organized to keep employees informed. B3.2. Assan Alüminyum follows the ISO 31000 Corporate Risk Management System and the ISO 22301 Business Continuity Management System, while Assan Panel follows the ISO 31000 Corporate Risk Management System.
		Target B5. Disaster and emergency preparedness.	B4.1. Number of sustainability- and climate-related risks B4.2. Number of risk reviews and updates	B4.1. A total of 11 climate-related risks have been identified, including 5 physical risks and 6 transition risks. B4.2. Risks are reviewed and updated through Annual Risk Assessment activities.
		Target B6. Adopting sustainability practices and raising awareness.	B5.1. Preparation and update status of disaster and emergency action plans B5.2. Number of Disaster and Emergency drills	B5.1. Disaster and Emergency Action Plan was prepared. The activities required to ensure effective management of operational risks such as natural disasters and epidemics, along with the established procedures, are monitored and regularly updated in an effective manner. Training activities for corporate business continuity programs are ongoing. B5.2. 14 drills were conducted for disaster and emergency preparedness.
	Corporate Sustainability Management and Business Ethics	Target B7. To enhance corporate transparency at all levels and ensure the sustainability of stakeholder trust.	B6.1. Meetings/activities held to ensure the compliant and integrated implementation of all stages of the sustainability strategy B6.2. Number of information sharing activities through the Kibar Group Sustainability Platform B7.1. Sustainability Reporting B7.2. UN Global Compact Communication on Progress (CoP) B7.3. Disclosure of companies' participation in sustainability initiatives B7.4. Independent audit of sustainability performance indicators B7.5. Compliance audits of Kibar Holding's Code of Conduct B7.6. Business ethics training B7.7. Status of reports received through the ethics hotline and reporting of outcomes	B6.1. Kibar Group's 3rd Sustainability Workshop took place. Three meetings were held with the participation of the Sustainability Committee and/or Working Group members. In addition, numerous project- and topic-based meetings and discussions were held with the participation of the Working Group and employees. B6.2. 13 messages were posted to provide information on sustainability efforts. B7.1. Kibar Holding 2024 Sustainability Report was published. In addition, Assan Alüminyum, Assan Panel, and İspak published their Sustainability Reports. B7.2. UN Global Compact Communication on Progress (CoP) metrics have been reported. B7.3. Assan Alüminyum and İspak participated in the CDP platform and submitted their reports. İspak also participated in the Science Based Targets initiative (SBTi). B7.4. External assurance has been obtained for sustainability performance indicators through independent audits. B7.5. Ethics/Code of Conduct compliance audits are being conducted. B7.6. Business ethics training is provided to all newly recruited personnel, and Code of Conduct Consultants receive specialized advisory training. B7.7. Reports received through the ethics hotline, along with their outcomes, are submitted to the Chairperson of the Board of Directors.
		Target G1. To continue ensuring occupational health and safety at workplaces in accordance with international standards.	G1.1. Occupational health and safety training hours per person G1.2. Accident severity rate	G1.1. Increased by 56%. G1.2. Accident severity rate is 0.26.
		Target G2. To prevent the effects of hazardous chemicals and wastes on employee health.	G2.1. Occupational disease rate	G2.1. The occupational disease rate is zero.
		Target G3. To ensure inclusive and participatory decision-making at all levels.	G3.1. Participation level of the Employee Opinion Survey G3.2. Employee satisfaction/engagement survey score G3.3. Performance culture index G3.4. The 'Leadership Development Program' recommendation score G4.1. The participation rate in the 'Managerial Development Program'	G3.1. The Employee Opinion Survey was not conducted in 2024. G3.2. The Employee Opinion Survey was not conducted in 2024. G3.3. The Employee Opinion Survey was not conducted in 2024. G3.4. A total of 3,374 suggestions were received through the Kibar Group employee suggestion system, of which 1,834 have been implemented. G4.1. The participation rate in the Managerial Development Program is 74%.
		Target G4. To ensure that all employees have access to quality technical and vocational training.	G4.2. Specialist training hours per person within the scope of the 'Specialist Development Program' G4.3. The 'Leadership Development Program' recommendation score G4.4. Number of Development Ambassadors	G4.2. Within the scope of the Specialist Development Program, specialist training hours per person total 14 hours. G4.3. The program received a satisfaction score of 8.8 out of 10. G4.4. There are a total of 99 Development Ambassadors, comprising 67 internal instructors and 32 internal mentors.
