



YEŞİLOVA HOLDING SUSTAINABILITY REPORT

2021-2022



ABOUT REPORT

As Yeşilova Holding, this report is the first sustainability report where we share our efforts to add sustainable value to our stakeholders and the ecosystem we are in, as well as our business. In this report, we aimed to provide a summary of our economic, social and environmental performance, including the impacts on human rights, arising from our activities based on the principles of transparency and accountability, and our understanding of sustainability within the scope of the United Nations Sustainable Development Goals, in line with our goal of “Happy People, Sustainable World”.

The information contained in our report covering the period 1 January 2021-31 December 2022 includes Can Aluminium, Canel Automotive, Cansan Aluminium, Can Metal, Canray Transportation, Yeşilova Holding central data and our sustainability approach as a Group, which represent our main activities as Yeşilova Holding, unless otherwise stated. The data we share in the “About Yeşilova Holding” section is for general promotion about the Holding and covers all Holding companies. The compilation of the data related to the report was carried out by Yeşilova Holding Management Systems Directorate/Corporate Sustainability Unit under the sponsorship of a member of the board of directors and with the contributions of our relevant units with the support of the Sustainability Committee.

Our report has been prepared in accordance with the GRI Standards GRI 1: Baseline 2021 developed by the Global Reporting Initiative (GRI). Our report also includes our efforts to comply with the United Nation Global Compact (UNGC) and WEPs (Women’s Empowerment Principles), which we signed in 2022.

Yeşilova Holding 2022 Sustainability Report has been prepared in two different languages, Turkish and English. The report has not undergone external audit.

In the following periods, the Sustainability Report is expected to be published in 2-year periods, and you can send us all your opinions and suggestions about this report at yonetimsistemleri@yesilova.com.tr.



MESSAGE FROM THE CHAIRMAN OF THE BOARD

Dear Stakeholders, Valuable Business Partners and Employees,

As Yeşilova family, we have been continuing our activities for half a century with our facilities producing in the fields of aluminium extrusion, aluminium casting, automotive and rail systems. As a Group with a passion for creating value, we fulfil our responsibilities towards our country in the economic field such as production, added value, employment and exports, while being aware of the realities of our world, carrying our sustainability efforts one step further every day with a social understanding.

We see sustainability as the most important part of our strategy, and we carry out our activities in this field with a sense of responsibility towards all our stakeholders, from our employees to our business partners, society and the world. We do not only consider sustainability as the environmental sustainability. In order for companies to survive for generations, we struggle to spread the awareness of “economic sustainability” as well as “individual sustainability”, and we aim to minimize all the negative impacts we are active in, create positive values and spread this approach to the world and society by bringing this approach to all our stakeholders.

At this point, we feel honoured to share with you our first sustainability report, which examines the sustainability performance of the activities and projects carried out by our Group throughout 2021 and 2022, and includes the achievements and outputs we have achieved in recent years. In addition to the Holding’s data evaluated with a holistic approach, the report also includes the sustainability performances and achievements of our Group companies.

As we continue our activities focused on sustainable growth, we also make significant investments in this regard by giving importance and priority to our future and the protection of resources. With investments in renewable energy, reduction of water consumption and circular economy, we are taking steps against the issues arising from the climate crisis. We will continue to develop our policies by following global best practices and international references in this field.

On this path we set out 48 years ago with the principle of a sustainable world, we will continue to work tirelessly, with determination and faith to continuously increase the positive impact we will create for our environment, our country and the world. I would like to thank our customers, business partners, suppliers and all our stakeholders, especially our employees, with whom we have been together on this path and with whom we walk side by side to achieve better.

Best regards...

Ali İhsan Yeşilova
Chairman Of the Board



MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

Dear Stakeholders,

As Yeşilova Holding, our Group, which has been giving life to aluminium, one of the most important materials that have shaped modern life since our establishment in 1975, continues its works and productions that provide added value to the economy of our country. While we have been trying to do our job in the best way for half a century with the aim of “Happy People, Sustainable World”, we also firmly adhere to the values and responsibilities that humanity has in common for the future of our world. While realizing our purpose and vision with stakeholder-oriented strategy management, we place sustainability at the center of our ways of doing business.

While increasing our market share, we are transforming our corporate culture to prepare a sustainable future. We are implementing our sustainability journey with a planned roadmap in terms of reducing our carbon footprint, circular economy and many other topics. We focus on the development of our employees, embrace equal opportunities throughout our Group and stand up against gender discrimination. In addition to adopting the Sustainable Development Goals as a group that takes responsibility for solving global challenges, in 2021 we became the signatory of the global initiative of UNCTAD and the Family Business Network (FBN), the first of its kind among the United Nations and the global family business community, the “Family Business for Sustainable Development (FBSD)”. In 2022, we signed the UN Global Compact as the Holding center. In the same year, by signing the Women’s Empowerment Principles (WEPs) commitments, we increased our understanding of sustainability to a global commitment level. In the future, we will continue our initiatives for sustainability by systematically addressing the work of the strategies and targets we have determined in line with the Sustainable Development Goals. With pioneering and exemplary projects and practices, we will continue to be one of the model companies of our country for sustainable tomorrows while strengthening our role in the world.

On this occasion, we would like to thank all our stakeholders, especially our employees, suppliers and business partners, who are with us in our sustainability journey, and we are pleased to present our Yeşilova Holding 2022 Sustainability Report, which is a first, in which we explain our efforts, performance and goals that we carry out as an indicator of our determined stance on this issue and plan to implement in the coming period.

Best regards...

A. Yalçın Yeşilova
Chief Executive Officer



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» ABOUT YEŞİLOVA

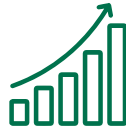


Since the day we started our commercial life as 100% domestic capital with the Can Aluminium brand in 1975, we have become one of the most important companies in Turkey in the aluminium sector and we are constantly developing without compromising the value we show to the environment, our employees and technology. While shaping our investments in aluminium extrusion, aluminium casting, automotive solutions and rail system solutions, we continue to increase our footprint in the world with our office opened in Germany in 2018 to be closer to the markets we target.

Key Indicators



8 COMPANIES



**IN THE LAST 5 YEARS
80% GROWTH RATE
IN DOLLAR**



**1.800 TALENTED
COLLEAGUES**



**45%
EXPORT SHARE**



**EXPORT TO
40+ COUNTRIES**

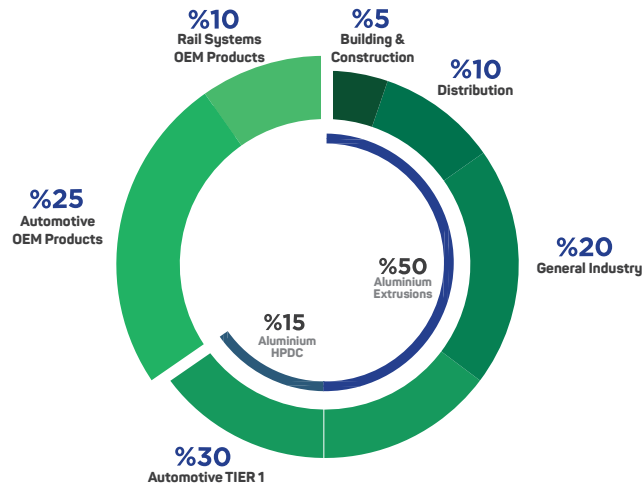


**ANNUAL 34 THOUSAND
TONS OF ALUMINIUM
CONSUMPTION**



**125.000 m²
PRODUCTION AREA**

Industries We Serve



Since 1975...

1975

The foundations of Yeşilova Group were laid

Ali İhsan Yeşilova laid the foundations of the step that would transform his business, which he started with an apprenticeship in a small shop of 20 square meters, into one of the leading industrial enterprises in Turkey today.

1988

Transition to industrialism

As a result of Ali İhsan Yeşilova's meeting with the senior manager of an automotive company operating in Bursa in 1988, Canel Automotive was established for the production of aluminium parts used in the automotive sector. This investment was also the beginning of the automotive business that grew over time.

1990

Initial profile production

Cansan Aluminium, the second industrial subsidiary of Yeşilova Holding, was established because the problems experienced in the economic and commercial field of the period brought along problems in aluminium supply and this situation necessitated the production of profiles for the Group.

1993

Investment in electrostatic powder coating

In parallel with the developments in the industry, Yeşilova Holding launched the Can Metal brand with its investment in electrostatic powder coating for the colouring of aluminium profiles.

2002

Initial works of R&D Centre

In order to contribute to the competence and knowledge of the group in the field of industry, the first research and development studies started in Yeşilova R&D Centre.

2009

The road to foundry with Can Metal

In line with the developments in the automotive industry and the demands in this direction, Can Metal moved to its new production facility in Hasanğa OSB and started the production of aluminium high pressure die casting parts.

2017

Hello' to lodging industry

Instead of Can Aluminium's store in Bursa City Square, where aluminium profile materials were sold, Holiday Inn Bursa City Centre, a branch of Holiday Group, one of the international hotel chains, was opened. With this investment, Yeşilova Holding entered the tourism sector.

2018

Specialization in rail systems

Due to the increasing use of aluminium metal in the field of transportation systems over time, Canray Transportation, which carries out aluminium rail system applications, was established.

2018

We are now in Germany

Cansan Aluminium Profile GmbH was established in Frankfurt to provide profile solutions for many industries, especially the automotive and energy sectors in Germany.

2021

Automotive wing is growing

While Canel Automotive expanded its production area with the projects it took, the company's second factory started to operate in Hasanağa Organized Industrial Zone.

2022

Unification under the roof of Yeşilova...

Yeşilova Holding, which has been carrying out investments and activities that create added value for the country's economy and society for half a century with the goal of creating sustainable and value, continues its journey by uniting all manufacturing brands under the Yeşilova brand in the new period.

For more detailed information about Yeşilova Holding and its companies, visit <https://www.yesilova.com>



CAN ALUMINIUM

Can Aluminium, which started its activities with aluminium trade in 1975, today sells all sorts of aluminium profiles, sheets, accessories and composite sheets needed by the industry, construction and furniture sectors. Can Aluminium, which has achieved many firsts in its sector since its establishment, adds value to the country's economy with its qualified solutions in the sectors it serves. Can Aluminium, one of the largest aluminium sales centres in Europe in terms of product range and physical conditions, serves the entire national market with its central store in Bursa, NOSAB (Nilüfer Organized Industrial Zone) service centre and electrostatic powder coating facility, logistics centre in Ankara, İstanbul and Ankara sales marketing unit and sales points in many provinces and districts of Turkey. In addition to CNC cutting, bending and machining services, the machine park equipped with metal processing technologies meets customer expectations at the highest level.



CANEL AUTOMOTIVE

Canel Automotive, which serves the commercial and passenger automotive industry, especially vehicle frames, roof racks, trunk and ventilation covers, shock absorbers and sunroofs made of aluminium, was established in 1988 in the Ovaakça region of Bursa. Canel Automotive, which has managed to become the solution partner of the world's largest automotive companies over the years with its technical competencies and high-quality production policy, continues its activities with the understanding of visual and functional excellence aiming to lighten the vehicles within the framework of environmentalism and sustainability principle. At the point of production of structural parts, the company started to operate a new production facility in Hasanağa OIZ in 2021. Canel Automotive, which offers aluminium mitigating solutions especially for electric vehicles, continues its services by always aiming to carry the boundaries of reliability, quality, sustainability and innovation further. Canel Automotive, which also has IATF 16949, ISO 14001, ISO 45001, EN 15085-2, ISO 3834 certificates, produces for important brands of the world (Ford, Hyundai, Kia, Tofaş, Togg, Mercedes, MAN, Dometic, ISUZU). By developing its cooperation with the main industry with an intensive transport network in Europe, Asia and America, it continues to carry its brand and customer satisfaction to the forefront with the advantage of being an integrated facility.

Our Companies



CANSAN ALUMINIUM

Cansan Aluminium, which has fully integrated and high-tech extrusion production systems, produces fine-tolerant, special alloy aluminium profiles. Founded in 1990, Cansan Aluminium is one of the leading aluminium profile manufacturers in Turkey today and has a production capacity of 35,000 tons/year with its modern factory with high technological equipment. Cansan Aluminium, which continues its production with mould manufacturing, profile production, electrostatic powder coating, anodized coating, machining operations and integrated service approach, continues to produce all kinds of industrial profiles, furniture profiles, construction profiles, solar profiles and automotive profiles. Strengthening its expertise on aluminium and its alloys with Yeşilova Holding R&D support, Cansan Aluminium exports to more than 30 countries by producing the most sophisticated products at the most demanding tolerances. It also has IATF 16949, ISO 9001, ISO 14001, ISO 45001, Qualicoat, Qualanod, TS 12020-1, ISO 27001, EN 15088 certificates and Cansan Aluminium continues to create added value with national and international collaborations.



CAN METAL

Can Metal, which started its activities in 1993, started its production life with its expertise in electrostatic powder coating for the colouring of aluminium profiles in parallel with the developments in the industry. Since 2009, in line with the developments in the automotive industry and the demands in this direction, it has moved to its new production facility in Hasanğa OSB and continues to produce aluminium high pressure die casting parts. Can Metal, which has provided a sustainable growth with the investments made since the first day of its operation, makes narrow-tolerance productions with a machine park that can melt 4 different alloys simultaneously. Can Metal, which has reached an important position in national and international markets today by continuously expanding its production capacity and product portfolio, increases its product and service quality every year with its test centre and qualified design engineering team. Can Metal, which also has high-tech robotic applications with casting surface treatment and CNC machining processes, continues its activities with IATF 16949 certification by determining the elements of fast production, sustainability and efficiency based on automation as the most basic factors of success in casting quality.

Our Companies



CANRAY TRANSPORTATION

Canray Transportation, the youngest member of Yeşilova Group, was established in 2018. Canray Transportation, which manufactures all interior trim and exterior components such as ceilings, lighting, air ducts, side panels, coatings, side wall fittings and luggage racks for global railway system companies, designs solutions specific to this purpose, taking into account the importance of lightweight materials in rail systems. Canray Transportation has ISO / TS 22163 (IRIS), ISO 9001, ISO 14001, ISO 45001, DIN 6701, EN 15085 certificates and continues to provide world-class service with important collaborations in Europe, Asia, Africa, the Arabian Peninsula and finally in the Americas. Canray Transportation, which has taken firm steps in a short period of globalization with its investment and export attack, exports its entire production.



YEŞİLOVA HOLDİNG

As a result of the companies under the umbrella of Yeşilova reaching a certain size, it is the central structure created to provide a similar management mentality. In addition to the managerial departments that shape the group, there are also support departments for the synergistic and inclusive realization of various joint activities. In addition to managerial processes such as Management Systems, Human Resources, Finance and Budget Control, support units such as Information Technologies, R&D and Corporate Communication are also located in the centre of Yeşilova Holding.

Yeşilova Brands

While carrying out investments and works that create added value for the country's economy since 1975 with our goal of creating sustainable value, we continue our journey by combining our Cansan Aluminium factory operating in the field of aluminium extrusion, our Canel Metal factory operating in the field of aluminium injection moulding, our Canel Automotive factory producing automotive solutions from aluminium, and our Canray Transportation factory, which also produces aluminium rail system solutions, under our YEŞİLOVA brand.

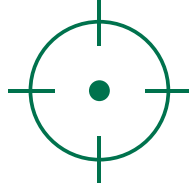


corporate governance

» CORPORATE GOVERNANCE

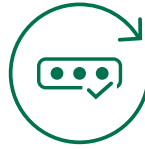
PURPOSE, PASSWORD AND VISION

As Yeşilova Holding, we are on the way to becoming a high-performing organization, and we create and implement our Purpose, Password and Vision in relation to each other by considering our effects on the ecosystem we are in. In our management model, we have designed a structure in which key stakeholders can contribute to strategy development and decision making, and we support the process with practices aimed at ensuring timely accountability and transparency, and approaches that can ensure regulatory compliance.



OUR PURPOSE

"Happy People,
Sustainable World."



OUR PASSWORD

Cooperation & Synergy



OUR VISION

Informational Products
Services That Raise Expectations
Permanent Advantages

As Yeşilova Group, we have defined our values and principles, which are components of our culture, to transform into our behaviors and ways of doing business.

OUR PRINCIPLES



BEING TEAM

We communicate sincerely,
Share the common goal,
We shoulder the burdens together,
We become happy.



BEING PLANNED

We manage time well,
We set up our system,
We follow our work well,
We are peaceful.



BEING TARGETED

We analyze the situation,
Determine our strategy,
Work with determination,
We become successful.



BEING INNOVATOR

We question the exists,
We are excited about change,
We imagine the future,
We become creative.

OUR VALUES



BEING TRANSPARENT

We listen to each other,
Express our opinion,
Act fairly,
Be reliable.



BEING POSITIVE

We love life,
We approach positively,
We work with joy,
We become joyful.



BEING TOLERANT

We love all living things,
Respect the differences,
See the beauties,
We liberate our soul.



BEING ENVIRONMENTALIST

We love green,
Protect our environment,
Contribute to nature,
Look to the future with hope.

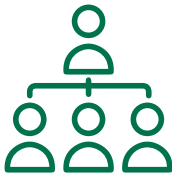
BOARDS, COMMITTEES AND WORKING GROUPS

Yeşilova Holding, which consists of companies in which the Yeşilova Family is a 100% shareholder, is described as a "Group". The Group Board of Directors, the Group's highest level management body, consists of the Chairman, Vice Chairman and 4 members, one of whom is independent. The same structure is designed for each group of companies and boards of directors are formed on a company basis. In addition, the progress of the company's activities is monitored with the Group Executive Board consisting of the executives of the companies (General Managers and Holding Representatives). The duties of Group Chairman of the Board of Directors and Group Chief Executive Officer are carried out by different family members to ensure a balanced spread of responsibility. All non-independent members of the board of directors also sponsor the Ethics Committee, the Risk Committee, the Management of Strategies Committee, the Sustainability Committee, the Communication Committee and the Digital Transformation Committee. Corporate governance is supported by the bodies of the Energy Working Group, Quality Working Group, OHS-E Working Group and Purchasing Working Group, which include the relevant department representatives of the companies to ensure intra-group harmony. In addition, there are structures such as OHS Board, Disciplinary Board, Suggestion Evaluation Committee, Bid Evaluation Committee formed in the internal processes of each group company.



BOARD

Board of Directors
Group Executive Board
Ethics



COMMITTEE

Strategy Management Committee
Sustainability Committee
Corporate Risk Management Committee
Innovation Committee ()*
Digital Transformation Committee ()*
Communication Committee ()*



WORKING GROUP

Quality Working Group
OHS Working Group
Purchasing Working Group
Energy Working Group

* Committees starting in 2023



COMMITTEES

STRATEGY MANAGEMENT COMMITTEE

» **SPONSOR:** Chief Executive Officer - A. Yalçın YEŞİLOVA

COMMITTEE MEMBERS

Holding Management Systems Manager
Can Aluminium Representative (s)
Canel Representative (s)
Cansan Representative (s)
Can Metal Representative (s)
Canray Representative (s)
Holding Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Halit Yılmaz
Celal Batur
Gönül Vatansever, Nuray Demircan
Tuba Ak, Sinem Koralp
Kerim Şentürk
Elif Desticioğlu
Büşra Uzun

RISK MANAGEMENT COMMITTEE

» **SPONSOR:** Chairman of the Board - Ali İhsan YEŞİLOVA

COMMITTEE MEMBERS

Internal Audit and Corporate Risk Manager
Can Aluminium Representative (s)
Canel Representative (s)
Cansan Representative (s)
Can Metal Representative (s)
Canray Representative (s)
Holding Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Uğur Yılmaz
Sinan Erdiñç, Celal Batur
Çetin Demir, Gönül Vatansever
Tuba Ak, Sinem Koralp
Kerim Şentürk
Elif Desticioğlu
Nevin Çavuşoğlu

SUSTAINABILITY COMMITTEE

» **SPONSOR:** Board Member - Yasemin YEŞİLOVA

COMMITTEE MEMBERS

Corporate Sustainability Executive
Can Aluminium Representative (s)
Canel Representative (s)
Cansan Representative (s)
Can Metal Representative (s)
Canray Representative (s)
Holding Representative (s)

NAMES OF THE COMMITTEE MEMBERS

Eda Çetintaş
Mesut Mertol
Gönül Vatansever
Sinem Koralp
Kerim Şentürk
Elif Desticioğlu
Büşra Uzun

WORKING GROUPS

ENERGY WORKING GROUP

» **SPONSOR:** Erdiñ KARACAOĞLU

MEMBERS OF THE WORKING GROUP

Holding Representative
 Can Aluminium Representative (s)
 Canel Representative (s)
 Cansan Representative (s)
 Can Metal Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Eda Çetintaş
 Mesut Mertol
 Engin Tatlı, Ahmet Kürem
Gökhan Ziya, Serkant Akgün
 Bilal Özbey

QUALITY WORKING GROUP

» **SPONSOR:** Eren ERKAN

MEMBERS OF THE WORKING GROUP

Canel Representative (s)
 Cansan Representative (s)
 Can Metal Representative (s)
 Canray Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Sevim Güler
 Özlem Aktaş
Dilek Karakayalı
 Bahar Güler Erdem

HSE WORKING GROUP

» **SPONSOR:** Ceyhun KOYLAN

MEMBERS OF THE WORKING GROUP

Canel Representative (s)
 Cansan Representative (s)
 Can Metal Representative (s)
 Canray Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Nuray Demircan, OHS Specialist
 Safa Haşimoğlu, Semiha Kılıç
 Neslihan Sevinç, OHS Specialist
 Pelin Alpaslan, OHS Specialist

PURCHASING WORKING GROUP

» **SPONSOR:** Yasemin YEŞİLOVA

MEMBERS OF THE WORKING GROUP

Can Aluminium Representative (s)
 Canel Representative (s)
 Cansan Representative (s)
 Can Metal Representative (s)
 Canray Representative (s)

NAMES OF THE WORKING GROUP MEMBERS

Koray Yaratın
 Alper Erk
 Tahsin Kip
 Mehmet Ali Yıkılmaz
Sinem Şanlıtürk

INTERNAL AUDIT, ETHICS AND ANTI-CORRUPTION

Internal audit, which is among the important instruments of governance elements in Yeşilova Holding, is carried out in accordance with its transparent value and the areas of accountability and compliance with ethical rules that support it. The Internal Audit and Risk Unit is structured in the Holding center, not in companies, due to its independence.

Internal audits are reported to the Board of Directors in accordance with the annual audit plan approved by the Group Board of Directors, applied in accordance with the generally accepted International Internal Audit Standards, relevant local legislation and Yeşilova procedures published by the "International Internal Audit Institute" (IIA). In addition, it is the responsibility of the Internal Audit and Risk Unit to ensure that the senior management takes the necessary measures to eliminate the problems, to monitor the actions taken, to coordinate and harmonize the audit activities. In 2022, a total of 9 internal audits were carried out within the group companies.

Yeşilova Holding and its employees act with ethical, consistent and social awareness with zero tolerance to competition, corruption and bribery, taking into account their values and principles. Where business procedures, standards, laws and regulations may not guide all kinds of attitudes and behaviors, the framework of business ethics and codes of conduct based on our company values has been determined. The perception of employees working with the "Ethics Line Listens to You" themed posters in common areas and ethical trainings held during the year is kept up-to-date. In all cases where they believe that they do not comply with our said rules and policies, our employees, business partners and all other stakeholders can notify etikhat@yesilova.com.tr by name or anonymously. The responsibility to protect the confidentiality of the shared information and the relevant investigation against retaliation is under the assurance of the Ethics Committee, led by the Group Chairman. You can access Yeşilova Holding's "Code of Ethics and Conduct" at <http://www.yesilova.com/tr/surdurulebilirlik/>.

INBOUND NOTIFICATIONS ON ETHICS LINE	2020	2021	2022
Number of Inbound Notifications	0	0	1
Number of Notifications Reaching the Solution	0	0	1

RISK MANAGEMENT

Risk management processes in Yeşilova Holding are under the responsibility of the Group Board of Directors and are managed in an integrated manner with the main strategies of the Group. Duties and activities in the field of risk management are carried out by the Risk Management Committee, which consists of group companies, of which leadership is undertaken by the Internal Audit and Risk Unit, under the sponsorship of the Chairman of the Board of Directors.

In the risk management process, company strategies and all related processes are evaluated in financial, strategic, operational, reputation, compliance and ecosystem categories, risks and opportunities are determined and the system is improved. In this process, the COSO methodology, which is accepted worldwide, has been adopted and we follow our processes in 5 steps.

- » Risk Identification
- » Risk Measurement
- » Risk Assessment
- » Mitigation or Transfer of Risks
- » Continuous Monitoring of Risks

Risks and opportunities are identified under a total of 28 headings in 6 categories within the Corporate Risk Inventory. Since the risk management process is a living, dynamic system, these headings increase and decrease.

6 CORPORATE RISK INVENTORIES WERE CREATED IN 2022 AND
195 ACTIONS WERE DETERMINED.

OPERATIONAL

Corporate Assets
Information Technology
Human Resource
OHS/Environment
Customer Relations
Procurement Process and Logistics
Raw Material Stock
Production Planning
Efficient and Productive Production
Quality Production

COMPLIANCE

Intellectual and Industrial Property
Code of Conduct
Documents
Regulations
Compliance with Legal Legislation

STRATEGIC

Business/Product Development
Governance
Resource Allocation/Planning
Corporate Responsibility and
Sustainability

FINANCIAL

Market
Liquidity
Accounting and Reporting
Tax and Other Liability

ECOSYSTEM

Market Dynamics
Natural Disaster
Industry Trends

REPUTATION

Company Brand Image
Communication and Stakeholder Relations

OUR STRATEGIC MANAGEMENT APPROACH

As Yeşilova Group, we realize our purpose and vision with stakeholder-oriented strategy management. Starting from vision to individual goals, moving in the same direction is part of the corporate culture. There is a Strategic Management Approach created to achieve corporate and individual goals by adding value to the world and society. As Yeşilova Group, we manage our Strategic Management Approach with a flow spread over quarterly periods and using defined analyzes.

We have completed our "Strategy 2025" studies in financial, customer, operation, information / technology, human / society perspectives with our 3 main strategies determined for our "Happy People, Sustainable World" purpose. We implement the objectives and initiatives of 5 companies and the Holding center in the group in accordance with these strategic priorities.

Our Strategic Management Policies:

As Yeşilova Group, we are based on the following policies (principle framework) in strategic management that supports our Purpose and Vision:

- a) Stakeholder Expectations Policy:** While developing our strategies, we are based on understanding the needs and expectations of our internal and external stakeholders, which we address in 5 groups.
- b) Strategy Formulation Policy:** When determining our strategic direction, we are based on participatory understanding, awareness of the interaction with the global ecosystem we are a part of, taking into account the risks in future scenarios and using clear expressions.
- c) Corporate Performance Policy:** In implementing strategies, we understand the level of our organizational capabilities, monitor the trends of our key outcomes, compare our performance with the industry average and the appropriate organizations, and use them for development.
- d) Strategy Deployment Policy:** We reflect our strategic priorities on performance goals, transformation projects, processes and organizational structures. We share at company, department and individual level. In addition, we announce our determined strategies and strategic goals to the relevant stakeholders using appropriate tools.