		Target G5. To increase the number of employees of all ages possessing technical and professional skills.	G5.1. Number of employees receiving technical and vocational training G5.2. Technical and vocational training hours G5.3. The participation rate in technical and vocational training by age group G5.4. Number of students hired through the K-Team Young Talent Internship Program	G5.1. Number of employees receiving technical and vocational training is 25,673. G5.2. Technical and vocational training opportunities continue to be provided across all age groups. The distribution of employees receiving training by age group is as follows: 18–25 years: 16%, 26–35 years: 44%, 36–45 years: 30%, and 46+ years: 10%. G5.4. The number of students hired through the K-Team Young Talent Internship Program is 29. The employment rate was 36%.
		Target G6. To ensure equal access to vocational training for all employees, regardless of gender.	G6.1. Training hours per session for female employees G6.2. Training hours per session for male employees	G6.1. 2.73 hours for female employees. G6.2. 2.78 hours for male employees.
		Target G7. To ensure equal opportunities for all.	G7.1. Rate of women among newly hired office employees G7.2. Rate of women among those newly hired through the K-Team Young Talent Internship Program	G7.1. Rate of women among newly hired office employees is 50%. G7.2. Rate of women among those newly hired through the K-Team Young Talent Internship Program is 46%.
		Target G8. To increase the rate of women in employment and ensure equal pay between female and male employees. Increasing the proportion of women in office workers to 45%.	G8.1. Rate of increase in the number of female employees G8.2. Rate of increase in the number of female field employees G8.3. Rate of increase in the number of female office employees G8.4. Rate of women among office employees G8.5. Ratio of female employee salary to male employee salary	G8.1. The number of female employees increased by 91.8%. G8.2. The number of female field employees increased 2.6-fold. G8.3. The number of female office employees increased by 70.6%. G8.4. Rate of women among office employees is 40%. G8.5. Kibar Holding was awarded the EQUAL-SALARY certification by the EQUAL-SALARY Foundation, demonstrating that female and male employees receive equal pay for equal work.
		Target G9. To ensure full and active participation of women in decision-making processes and raise the proportion of female senior executives to 26%.	G9.1. Percentage of female senior executives	G9.1. Percentage of female senior executives is 23.2%.
<div>3 GOOD HEALTH AND WELL-BEING</div> <div>4 QUALITY EDUCATION</div> <div>5 GENDER EQUALITY</div> <div>8 DECENT WORK AND ECONOMIC GROWTH</div> <div>10 REDUCED INEQUALITY</div> <div>16 PEACE AND JUSTICE STRONG INSTITUTIONS</div>	Customer Satisfaction	Target Y1. Leadership in the quality of products and services.	Y1.1. Management standards, quality, and safety systems followed Y1.2. Product and process certifications Y1.3. Customer satisfaction surveys Y1.4. Rate of response to customer requests	Y1.1. As of the end of 2024, companies within the reporting scope follow ISO 45001: Occupational Health and 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 Hani follow IATF 16949: Quality Management System, Assan Alüminyum, Assan Hani and Assan Panel follow ISO 31000: Corporate Risk Management System, Assan Alüminyum and İspak follow ISO 22000 Food Safety Management System, Assan Alüminyum follow ISO 22301: Business Continuity Management System, ISO 50001: Energy Management System and ASI: Aluminium Stewardship Initiative Performance Standard, and İspak follows BRC: International Food Safety Standard. Y1.2. As of the end of 2024, Assan Alüminyum and Assan Hani received Zero Waste Certificate; Assan Alüminyum and İspak received Kosher 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 Hial Food Product Safety Certification, and Certificate for Awarding and Use of the 'OK Compost Industrial' Certification Mark Certificate. Y1.3. Customer satisfaction surveys are conducted regularly in all companies and activities continue to achieve 'O' 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.
		Target Y2. To increase resource efficiency for sustainable development, to implement clean and environmentally friendly technologies and processes.	Y2.1. Innovative improvement investments contributing to the circular economy	Y2.1. Projects at Assan Alüminyum focused on developing new alloys to increase the use of scrap/ secondary aluminum in order to reduce the carbon footprint of products; a project promoting the use of recycled raw materials at Assan Hani; the development of next-generation bio-based polyurethane (PUR) sandwich panels (BioCore) using plant-based sources and organic waste at Assan Panel; and eco-friendly compostable packaging development projects at İspak.