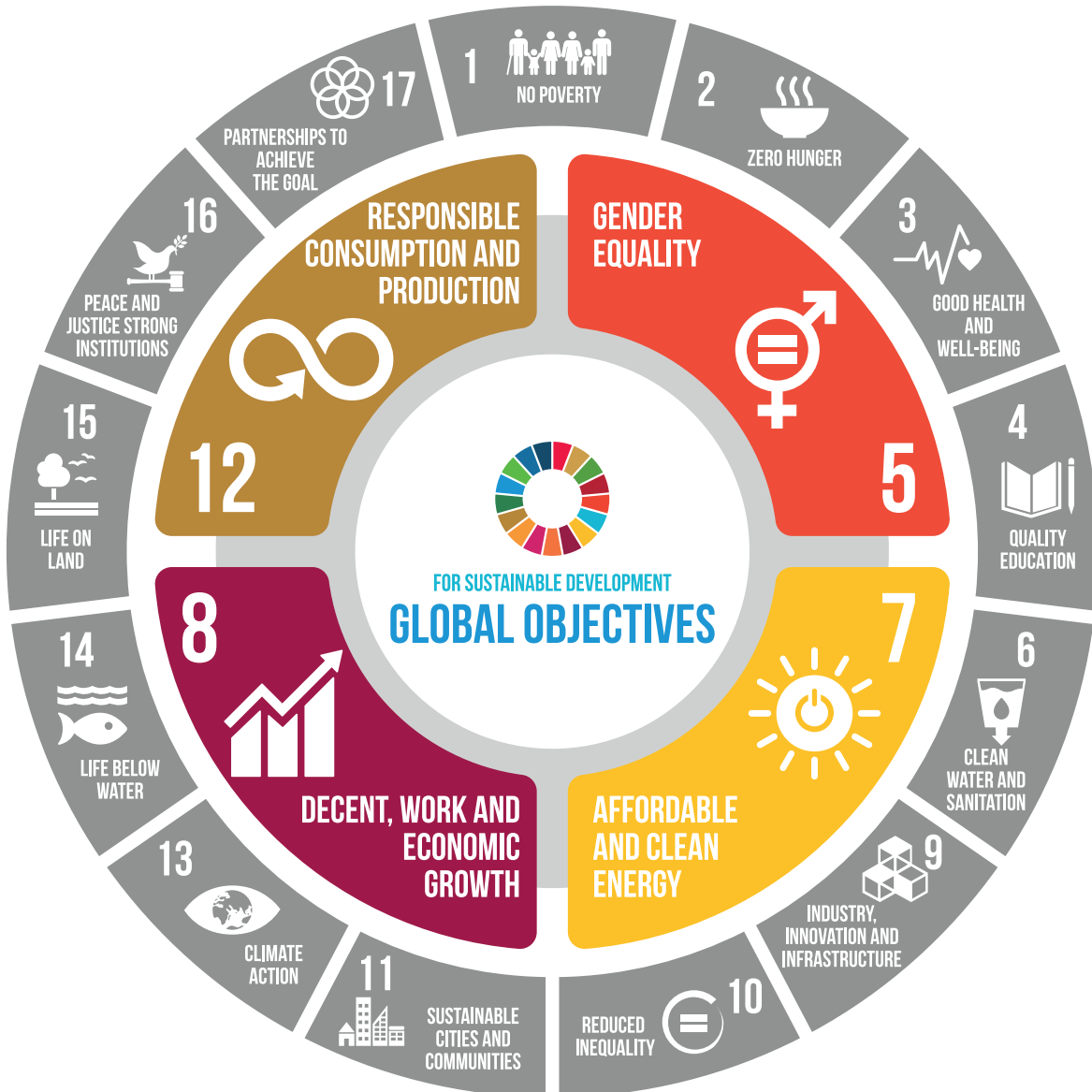
OUR SENSE OF SUSTAINABILITY

We place sustainability at the center of our way of doing business with our purpose and strategy studies we carry out throughout the group. Yeşilova's 3 main strategies are in a unity when considered from the perspective of sustainability. This integrated relationship is as follows;

- » While Increasing Our Market Share
- » To Prepare a Sustainable Future
- » We are Transforming Our Corporate Culture

While supporting all Sustainable Development Goals (SDGs) as Yeşilova Holding, the goals we prioritize across the group are; Gender Equality (**SDG5**), Accessible and Clean Energy (**SDG7**), Decent Work and Economic Growth (**SDG8**) and Responsible Manufacturing and Consumption (**SDG12**).

The Sustainable Development Goals (SDGs), in other words, the Global Goals, are a global call to action to end poverty, safeguard the environment, and guarantee that everyone lives in peace and prosperity. However, it is not only states that are responsible for meeting the content of the Sustainable Development Goals, prioritizing and implementing them. These goals should also be understood and implemented as a collective focus of action by companies, non-governmental organizations and all humanity.



Although there are 4 SDGs that we prioritize as Yeşilova, the activities and works in our plans are evaluated with all SDGs. In this context, we determine the direct or indirect relationship of our more than 500 initiatives with SDGs and ensure the spread of sustainability to all our business processes.

SDG ASSOCIATION OF YEŞİLOVA HOLDİNG GROUP INITIATIVES DIRECTLY/INDIRECTLY

HUMANITARIAN GOALS



WELFARE GOALS



PLANET GOALS



PEACE/PARTNERSHIP



In addition to embracing the Sustainable Development Goals, in 2021 we became a signatory to the global initiative of UNCTAD and the Family Business Network (FBN), the first of its kind between the United Nations and the Global Family Business Community, the "Family Business for Sustainable Development (FBSD)". In 2022, we signed the UN Global Compact as the holding center. In the same year, by signing the Women's Empowerment Principles (WEPs) commitments, we increased our understanding of sustainability to a global commitment level.

You can reach our sustainability policy and sustainability journey approved by the Board of Directors at <http://www.yesilova.com/en/sustainability/>





UNCTAD and The Family Business Network (FBN), the first of its kind between the United Nations and the Global Family Business Community, jointly developed the global initiative "Family Business for Sustainable Development (FBSD)". This initiative aims to mobilize business families and firms to incorporate sustainability into business strategies and thus commit tangible, measurable contributions towards the Sustainable Development Goals (SDGs). The key components of the FBSD initiative include, among others, the family business sustainability commitment and the adoption of transparent and comparable key sustainability indicators for family business reporting.



The 10 principles of the **UN Global Compact** address the core responsibilities of business in the areas of human rights, labor standards, the environment and anti-corruption. By incorporating the 10 principles into their strategies, policies and procedures, companies not only uphold their core responsibilities for people and the planet, but also lay the groundwork for long-term success.

The 10 principles of the UN Global Compact are based on the United Nations declarations, which are universally accepted on the subject. The 10 principles are based on the following declarations:

- Universal Declaration of Human Rights
- Declaration of Fundamental Principles and Rights at Work of the International Labor Organization (ILO) 1659
- United Nations Rio Declaration on Environment and Development
- United Nations Convention Against Corruption

 <h3>HUMAN RIGHTS</h3> <p>PRINCIPLE 1: Business should support and respect proclaimed human rights.</p> <p>PRINCIPLE 2: Business should not be complicit in human rights violations.</p>	 <h3>ENVIRONMENT</h3> <p>PRINCIPLE 7: Business should support precautionary approaches to environmental issues.</p> <p>PRINCIPLE 8: It should support all kinds of activities and formations that will increase environmental responsibility.</p>
 <h3>WORKING STANDARDS</h3> <p>PRINCIPLE 3: Business should support freedom of unionization and collective bargaining of employees.</p> <p>PRINCIPLE 4: The practice of forced and compulsory labor must be ended.</p> <p>PRINCIPLE 5: All forms of child labor must be stopped.</p> <p>PRINCIPLE 6: Discrimination in recruitment and placement must be stopped.</p>	 <h3>ANTI-CORRUPTION</h3> <p>PRINCIPLE 10: Business should fight all forms of corruption, including bribery and extortion.</p>

WEPs: The idea of gender equality, which started to be discussed one hundred and fifty years ago with the demand of the women's movement, is expressed by wider masses today and many studies are carried out in order to realize gender equality and to become a part of daily life. The view that gender equality is the most important factor in the development of societies is now accepted at all levels from international organizations to governments, from non-governmental organizations to business world. In addition, civil society, politics and academia, as well as the private sector, assume various responsibilities to spread gender equality to all areas of working life. One of the most important indicators that companies are starting to fulfill these responsibilities is that they are working within this framework by signing the Women's Empowerment Principles (WEPs). The WEPs, which consists of 7 basic principles, aims to contribute to the private sector to strengthen its current work on gender equality, to develop institutional policies and programs, and to analyze its current work, basic indicators and reporting practices. The 7 basic principles consist of:

- 1) Establishing high-level corporate leadership for gender equality.
- 2) Treating all women and men fairly at work — respecting and supporting human rights and nondiscrimination.
- 3) Ensuring the health, safety and well-being of all women and men workers.
- 4) Promoting education, training and professional development for women.
- 5) Implementing enterprise development, supply chain and marketing practices that empower women.
- 6) Promoting equality through community initiatives and advocacy.
- 7) Measuring and publicly reporting on progress to achieve gender equality.

OUR SUSTAINABILITY POLICY

As Yeşilova Holding, we adopt the purpose of “Happy People, Sustainable World” in every field of activity where our footprint is found with our Vision and our Passwords and Values that we use while advancing on this path. In this context, we undertake:

- » To implement relevant management systems and continuously improve our performance within the scope of Sustainable Development Goals, especially those we prioritize in all our activities and processes (Gender Equality SDG5, Accessible and Clean Energy SDG7, Decent Work and Economic Growth SDG8 and Responsible Production and Consumption SDG12),
- » To comply with the relevant legal regulations and other applicable requirements,
- » To provide a healthy and safe working environment in order to protect our employees, who are our primary stakeholders, and to prevent occupational accidents and diseases,
- » To eliminate hazards, mitigate risks and recognize opportunities by adopting Enterprise Risk Management,
- » To use natural and other resources efficiently, to prevent waste and pollution,
- » To control and reduce all waste amounts arising from our activities, especially aluminium waste,
- » To reduce the carbon footprint we cause by following the developing technologies,
- » To identify and safely manage banned/restricted chemicals and other materials that pose a danger to the environment and human,
- » To purchase energy-efficient products and services to improve energy performance, to consider energy performance in the design and modification of our processes,
- » Knowing that human resources are indispensable and the most important value, to carry out the training and awareness raising activities of our employees on behalf of Yeşilova, to ensure their consultation and participation to the employee/employee representative,
- » To do the job well and correctly with responsible production and consumption awareness in the products and services we offer to our customers and to fulfill our responsibilities to our stakeholders together with our suppliers in this context,
- » To implement internal control and audit mechanisms in the areas needed to make success sustainable,
- » To provide the resources and information necessary to achieve our goals

Yeşilova Holding Board of Directors

SUSTAINABILITY ROADMAP





While spreading our sense of sustainability within the Group, we continue to raise awareness of our external stakeholders.



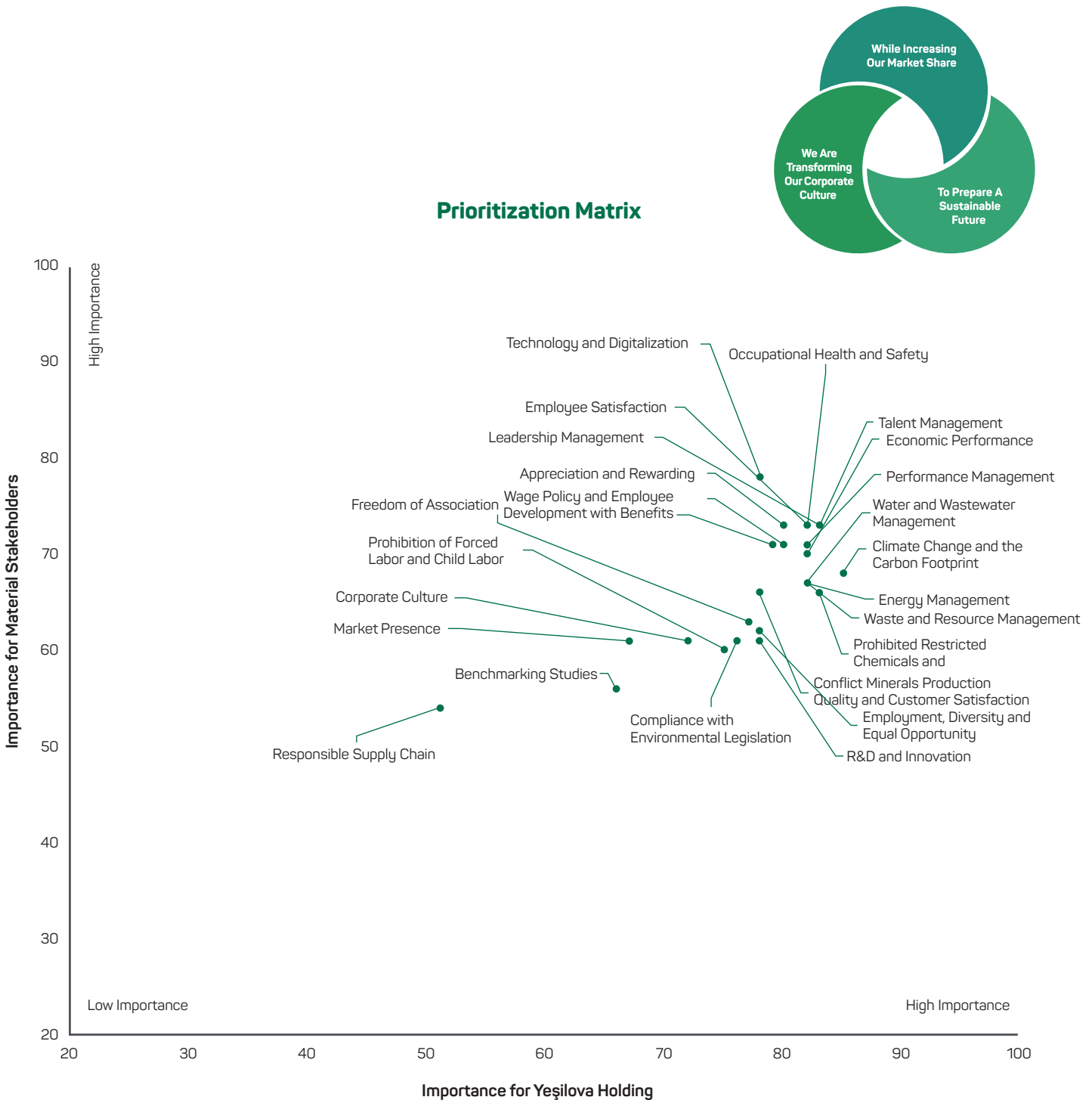
STAKEHOLDER ENGAGEMENT and ECOSYSTEM

As Yeşilova Group, we consider the activity we show in the aluminium sector as a tool that leads to the expression “A Sustainable World” in our purpose. On this occasion, we understand our ecosystem, including its implications for the United Nations Sustainable Development Goals. We define our ecosystem as follows, taking into account our interaction with the “Global Environment”, which is the largest ring, although we have companies and activities at the center:

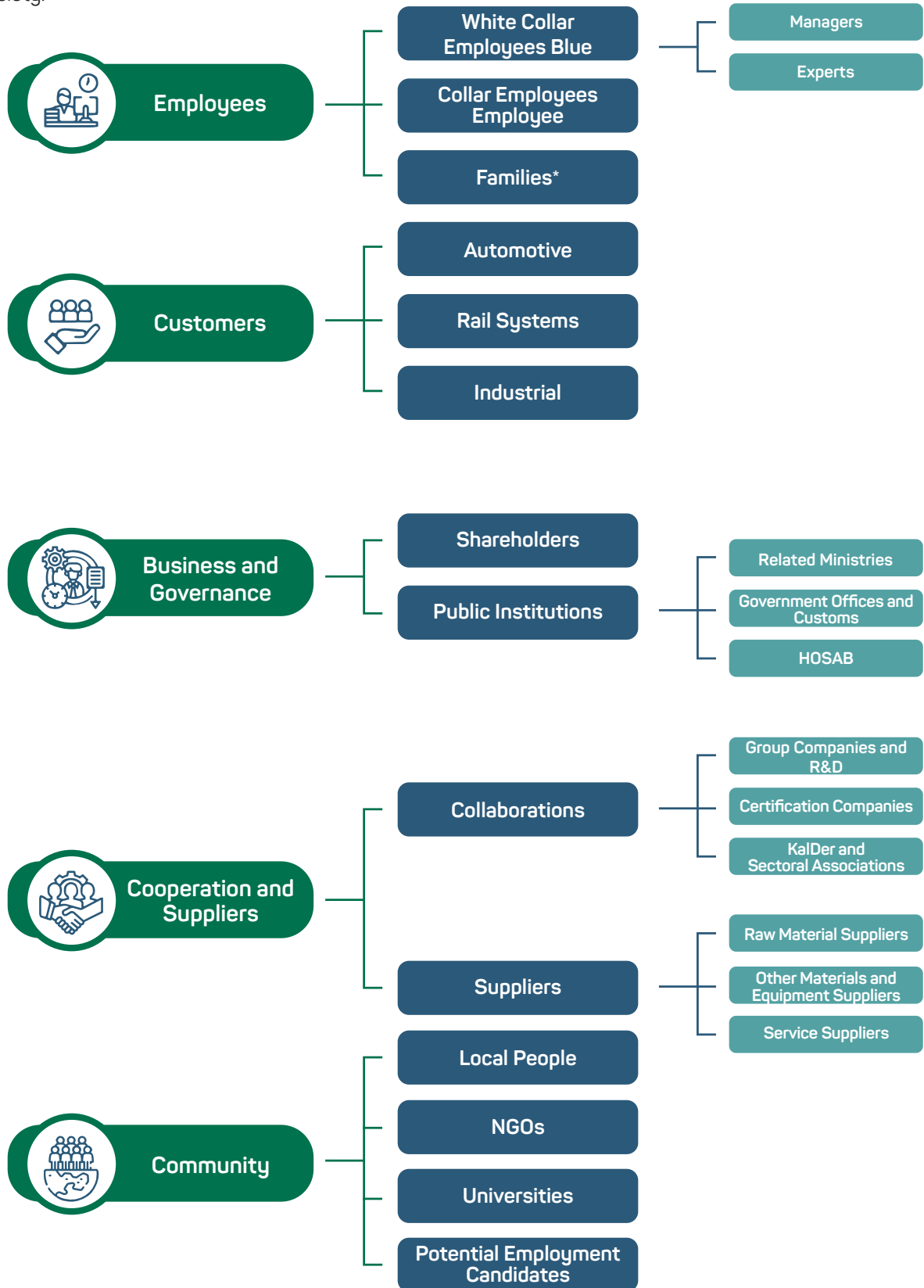


The analyses, methods and surveys defined as part of our strategy process are regularly implemented every year. All these approaches are applied separately in our group companies and consolidated as a group. Stakeholder Analysis is also one of our approaches with structured, annual implementation. Within the scope of this approach, we take the needs and expectations of our stakeholders, whom we influence/are influenced by prioritizing our stakeholders, and plan the necessary actions in this direction. In addition, we reach SWOT analysis with the data obtained from other analyzes and surveys including sector evaluation and PEST analysis. After the analysis process, we review our strategic priorities under the coordination of the Sustainability Committee and determine our priorities within the framework of sustainability. All of our priority issues, which we deal with under three headings, are connected to each other under the umbrella of Corporate Governance and their governance is ensured.

Prioritization Matrix



We group our primary stakeholders as our Employees, Customers, Business and Governance, Collaborations, Suppliers and Society.



The stakeholder communication plan on when and how to communicate with which stakeholder after the stakeholder analysis is created separately for each group company. It is regularly maintained through the communication channels determined throughout the year.

** In the stakeholder analysis, employees' families are also considered as an important stakeholder. While it was possible to be included in the "Society" group, it is evaluated in the "Employees" group because it is seen as part of the Yeşilova family. This perspective, which also enables families to feel their commitment and belonging, is one of the characteristics that make our Group different.*

COMMUNICATION WITH PRIORITY STAKEHOLDERS

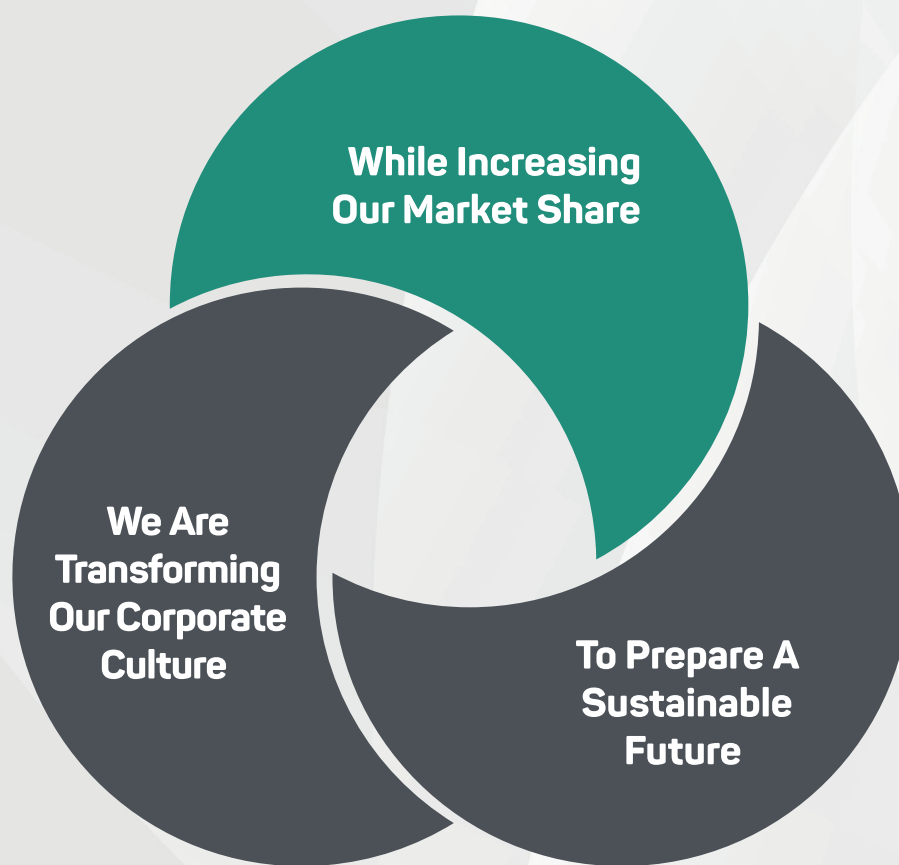
STAKEHOLDER		PLATFORM/VEHICLE	FREQUENCY
Employees	White Collar Employees	Internal Communication	Continual
	Blue Collar Employees	Network (Notice Boards, Ethics Line, Wish Tree, e-mail, etc.)	
	Employee Families*	Corporate Website Corporate	Continual
		Social Media Accounts	Continual
		Surveys	Annual
		Employee Sharing Meetings	Annual
		Monthly Reports Sustainability Report	Monthly
			Every Two Years
Customers	Group Companies	Visit	Monthly, If Required
	Automotive	Meeting	Monthly, If Required
	Rail Systems	Survey	Annual
	Industrial	Ethics Line, Wish Tree	Continual
	Building, Construction and Furniture	Corporate Social Media Accounts	Continual
		Sustainability Report	Every Two Years
Business and Governance	Shareholders	Visit	Monthly,
	Public Institutions	Meeting	Monthly If Required,
		Survey	Annual If Required Annual,
		Declaration Notifications	Every Two Years If
		Sustainability Report	Required
Collaborations and Suppliers	Collaborations	Meeting	Monthly, Monthly If
	- Group Companies and R&D	Survey	Required, Annual If
	- Certification Companies	Ethics Line, Wish Tree	Required
	- Research Institutes	Corporate Social Media	Annual, If Required
	- Sectoral and Non-Sectoral Associations, Trade Unions	Accounts	
		Sustainability Report	Every Two Years
	Associations		
	- Domestic/International Education Institutions Suppliers		
	- Raw Material Suppliers		
	- Other Materials and Equipment		
Community	Suppliers		
	- Service Suppliers		
	Local People	Meeting	If Required
	NGOs	Survey	Annual
	Universities	Ethics Line, Wish Tree	Continual
	Potential Employment	Corporate Social Media	Continual
	Candidates	Accounts	
		Sustainability Report	Every Two Years

CORPORATE MEMBERSHIPS IN ASSOCIATIONS AND UNIONS

- » ARUS Anatolian Rail Systems Cluster
- » AYID Aluminium Surface Treatment Association
- » European Aluminium Association
- » BTSO Bursa Chamber of Commerce and Industry (Disciplinary Board Member)
- » BUIKAD Bursa Business Women and Managers Association
- » BUSIAD Bursa Industrialists and Businessmen Association
- » HOSAB Hasanağa Organized Industrial Zone
- » IMMIB Istanbul Mining Metal Exporters Association
- » İMSİAD Construction Contractors Industrialists and Business People Association
- » ISSIAD Istanbul Street Industrialists and Businessmen Association
- » KALDER Turkey Quality Association (Member of KalDer Award Board)
- » KALDER Bursa Branch (Member of the Board of Directors and Audit Committee, Vice Chairman of the Quality Award Executive Committee)
- » KOSGEB Small and Medium Enterprises Development and Support Administration
- » MAKSDER Furniture Accessories Manufacturers Association
- » OIB Automotive Industry Exporters Association (Member of the Supervisory Board)
- » TAİDER Family Businesses Association (Member of the Supervisory Board)
- » TALSAD Turkey Aluminium Industrialists Association (Vice Chairman of the Board)
- » TAYSAD Association of Vehicle Supply Manufacturers
- » TOSYÖV Turkish Small and Medium Enterprises, Self Employed and Executives Foundation
- » TÜDÖKSAD Turkish Foundry Manufacturers' Association
- » Global Compact United Nations
- » WEPs United Nations Women's Empowerment Principles
- » TÜSİAD Turkish Industrialists and Business People Association



WHILE INCREASING OUR MARKET SHARE

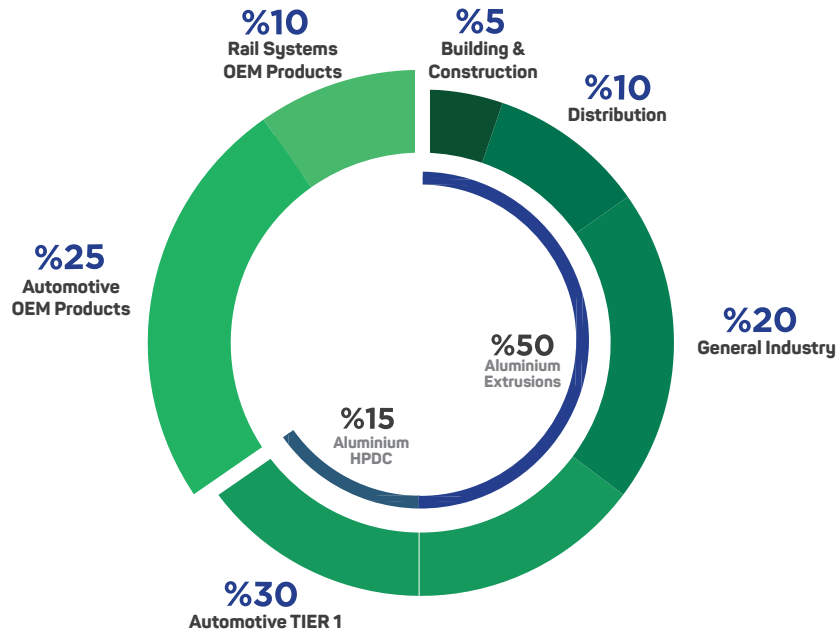


MARKET PRESENCE

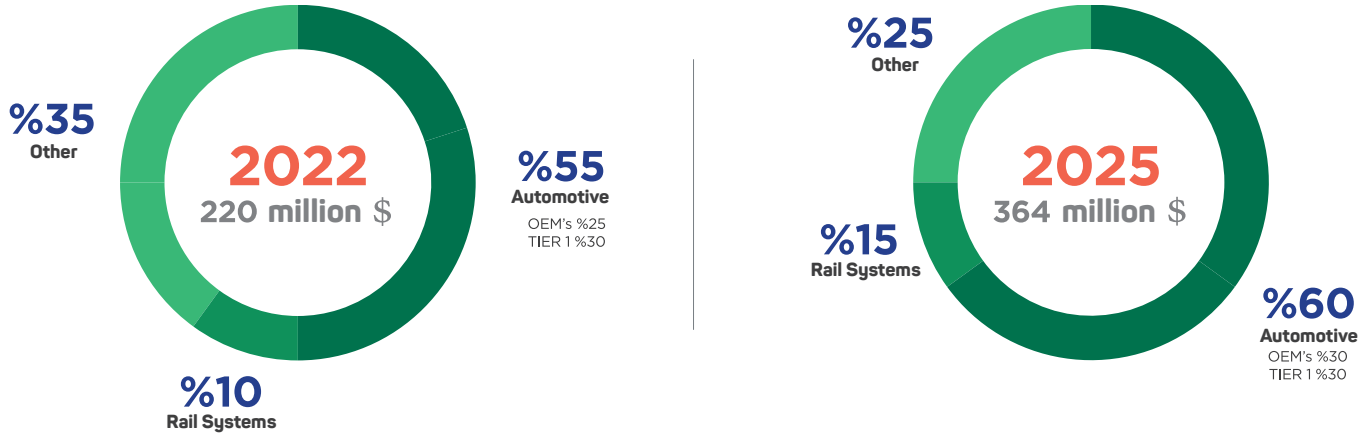
Yeşilova Group, which started its commercial life in 1975 with a small store selling aluminium profiles, sheets, accessories and composite panels, now operates with a total of 8 companies with 5 different production facilities and is among the leading enterprises in Turkey.

In our adventure, which first started with the production of vehicle frame moldings for Tofaş in the journey from the sales store to the production, we offer integrated solutions from “Aluminium”, the most environmentally friendly metal, to the world’s leading automobile and rail transportation brands.

Industries We Serve



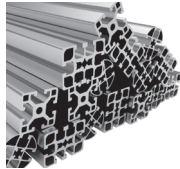
As Yeşilova Group, we are aware of our advantages and value propositions in the market we are in. We use these distinctive features as attracting and engaging messages for existing and target customer groups. With our employees who are committed to the same purpose, we exhibit a relationship management that balances the expectations of our customers, we aim to be preferred by customers with high added value by constantly improving the understanding of quality products and services. Thus, we reflect these in the results and increase our business volume by making growth investments when necessary.



All Industrial Profile Needs We Produce Solutions For

For companies operating in the field of General Industry, we produce products with high durability, visual and functional sensitivity in line with demands.

Main Products:



Sigma Profiles



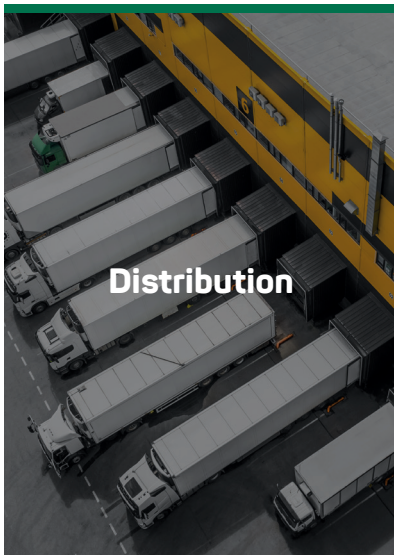
Refrigerant Profiles



Industrial Door Profiles



General Industry Profiles



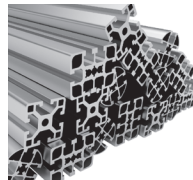
Turkey's Largest Aluminium Sales Center: Can Aluminium

Our distribution channel Can Aluminium has a wide access network with warehouses throughout Turkey. With our strong and rich stock, we provide services by offering standard products as well as special orders, on-time delivery and product customizations.