		Target Y3. To increase R&D activities.	Y3.1. R&D Laboratory/Center Y3.2. Collaborations in R&D activities Y3.3. Promoting R&D activities Y3.4. R&D budget Y3.5. Number of patent applications Y3.6. Number of patents secured Y3.7. Number of utility models Y3.8. Number of R&D employees	Y3.1. All companies have an R&D Laboratory/Center. Y3.2. Collaborations with 3 different universities continued as part of R&D activities. Y3.3. The 8th 'Asım Kibar Mavi Damla (Blue Drop) Awards' program was held. Y3.4. The R&D budget is TRY 340,000,000. Y3.5. The number of patent applications is 15. Y3.6. The number of patents secured is 5. Y3.7. The number of utility models is 1. Y3.8. The number of R&D employees is 160 as of the end of 2024.
		Target Y4. To complete the infrastructure efforts and digitalization processes within the scope of the 'Digital Transformation Roadmap.'	Y4.1. Compliance rate with the Digital Transformation Roadmap Y4.2. Number of digitalized processes Y4.3. Number of processes automated via Robotic Process Automation (RPA) Y4.4. Number of projects developed in the field of artificial intelligence (AI)	Y4.1. The compliance rate of Group companies with digital transformation roadmaps is above 80% on average. Y4.2. The number of processes is more than 200. Y4.3. 171 processes run on RPA. Y4.4. There are around 40 completed or ongoing projects/use cases within the scope of advanced analytics and artificial intelligence.
	Data Security	Target Y5. To ensure the security of all processes and data within the scope of information technology (IT).	Y5.1. Quality and uninterrupted service Y5.2. Cybersecurity infrastructure Y5.3. Standards followed in information security Y5.4. Number of employees receiving information security training or total training hours Y5.5. Penetration test (pentest) frequency	Y5.1. The service level offered includes an infrastructure based on redundant architectures and IT continuity. The service targets 99.90% infrastructure availability and 96% Help Desk service level. Y5.2. It covers technologies such as firewalls, intrusion detection and prevention systems (IDS/IPS), antivirus software, NDR, XDR, secure access solutions (VPN, ZTNA), backup systems, log management, SIEM, and SOC/SOAR platforms, as well as user awareness, policies and procedures, access controls, and incident response processes to protect information assets. Y5.3. ISO 27001:2022 Information Security, Cyber Security and Privacy Protection - Information Security Management Systems - Requirements ISO 9001:2015 Quality Management Systems Y5.4. 96 employees were trained in the field of Information Security and 96 in the field of Quality Management Systems. Y5.5. Supported by Outsource service (Once a year) + Periodic Internal Tests (Once a year) and preventive maintenance.
		Target O1. To ensure the sustainable management and efficient use of natural resources.	O1.1. Compliance with Energy and Environmental Management Systems and applicable legislation O1.2. Measurable targets for sustainability performance	O1.1. All companies operate in compliance with applicable laws and regulations. Companies within the reporting scope hold ISO 14001 Environmental Management System certification. Assan Alüminyum, one of the energy-intensive companies, holds the ISO 50001 Energy Management System certification and complies with the Aluminium Stewardship Initiative (ASI) Performance Standard. O1.2. The '2030 Targets' have been defined in alignment with the goals the United Nations aims to achieve by 2030. 34 targets are monitored through 92 performance indicators, and progress is shared transparently each year.
		Target O2. To minimize the negative environmental impacts of waste / To reduce waste generation through reduction, recycling, and reuse.	O2.1. Amount of recycled/recovered raw materials O2.2. Amount of recycled waste O2.3. Recycling/recovery rate of waste generated O2.4. Amount of plastic reduced	O2.1. The amount of recycled/recovered raw materials used as input in production increased by 75%. O2.2. The amount of recycled waste increased by 83.6%. O2.3. Waste recycling/recovery rate is 99.3%. O2.4. As of 2023, the use of single-use plastics in office areas has been completely eliminated.
		Target O3. To maintain the annual water intensity reduction rate based on revenue at an average of at least 20%.	O3.1. Average annual water intensity reduction rate	O3.1. The average annual water intensity reduction rate has been maintained at 29.2% since the reference year 2016.
	Circular Economy and Combating Climate Change	Target O4. To maintain the annual energy intensity reduction rate based on revenue at an average of at least 20%.	O4.1. Average annual energy intensity reduction rate	O4.1. The average annual energy intensity reduction rate has been maintained at 26.5% since the reference year 2016.