Industrial Products:

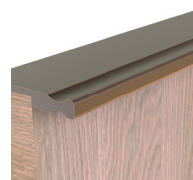


Roll/Sheet/Plates



Aluminium Profiles

Architectural Products:



Furniture



Facade



All Industrial Profile Needs We Produce Solutions For

We produce semi-finished products ready for final assembly with corner wedges and covers in line with the demands and needs of the companies producing Energy & Solar Systems.

Main Products:



Sub-Construction Systems



Thermal Solar Collector



Photovoltaic Solar Panel Profiles



For All Rail System Vehicles Interior Trim Solutions

We design and produce innovative and environmentally friendly products that require high engineering skills to be mounted on vehicles such as light rail, subway, high-speed trains.

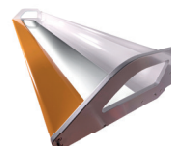
Main Products:



Ceiling Module



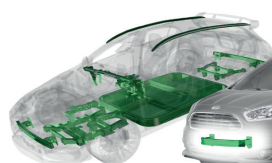
HVAC



Luggage Racks



We Shape the Future with Lightweight, Safe and Environmentally Friendly Aluminium Solutions for the Automotive Industry



Passenger Cars



Light Commercial Vehicles



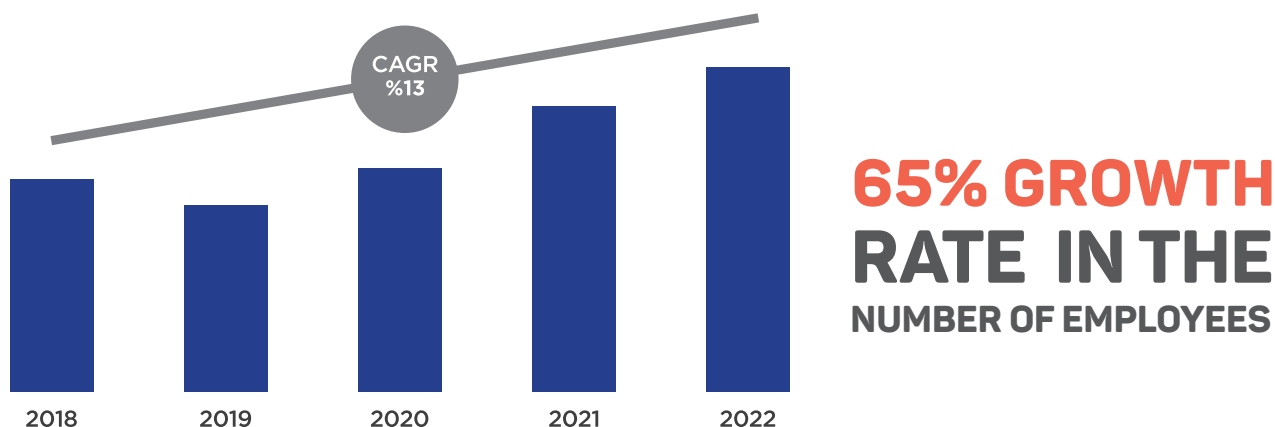
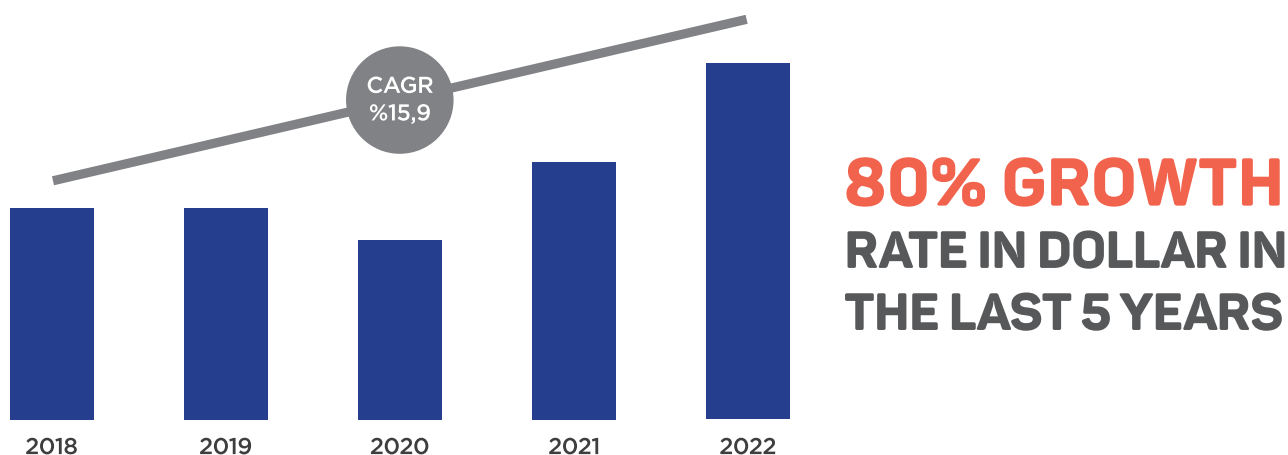
Buses & Caravans Vehicles



Heavy Commercial

ECONOMIC PERFORMANCE

As Yeşilova Group, we continue our investments with both our production power and the projects we develop and take part in, and we look to the future with confidence with the successful collaborations we have established with the world's leading brands. While we aim for sustainable success in all areas in which we operate, we continue our value-oriented growth by increasing our turnover and employment by 80% throughout our companies in dollars in the last five years.



Fairs We Take Part in;

Aluexpo - International Aluminium Technologies, Machinery and Products Specialized Fair



Eurasia Rail



Aluminium Düsseldorf



INNOTRANS



Euroguss



SICAM



Intermob

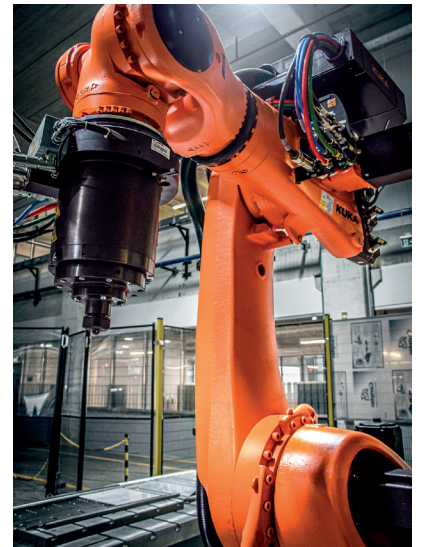
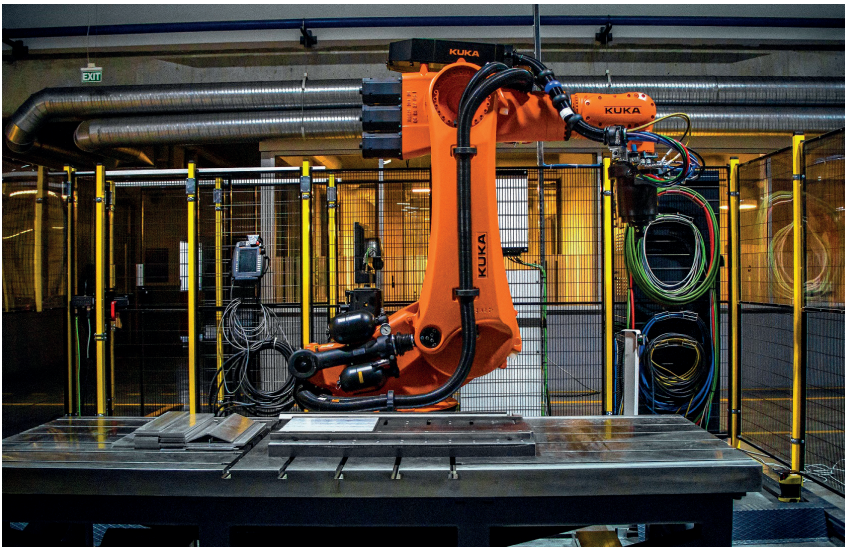


New Investments;

İhsan Press Line



FSW



WE GROW WITH OUR ACHIEVEMENTS

We attach great importance to making the financial results achieved by our companies sustainable. We are pleased to be included in the lists of both national and regional industrial organizations with the economic value and employment we have created as a result of our investments with this perspective.

- We are among Turkey's **Top 1000 Exporters**
- We are in Anatolia's **Top 500 List**
- We are included in the BTSO **Top 250 List with two groups of companies**
- We are among the **Stars of OIZ** in 4 Categories
 - Top Selling Company,
 - Top Exporting Company,
 - Company Providing the Most Employment,
 - The Company with the Highest Increase in R&D Expenditures.



We are approaching our vision day by day by continuously increasing the economic values we produce and distribute to our stakeholders. As Yeşilova Holding, we are proud to fulfill our tax responsibilities to the state on a regular basis together with the wages and non-wage rights we offer to our employees.

Economic Value We Produce and Distribute to Our Stakeholders

Economic Value We Generate (Revenues) (Turnover)



Employee Benefits (Salary, fringe benefits, etc.)

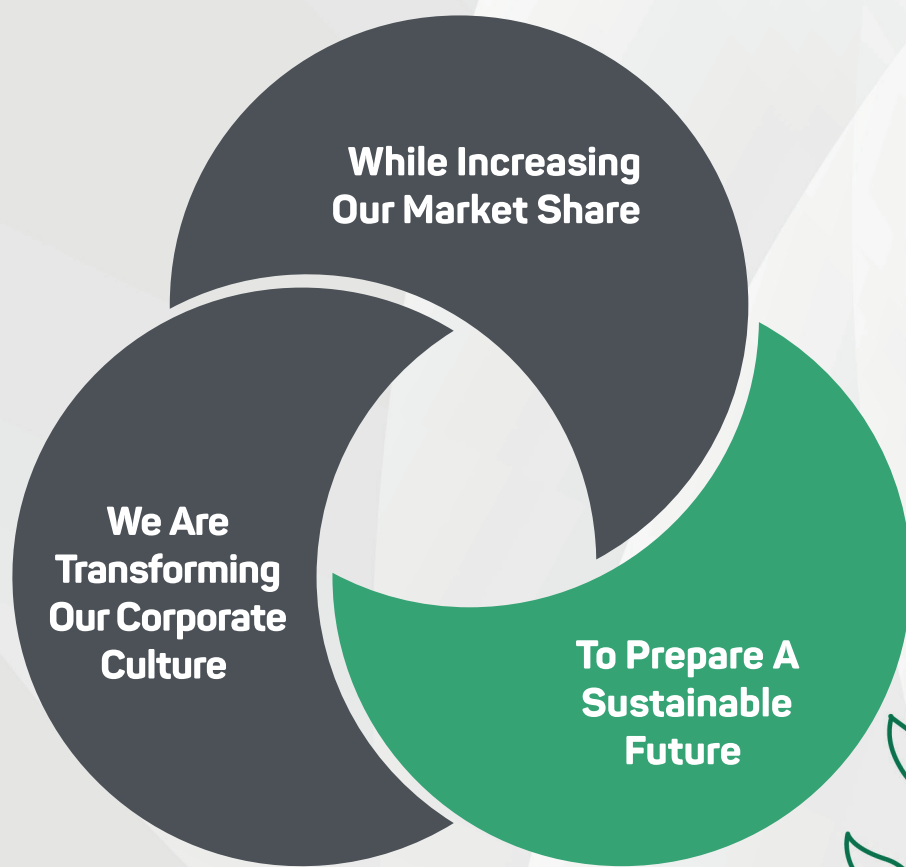


Benefit to the State (Tax)



2020 2021 2022

TO PREPARE A SUSTAINABLE FUTURE



R&D AND INNOVATION

» Aluminium, which is increasingly preferred in many industries thanks to its structural properties such as lightness, durability, conductivity, reflectivity and easy processability, **supports sustainable resource use** with its **100% recyclable** structure.

» Approximately **75%** of the aluminium produced to date is still in use. Aluminium products used today will have **an endless cycle thanks to recycling**. Moreover, recycled aluminium **saves 95% of the energy** required to obtain the same amount of pure aluminium.

» Aluminium, which has only one-third the mass of steel, provides **efficient energy consumption** and ease of handling, as well as reducing production and transportation costs.

While shaping the most environmentally friendly metal for a sustainable world with R&D and innovation, we are increasing the usage areas of aluminium by taking inspiration from our **innovative** principle and **environmentally friendly** values. We also implement many national/international projects to improve our existing technology and competencies and further lighten our products, thus supporting sustainable sourcing with a low-carbon economy.

EY INDICATORS FOR R&D

100+
TOTAL PROJECTS

3m€
FUNDS RECEIVED
WITH OUR
INNOVATIVE
PROJECTS

CONTRIBUTION TO
ACADEMIA WITH
30+
SCIENTIFIC
PUBLICATIONS

60+
INTELLECTUAL
PROPERTY
RIGHTS

Aluminium is a highly environmentally friendly and sustainable metal with 100% recyclability and reusability. However, the processes used to produce primary aluminium have a critical impact both in terms of energy consumption and environmental impact. Therefore, the main industries encourage their suppliers to increase the amount of secondary aluminium use in order to minimize these effects in the production of aluminium components.

Ford, one of our group's key customers in the automotive industry, is one of the founding members of the low-carbon aluminium industry commitment led by the "First Movers Coalition," and has committed that at least 10% of total primary aluminium and steel purchased (depending on year and production volume) will be at or below the threshold of a near-zero carbon density by 2030. In this context, Yeşilova Holding R&D Center continues its raw material and process development studies in order to meet the secondary aluminium usage rate demanded by the main industry. At the end of 2023, we aim to complete production trials and validation studies with scrap aluminium use increased raw material.

<https://media.ford.com/content/fordmedia/fna/us/en/news/2022/05/25/ford-joins-first-movers-coalition.html>



We continue our raw material and process development efforts in order to meet the secondary aluminium utilization rate demanded by the main industry.



SOME OF OUR OUTSTANDING R&D AND INNOVATION PROJECTS

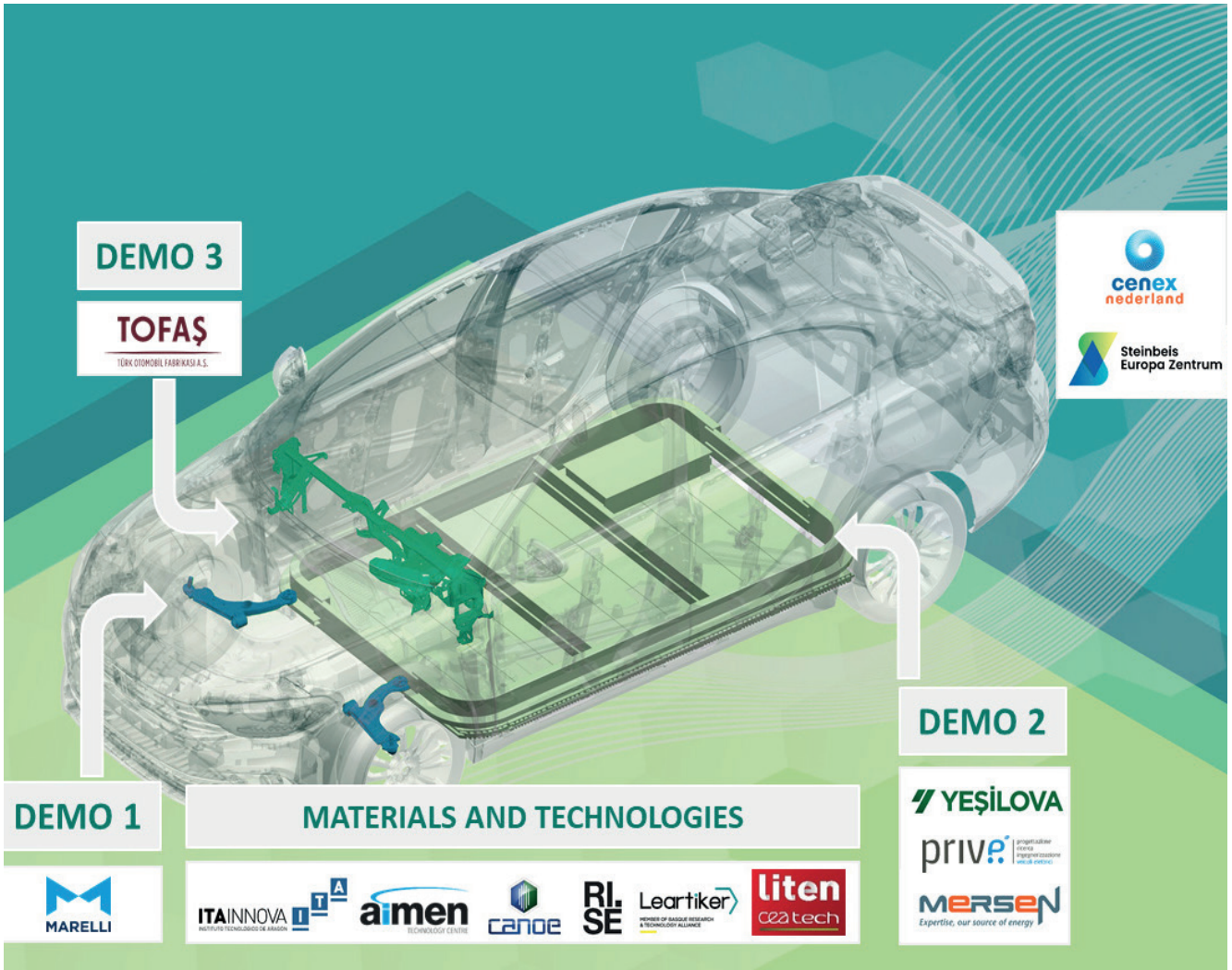
Within the scope of the ALBATROSS project, in addition to the battery system development studies with innovative technologies for the BMW i3 vehicle, studies are carried out in which S-LCA (Social Life Cycle Assessment) principles are applied focused on the expiration of the battery box and system. Under the studies involving all partners working on the project, social issues that may affect the disposal strategies of the battery pack (reuse and recycling) will be discussed. In 2023, a survey will be published in which many social issues such as working hours, number of employees, occupational health and safety, benefits will be addressed and each partner will have to fill out. The data collected at the end of the survey will be transferred to the database developed within the scope of the work package for consolidation of results and evaluation of social impacts.

The ALBATROSS project is a battery carrier development project, **coordinated by Yeşilova Holding** and **involving 21 partners from 10 different countries**, which aims to address the needs of the European Electric and Hybrid-Electric passenger vehicle market, eliminating range anxiety, reducing cost, long-term reliability and charging time problems.

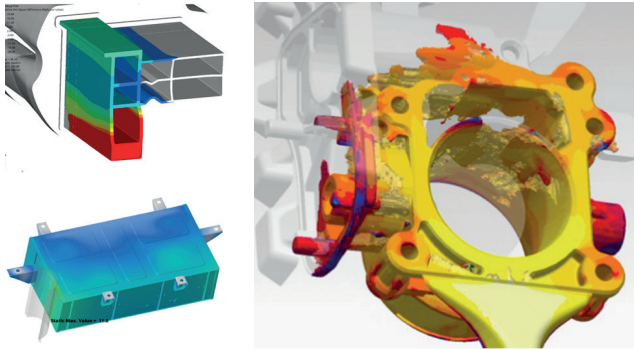


The LEVIS project, in which Yeşilova Holding takes part as a partner in the business step of developing and producing battery carriers in the consortium, aims to create new design and production ways in the focus of developing lightweight structural parts for electric vehicles. The developments, solutions, technologies, tools and strategies proposed by the LEVIS project cover the entire value chain for the product. Since the project is focused on composite material development rather than product development, one of the most critical goals of the project can be shared as lightweight and sustainable material development. In addition to being sustainable and lightweight, the production methods and assembly processes used should also be suitable and economical for the use of multiple materials. Recycling, joining and separating processes of hybrid materials used in all three different demo product groups with torpedo traverse, battery carrier and wishbone are simultaneously studied. It is aimed to carry out the field trial of the LCA study of the prototype production of the LEVIS project. The purpose of LCA studies is to identify potential improvement opportunities for products or processes from the perspective of lower environmental impacts and less resource use at all life cycle stages. You can find more information and our other innovation projects at <http://www.yesilova.com/en/future-innovation/>

LEVIS is a project in which Yeşilova Holding is a partner and a total of 13 partners from 7 different countries are involved. Within the scope of the project, in order to develop cost-effective and sustainable lightweight components for electric vehicles, it is aimed to develop the determined vehicle components (suspension control lever, battery box and torpedo traverse) by using multi-material solutions based on fiber-reinforced thermoplastic composites integrated with metal.



Among the competencies of Yeşilova Holding R&D Center, there is also a simulation of finite elements. Optimization of process parameters and mold design in both extrusion and high-pressure casting methods is performed through finite element simulation programs. In this way, high energy consumption and raw material use can be prevented. We ensure that the products made in our group are produced with the minimum number of prototypes.



“ With the simulation application, we prevent high energy consumption and raw material use. ”

COMPLIANCE WITH ENVIRONMENTAL LEGISLATION

With responsible production and consumption awareness, we are committed to comply with the relevant legal regulations and other applicable conditions in all our production facilities. We are aware of the importance of fulfilling our responsibilities in order not to adversely affect the ecosystem in which we operate and not to harm biodiversity. In this context, we continuously follow our legal obligations, which are our main duties, and carry out our activities in accordance with the law. Within the scope of Environmental Permit and License Regulation, our Cansan Aluminium, Canel Automotive Ovaakça Factory, Canel Metal and Canray Transportation companies are included in the Annex-2 list and Canel Automotive branch located in Hasanağa Organized Industrial Zone has an out-of-scope certificate. Under this regulation, our enterprises included in Annex-2 have an environmental permit on air and/or purification. However, our chimneys are not subject to continuous monitoring system under the Regulation on Control of Industrial Air Pollution. Emission measurements are carried out in accordance with the laws in 2-year periods for air emission permit within the scope of Environmental Permit and License Regulation. In addition, our enterprises are exempt from the Environmental Noise Control Regulation. In the Environmental Impact Assessment Regulation, all our production facilities are in the status of “EIA Not Required”. It is also excluded from the scope according to the Regulation on the Monitoring of Greenhouse Gas Emissions. Together with our environmental engineers/consultants, we follow and maintain compliance with all relevant national environmental legislation, current legislation and capacity information, without being limited to these legislations we share.



Environmental Impact Assessment (EIA) as defined in our National Environmental Legislation, is the studies to be carried out in determining the positive and negative effects of the projects planned to be carried out on the environment, in determining and evaluating the measures to be taken to prevent negative effects or to minimize them in a way that will not harm the environment, in determining and evaluating the selected location and technology alternatives, and in monitoring and controlling the implementation of the projects

WASTE AND RESOURCE MANAGEMENT

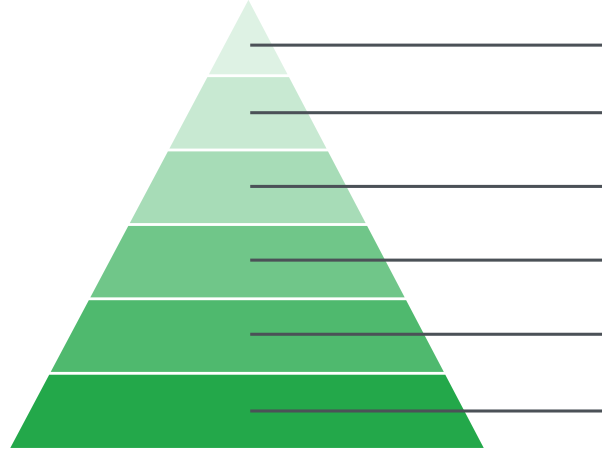
As Yeşilova Group, we accept the laws as a minimum requirement and adopt both resource consumption and reducing our waste as part of our business in order to go beyond our legal responsibilities. In this direction, we monitor, target and continuously improve our process inputs and outputs in our production facilities to ensure sustainable resource management. In addition to the fact that our main raw material “Aluminium”, which is essential for production, is 100% recyclable, we also care that the packaging materials we use are recyclable. For packaging, we prefer reusable metal crates as much as possible, while we use recyclable packaging materials such as wood, cardboard and plastic in mandatory cases or for overseas shipments. We ensure that the hazardous and non-hazardous wastes generated in our companies are managed through licensed organizations and declared through the Integrated Environmental Information System of the Ministry of Environment, Urbanization and Climate Change with the waste management we carry out in accordance with the waste hierarchy.

Waste Management and Hierarchy: As defined in our National Environmental Legislation, it covers the activities of prevention of generation of waste, reduction in resource, reuse, separation according to its characteristics and type, accumulation, collection, temporary storage, transportation, intermediate storage, recycling, recovery including energy recovery, disposal, monitoring, control and inspection after disposal processes. In the waste management hierarchy, the primary priority is to prevent waste at the production stage and to reduce the amount of waste and the level of hazard. Recovery of wastes through reuse, recycling and energy recovery should be preferred second, and incineration or safe storage of wastes that cannot be recovered without harming the environment should be preferred last.

Priority Option



Last Option



Prevention

Mitigation

Reuse

Recycling

Energy Recovery

Disposal

In addition to the work we do for our process wastes generated in production, we also carry out waste management for non-process office wastes. In this context, we adopt to systematize our works by obtaining a Zero Waste Certificate. We have obtained Zero Waste Certificate from our companies for Canel Automotive Ovaakça and Hasanağa locations. In Canray Transportation and Cansan Aluminium companies, we aim to obtain Zero Waste Certificate in 2023.



When we evaluate the non-hazardous and hazardous waste data with the increasing business volume, both the Hasanağa factory, the second location of Canel Automotive, which started production in 2021, and the formation of new machine parks in our companies led to an increase in aluminium waste managed as non-hazardous waste due to the increase in the amount of aluminium processed in all group companies. Therefore, there is an increase in the non-hazardous waste density. As of 2022, the non-hazardous waste density has started to decrease compared to

2021. We continued to reduce our intensity in the waste we manage as hazardous waste from 2020 to 2022. Some of the prominent applications in this improvement are mine recycling with inclined slag pan, reuse of sandblasting sand by sieving, ladle preheating system, booster+-tank system, holding furnace pneumatic cover system, refractory wall renovation.



We are aware that our individual habits are as important as sustainable resource management in our production activities. With this awareness, disposable cardboard/plastic cups used in offices, production and social areas in our companies have been replaced with reusable glass and polycarbonate cups. With this step, which was implemented in all Group companies, the number of disposable cups, which reaches 150 thousand per month, was zeroed. Thanks to this application, which has been implemented within the framework of a sustainable world and responsible consumption principles, both a significant savings has been realized and the formation of non-recyclable waste has been prevented.

“By switching to reusable cups instead of 150 thousand disposable cups per month, we prevented both waste of resources and waste generation!”

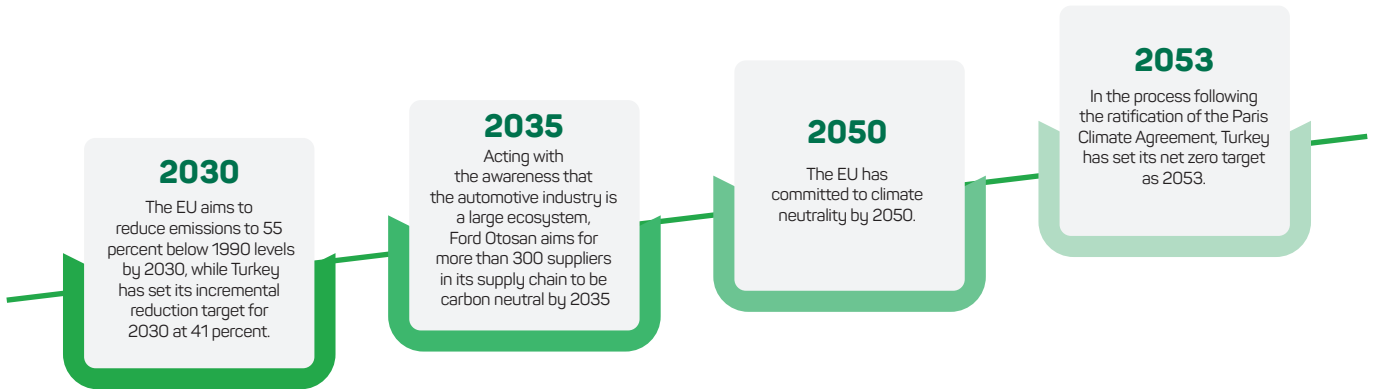


CLIMATE CHANGE AND CARBON FOOTPRINT

The Paris Climate Agreement on greenhouse gases that cause climate change, adopted in 2015 at the United Nations Framework Conference of the Parties on Climate Change and supporting the 2030 Sustainable Development Goals, is a global challenge. As Turkey, we are aware of the importance of the National Contribution Declaration and the 2053 NET ZERO Emission target to reduce greenhouse gas emissions under the convention. In this context, we closely follow all developments aimed at reducing climate change and greenhouse gas emissions carried out on national and international platforms and continue to carry out adaptation studies on the subject. As Yeşilova Holding, we took part in the Aluminium Specialized Working Group established by the Ministry of Science, Industry and Technology and in the Aluminium Advisory Groups of TÜBİTAK Green Growth Technology Roadmap.