		Target O5. To increase the share of electricity generation from renewable energy sources.	O5.1. Amount of electricity generated from renewable energy sources	O5.1. 117,820,303 kWh of electricity was generated from renewable energy sources. The share of electricity generated from renewable energy sources in meeting total electricity consumption is 45.8%.
		Target O6. To increase the share of renewable energy in total energy consumption.	O6.1. Share of renewable energy (kWh) in total electricity consumption.	O6.1. 202,112,421 kWh of electricity consumption was supplied from renewable energy sources. The share of electricity consumption supplied from renewable energy sources in total electricity consumption is 78.5%.
		Target O7. To achieve Net-Zero Emissions by 2050.	O7.1. Greenhouse gas emissions intensity reduction rate on a revenue basis O7.2. Greenhouse gas emissions verification	O7.1. Greenhouse gas emissions intensity on a revenue basis was reduced by 21.4%. O7.2. Greenhouse gas emissions have been verified under the Assurance Engagements on Greenhouse Gas Statements (ISAE 3410) framework.
		Target O8. To develop global collaborations for sustainable development.	O8.1. Corporate memberships and collaborations	O8.1. Collaborations have been established with 7 national and international organizations active in the field of sustainability.
	Sustainable Supply Chain	Target T1. To ensure that suppliers and stakeholders adopt the UNGC principles and objectives.	T1.1. Procurement Code of Conduct T1.2. Kibar Group Framework Agreement T1.3. Supplier training hours	T1.1. All suppliers are expected to adopt the Procurement Code of Conduct. It details the rules that all suppliers are required to comply with under the following headings: Business Ethics Principles; Anti-corruption and Anti-bribery; Forced Labor; Child Labor; Harassment; Wages; Working Hours; Non-discrimination; Occupational Health and Safety; Environment; Biodiversity; Integrity; Quality; Continuous Improvement; and Information Security. T1.2. The Framework Agreement and the Code of Conduct contained therein are signed with suppliers prior to commencing collaboration, ensuring that critical sustainability priorities are adopted by the suppliers. In addition to the Framework Agreement, legally binding provisions concerning the Code of Conduct, waste management, and similar matters have been established in order forms/purchase orders. "T1.3. The Supplier Sustainability Program (K-STAR) was launched to enhance and accelerate suppliers' contributions to global sustainable development. The sustainability performance of suppliers was assessed through surveys. Actions and tasks assigned based on performance results are monitored through the established monitoring mechanism."
		Target T2. To establish a standard for reducing environmentally harmful impacts to be applied in all supplier audits.	T2.1. Certifications of suppliers for compliance with environmental legislation and standards	T2.1. Supplier performance assessments based on specific criteria are conducted regularly each year, with supplier audits and on-site visits organized based on the results of these assessments. Suppliers' certifications are reviewed, and process audits are conducted on the topics outlined in the applicable codes of conduct and framework agreements. Audits also cover quality, information security, environmental, and occupational safety topics. Suppliers are expected to be able to demonstrate full compliance with all statutory environmental regulations across all their operations. Process and on-site audits are conducted for suppliers classified as critical due to their environmental impact, based on the results of the assessments. In addition, performance scorecards containing detailed information on all processes based on the performance assessment are shared with suppliers, and discussions and planning are carried out for areas requiring improvement.
		Target P1. To increase employee participation in social responsibility activities.	P1.1. Number of Kibar Volunteers	P1.1. 650 Kibar Volunteers
<div>3 GOOD HEALTH AND WELL-BEING</div> <div>4 QUALITY EDUCATION</div>	Social Responsibility	Target P2. To reach 12,000 disadvantaged children within the scope of social responsibility projects.	P2.1. Number of children reached	P2.1. 9,500 children have been reached.
		Target P3. To organize training sessions for primary school-aged children on global warming, climate change, the environment, and children's rights within the scope of social responsibility projects.	P3.1. Number of student participated P3.2. Training/activity hours scheduled	P3.1. 200 students P3.2. In 2024, a total of 1,860 hours of volunteering were spent in 41 events, including the April 23rd Uniting Contest with the theme "We Will Heal Together," the Environmental Protection Week Event, the Umut Cafe Project, the Istanbul Marathon, Contributing to Children's Social and Cognitive Development, and Athletics Track volunteering.

* 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.