We are aware that the first step towards net zero is to identify and measure greenhouse gas emission sources and carbon footprint coverage. As Yeşilova Holding, although we are outside the scope of the Regulation on Monitoring Greenhouse Gas Emissions in our group companies, aluminium is one of the pilot sectors included in the Carbon Border

Adjustment, which is planned to enter into force in 2023 within the scope of the Green Deal. We started to prepare to reduce the emissions caused by our activities in this sector. In 2022, we received ISO 14064-1 trainings on the calculation and reporting of greenhouse gas emissions and removals at the organization level and started calculating our corporate carbon footprint through a digital platform. Subsequently, we started working to increase efficiency in the energy resources used in the inputs of our operations, especially Scope 1 and 2, and to prefer low-carbon options in our companies with production activities above the 1000 TOE limit. We went beyond the regulatory requirement with responsible production and consumption awareness and included 2 locations below the 1000 TOE limit in these studies. First of all, in the process that started with the establishment of ISO 50001 Energy Management System, we carried out energy studies with accredited organizations and ensured the identification of improvement projects. Within the framework of the importance we attach to energy efficiency, we evaluated it at the level of the Group Executive Board and the Board of Directors and included the projects we prioritized among the short- and medium-term initiatives of our company. Our projects include renewable energy investments such as Roof SPP application, as well as more efficient use of energy resources and issues that will ensure energy efficiency in our processes. In addition to the national target 2053 Net Zero vision, as a company with high exports, we also adopt the 2050 Net Zero target set for EU countries and continue our work within the scope of the detailed roadmap we have created.



Starting from 2023, we aim to gradually reduce our emissions calculated within Scope 1 and 2 every year and reach NET ZERO emissions. We will start calculating our Scope 3 emissions gradually as of 2023.

YEŞİLOVA HOLDİNG VALUE STREAM

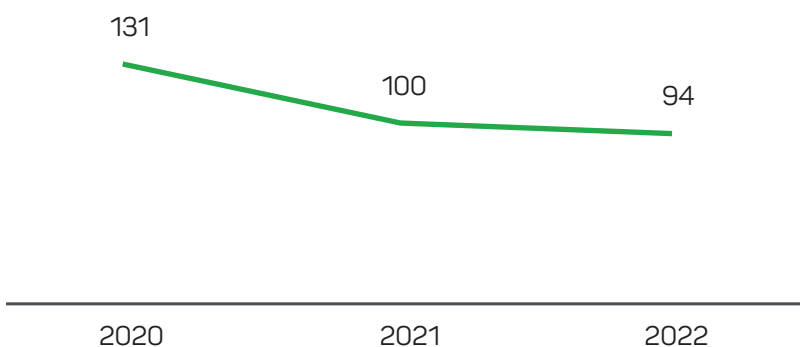




As a Group aware of our responsibilities towards our nature and the world, one of the efforts we have implemented to reduce our carbon footprint has been to renew our vehicle fleet. In this process, we launched **Toyota Corolla Hybrid Dream** vehicles for our team leaders. Thus, compared to our previous vehicles, we both saved fuel and reduced our carbon emissions and fulfilled our responsibility towards the environment in another study

EMISSION INTENSITY

Scope 1 and 2 Emissions (t CO₂-e/Turnover \$)* 1.000.000



28%
REDUCTION IN
EMISSION INTENSITY
IN THE LAST 3 YEARS

We aim to reduce our Scope 1 and 2 emissions intensity by 3% in 2023 compared to 2022.

When we evaluate our Scope 1 and 2 emissions with the increased business volume, we managed to reduce our emission intensity by 28% from 2020 to 2022 through various energy efficiency practices in our companies. We share examples of our efforts to reduce our emission intensity under the heading "Energy Management".



What is the Paris Agreement?

The Paris Agreement is an international agreement in which 197 countries have agreed to take joint action to avert the climate crisis. To avert a climate crisis, it aims to limit the increase in global average surface temperature to 2 degrees Celsius and, if possible, to keep it below 1.5 degrees Celsius.

What is the difference between 1.5 and 2 degrees?

Data released by the Intergovernmental Panel on Climate Change (IPCC) highlights that a 1.5°C warming would be relatively safer than 2°C. According to the IPCC, if the average surface temperature increases by 1.5°C, the risk of flooding, which is expected to increase by 100%, will reach 170% with a 2°C warming. In addition, the number of people exposed to severe drought could rise to 350 million for a 1.5°C increase and 410 million for a 2°C increase. Extreme heat waves could affect 28% of the world's population instead of 9%. However, it is known that every 0.5°C increase will further reduce crop productivity in agriculture.

Carbon neutrality is the balance between the amount of carbon dioxide (CO₂) emitted into the atmosphere and the amount of CO₂ sequestered by sinks. It only covers CO₂ emissions.

Net zero emission involves offsetting all greenhouse gas emissions, including CO₂. Since CO₂ accounts for 79% of total greenhouse gas emissions, there is more emphasis on CO₂ reduction in the fight against the climate crisis. The concepts of net zero/carbon neutrality also appear in the emission reduction targets set by companies. What distinguishes the two concepts in this framework is how emissions are offset. To become carbon neutral, it is sufficient to offset emissions with emission reduction certificates purchased from voluntary markets, while to become a net zero emission company, emissions must be minimized and the remaining emissions that are technically and/or financially impossible to reduce must be offset by market instruments.

What is a Carbon Footprint?

It is a measure of the damage caused to the environment by greenhouse gases, measured in terms of carbon dioxide (CO₂), which are emitted as a result of human activities and are considered to be the main cause of global warming. Carbon dioxide and other greenhouse gases have always been present in our atmosphere and, like the greenhouse, have kept heat inside, making the world habitable. With industrialization, the amount of these gases in the atmosphere increased, and the global average temperature increased with more heat retention. The result of this is climate change.

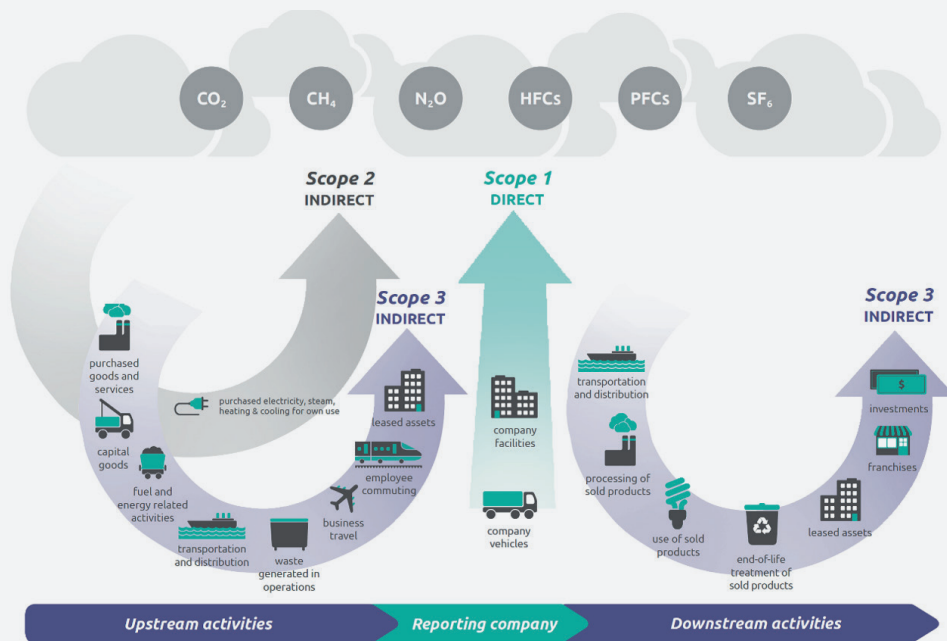
Corporate Carbon Footprint

It is the concept that shows the emissions related to the annual activities of the institutions. Corporate Carbon Footprint consists of 3 main parts;

Scope 1 (Direct Carbon Footprint): Emissions from sources owned or controlled by the company. For example, gas emission from combustion in owned or controlled boilers, furnaces, vehicles, etc., gas emission from chemical production in owned or controlled equipment.

Scope 2 (Indirect Carbon Footprint): It is the greenhouse gas emission caused by the production of electricity taken from the network and consumed by the company. Scope 2 greenhouse gas emissions occur physically in the plant (stations) where the electricity is generated.

Scope 3 (Other Indirect Carbon Footprint): It is the greenhouse gas emission that is not released directly as a result of an activity of the company but for which it is indirectly responsible due to its position in the value chain.



ENERGY MANAGEMENT

Energy has a crucial role in managing the carbon footprint that causes climate change and achieving the goal of sustainable development. Since energy must be consumed for every production, as Yeşilova Holding, we attach importance to the efficient use of energy with the awareness of responsible production and consumption in order to have a positive impact on both climate change and Sustainable Development Goals. Under the umbrella of our efforts to establish the ISO 50001 Energy Management System, which we have started in this context, we are evaluating our risks and opportunities, investing in technological infrastructure, procuring energy-efficient machinery/equipment and raising awareness of our employees on energy. In addition, we continue these efforts, which we attach importance to, by ensuring the employment of energy managers in all our companies, even though this is not mandatory under the legislation.

COMPANY	TOE VALUE	ENERGY MANAGER REQUIREMENT	ENERGY MANAGER NAME
Canel Automotive (Ovaakça)	<1000 TOE	Not mandatory	Serkan Ahmet KÜREM
Canel Automotive (Hasanağa)	<1000 TOE	Not mandatory	Semih ŞENTÜRK
Cansan Aluminium	>1000 TOE	Mandatory	Ali Gökhan ZİYA - Tahsin KİP
Can Metal	>1000 TOE	Mandatory	Bilal ÖZBEY - Caner AKÇALAN
Canray Transportation	<1000 TOE	Not mandatory	-



TOE, Ton of Oil Equivalent; is the unit of energy corresponding to the energy produced by the combustion of one ton of crude oil. It stands for approximately 10 million kcal of energy.

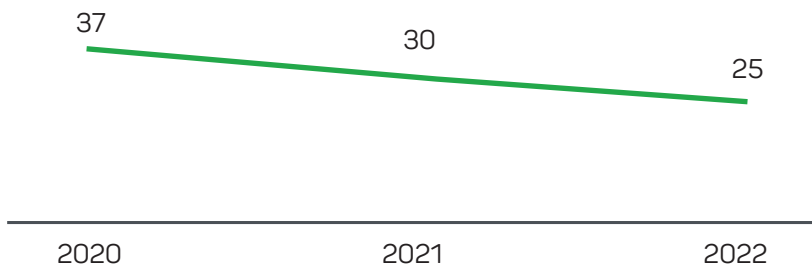
The energy sources used in our production activities are electricity and natural gas and are supplied from energy suppliers in our regions. Since the electricity we use comes from the common grid, we cannot track the proportion of renewable resources in it. However, with the SPP project we plan to install, we will start tracking the proportion of renewable resources in the electricity we use.

As of the end of 2022, 90% of the forklift vehicles used in transportation activities in production are electric. The remainder is powered by diesel. In addition, diesel is used in our companies for emergency generator in case of power failure.

When we evaluate all usage data with increasing business volume, we have reduced our energy density by 31% from 2020 to 2022. Some of the practices that stand out in this improvement are as follows: Energy-efficient pump replacement in the paint shop washing unit, recovery of compressor waste heat, timed operation of heater radiant, replacement of the lighting system with efficient luminaires and regional lighting work, dissemination of roof skylights and further utilization of daylight, monitoring and prevention of air leaks, energy efficiency in water cooling processes, ladle preheating and reflector wall renewal work in casting, pneumatic cover system in holding furnace, drive compressors, energy monitoring system (SCADA).

ENERGY DENSITY

Total Energy Consumption (TOE/Turnover \$)* 1.000.000



31%
REDUCTION IN
ENERGY INTENSITY IN
THE LAST 3 YEARS

2023 → We aim to reduce our energy density by 3% compared to 2022.

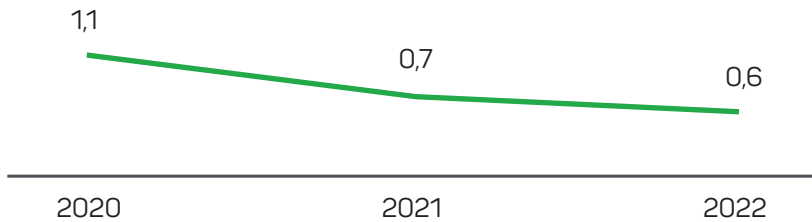
WATER AND WASTE WATER MANAGEMENT

Weather destabilization due to climate change leads to extreme weather events, unpredictable water availability, exacerbated water scarcity and pollution of water resources. According to scientists, the most important impacts of climate change are the disruption of the water cycle and the change in water quality. For this reason, as Yeşilova Holding, we attach importance and priority to the efficient management of water, which is of vital importance for the humanitarian consumption of all our facilities, both in production and auxiliary enterprises and by our employees. Before discharging the water we use in all our operations, we provide treatment as directed by the local government. Waste water values of the discharged water, including pH, COD, AKM, are monitored by the local government. Through regular controls, the values of the water discharged as a result of wastewater treatment activities are kept below the legal limits.

When we evaluate all usage data with increased throughput, we reduced our withdrawn water intensity by 49% from 2020 to 2022. Some of our prominent applications in this improvement are the improvement of the water change period in the anodizing detection pool operation, the switch to photocell in the faucets in social areas, the application of a pressurized switch for the water used in production, and the development of a sound and light warning system for water leaks.

DRAWN WATER DENSITY

Drawn Water (underground, mains and other) (m³ /Turnover \$)* 1.000

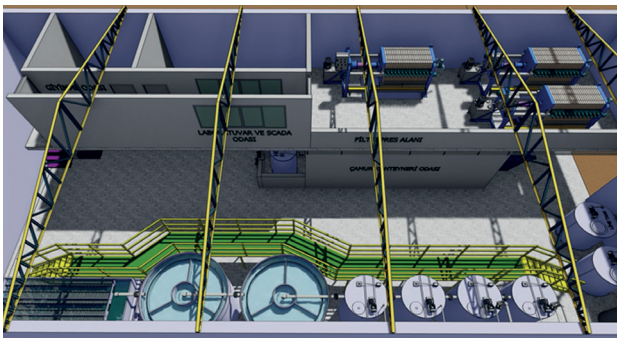


49%
REDUCTION IN
WATER INTENSITY WITHDRAWN
IN THE LAST 3 YEARS

2023 → We aim to reduce our water density by 3% compared to 2022.



*As Yeşilova group we
are commissioning
a new treatment plant
investment with a
capacity of
16m³/hours*



As Yeşilova, in parallel with our increasing business volume as well as reducing our water use intensity, we are commissioning a new treatment plant investment with a capacity of 16m³/hour to provide the capacity that will be needed in our existing treatment plant (8m³/hour), which is utilized by our group companies located in HOSAB.

Our new treatment plant will consist of physical treatment, chemical treatment and sludge dewatering processes. In the selection of equipment in the sludge dewatering process, equipment with a performance that will minimize the amount of water in the treatment sludge will be selected, while less treatment sludge waste will be generated. Our project, whose construction process is ongoing, will be realized with an investment of approximately TL 18,500,000 and is planned so that the water coming out of the system can be recycled and used as process water with an additional investment after commissioning. In this way, we will be able to significantly reduce our water usage density.

PROHIBITED RESTRICTED CHEMICALS AND CONFLICT MINERALS

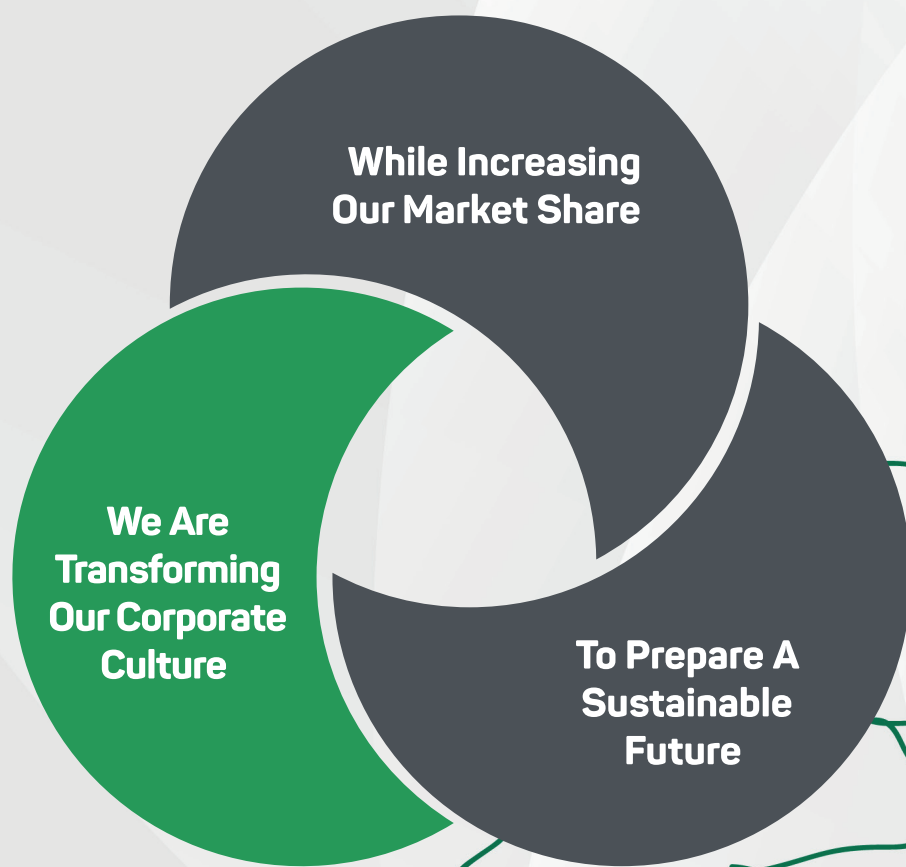
We obtain MSDS (Material Safety Data Sheet) and Reach Declaration from our suppliers for all raw materials and chemicals used in our Group companies operating in the automotive sector with the awareness of responsible production. Accordingly, we use materials that have passed IMDS (International Material Data System). In our companies operating in the rail system sector, we share the MSDS and Reach records of the materials used. In this way, we prevent the use of prohibited/restricted chemicals and 3TG [tin, tantalum, tungsten and gold] substances, which are called conflict minerals, both in our own production facilities and in our suppliers, preventing environmental damage and standing against child labor.



IMDS (International Material Data System) is a global data bank that collects information on materials used in the automotive industry. **IMDS**, shaped by automotive manufacturers, has been prepared by taking into account national and international standards, laws and restrictions. All these automotive manufacturers make it mandatory to enter the material information that constitutes the parts they produce for themselves from their suppliers into the IMDS system with **PPAP (Production Part Approval Process)**. **The purpose is to prevent the use of prohibited substances and to control the use of restricted materials.**

Conflict Minerals: The 3TGs [tin, tantalum, tungsten and gold] produced and traded in Central African countries are called Conflict Minerals, and these raw materials are obtained through child labor, financing political and armed groups and thus setting the stage for conflicts in the region.

WE ARE TRANSFORMING OUR CORPORATE CULTURE



CORPORATE CULTURE

As Yeşilova Holding, we have achieved many successes since our establishment in 1975. 2020 is a turning point in history. On this date, the transition process to the second generation was initiated, the institutionalization process was accelerated, and “Transforming Corporate Culture” was included among our main strategies. In line with this strategy, we have started a cultural transformation program spread over a three-year plan in order to shed light on our 45 years of knowledge and experience. This program, which is called “+45 Transformation Program”, includes 6 different projects and has been implemented with the active participation of all group companies.

6 projects in the +45 Transformation Program:

- » Strategic Transformation Project
- » Leadership and Development Transformation Project
- » Digital Transformation Project
- » Communication Transformation Project
- » Brand Transformation Project
- » Innovation Transformation Project



TECHNOLOGY AND DIGITALIZATION

Developing technological infrastructure and increasing digitalization competencies are among the strategic objectives of Yeşilova Holding. While continuing our activities in line with these strategic objectives, we adapt technological developments that will increase our business performance and adapt to the digitalization era to our processes. With the work initiated within the scope of the Digital Transformation Project, one of the projects identified in the +45 Transformation Project launched in 2020, we ensured that the Group's current situation analysis was carried out in both production operations and office processes, the digital maturity level was determined and a Digital Transformation roadmap was created accordingly.

As Yeşilova, we use IFS ERP in corporate resource management in all our group companies. We manage processes using IFS's Finance, Sales, Procurement, Warehouse Management, CRM, Production, Logistics, Project, Maintenance and Cost Accounting modules. For these digital assets we have, we ensure their continuity by investing in hardware, software service and human resources.



+45 DİJİTAL DÖNÜŞÜM PROJESİ TAMAMLANDI

Yeni dönemde "Dijital Dönüşüm Komitesi" altında çalışma ve projeler kaldığı yerden devam edecek.

+45 DİJİTAL DÖNÜŞÜM'de faaliyete geçen çalışmaları

İzlemek için Tıklayınız

<https://www.youtube.com/watch?v=qs0Jk-Z3PLo>

We increase our level of technological maturity day by day by choosing machinery and equipment with high technology level in new investments. As an example of this situation, high technology machines have been integrated into our systems in extrusion press investments in Cansan Aluminium, casting press and CNC investments in Can Metal, CNC and Thermal Furnace investments in Canel Automotive. We realize the technological developments that will support the production sites in cooperation with the relevant technical and administrative departments. Work on the data collection system from production is also ongoing in all Group companies. We are aware that technology is important not only in terms of efficiency, but also to increase environmental awareness, occupational safety and quality. Our exemplary projects related to the technological transformation works carried out in the production site and facilities;

EXAMPLES OF DIGITAL TRANSFORMATION WORKS IN PRODUCTION SITES AND FACILITIES

Trex - Data Collection System from Production	It is a system that includes machine, automation software integration, network and smart device infrastructure, where information such as heat, temperature, speed, production time and quantity related to production in the production area is collected and some information is transferred to IFS.
Scada	It is a data collection and control system. It is a technology in which the status and data of the facilities, machinery and equipment in the site can be monitored, controlled and reported at the center.
Measurelink	It is the program used for the first quality approvals in the process.
Friction Stir Welding (FSW)	It is an environmentally friendly welding process that provides high mechanical properties especially in aluminium welding, does not require extra consumables, requires less electrical energy and does not produce harmful gases. The robotic cell we have is a new generation technology tool with process tracking system and other features.
Q-Gate	On-site visual displays of poor quality data in the field are checked and error records are made. With the records received, the system was both digitized and a corporate archive was created.
Barcode Scanning	Processes have been digitized with many barcode applications such as material collection, shipment, cash handling, stock handling, cash control, stock inquiry, location inquiry, barcode control, mold handling, purchasing delivery, transfer request from warehouse, material preparation, counting, counting documents, barcode comparison, scrapping, material request, cash material control.
Coolant Efficiency PLC System	It is an automatic system used to remotely monitor the temperature of the water used in the process and maintain it at the set value.
Remote Monitoring of Natural Gas Meters	It is a web-based system that provides automatic monitoring of consumption and pressure data of natural gas meters.
Press Andon Panel	It is the system that shows the production follow-up and warning conditions in presses to the environment.

In line with our strategic goal of “improving business performance through the use of technology”, we give importance and priority to digitalization in our other processes as well as production. In this context, we digitize the processes that are beneficial to be digitized manually under the control of the Information Technologies department within the scope of a plan. In this context, our sample projects related to digital transformation studies;

EXAMPLES OF DIGITAL TRANSFORMATION STUDIES IN NON-PRODUCTION PROCESSES

YUDA	It is the development that enables the digitalization of the processes between group companies in new product commissioning studies. Developed on the EBA platform.
Purchase Requests and Approvals	It is our application that enables the requests that turn into orders from the opening of the purchasing process to the execution of the offers given by the suppliers through the system. Developed on the EBA platform.
Recruitment Processes	It is the application in which the processes from the creation of the personnel demand to the recruitment are digitized. Developed on the EBA platform.

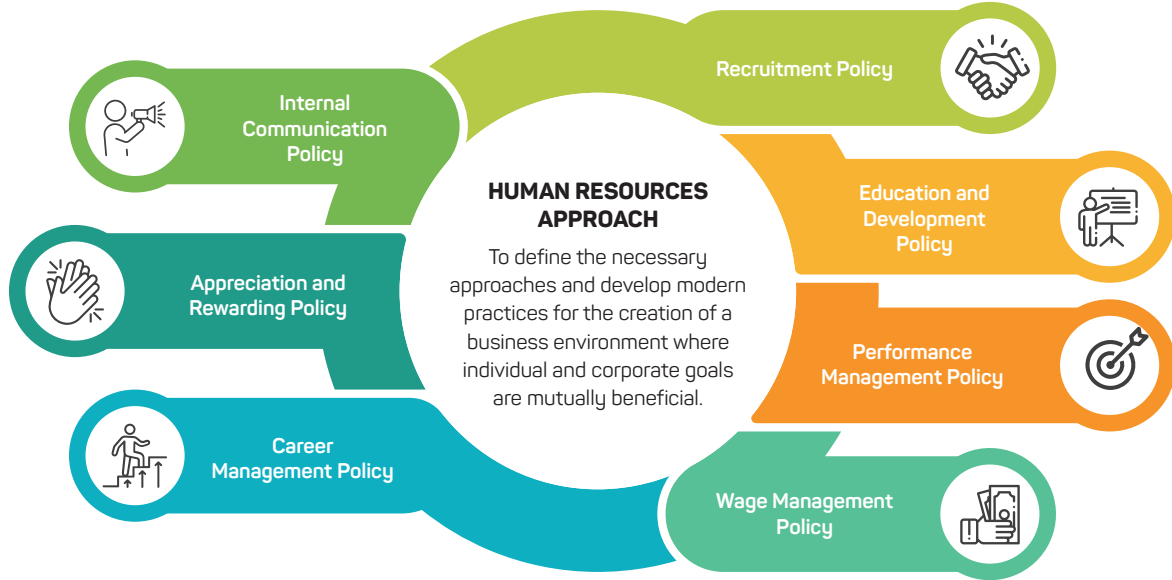
Balanced Scorecard	It is an integrated application that is designed according to the methodology of the Balanced Scorecard and in which the goals and realizations of the performance indicators are monitored and reported. Developed on EBA-IFS-PO BI platforms.
Individual Target Card	It is an integrated application in which the realization of individual goals is monitored and reported. Developed on EBA-IFS-PO BI platforms.
Meeting Module	It is an application developed on the EBA platform where decisions and actions from meetings are tracked.
Transporter Tracking Module	It is an application developed on the EBA platform to track where the material on the road is in domestic and international shipments.
Lessons Learned	It is an application developed on the EBA platform where the applications learned during the experiences are transformed into corporate memory and spread among group companies.
Carbon Footprint Calculator	It is a cloud-based and outsourced software program implemented for corporate carbon footprint calculations.
Machine/Equipment Approval	It is an application developed on the EBA platform where the process, which includes the approvals in the design, procurement, acceptance and even payment stages, is digitized when a new machine/equipment is needed.
Idea Management Process	It is an application developed on both the Web and the EBA platform to collect, evaluate and report the innovative ideas of our employees.
Scheduled Maintenance/ Fault Maintenance Requests	It is an application developed on the EBA platform for the follow-up of sudden failures or scheduled maintenance operations on the machines in the production area.

We use the reporting platform where all the data digitized in production or offices are converted into information and made available for decision-making. As Yeşilova Holding, we have commissioned more than 50 business intelligence applications by the end of 2022.

- | | | |
|---------------------------|--------------------------------|-------------------------------|
| » Profit and Loss Reports | » Budget Report | » Monthly Board Presentations |
| » Cash Flow | » Economic Developments Report | » Poor Quality Reports |
| » Aging Report | » Cockpit Reports | » Capacity Reports |

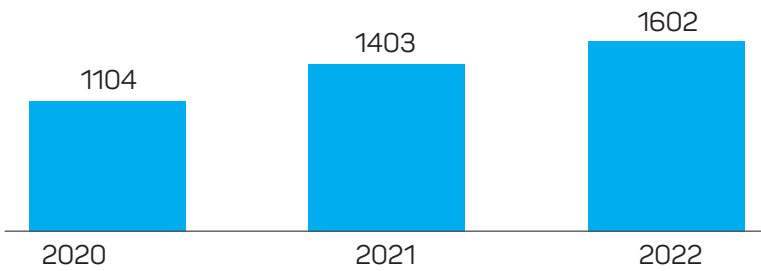
EMPLOYMENT, DIVERSITY AND EQUAL OPPORTUNITIES

On the way we set out with the aim of “Happy People, Sustainable World” in Yeşilova, we apply our practices in the light of human resources policies to all our employees and employee candidates within the framework of equal opportunity without discrimination based on factors such as race, color, gender, religion, marital status, sexual orientation, gender identity, political opinion or affiliation, ethnic identity, health status, family responsibilities, union activity or membership, physical disability or age. You can reach our human and career policies at <http://kariyer.yesilova.com.tr/insan-ve-kariyer/> adresinden ulaşabilirsiniz.



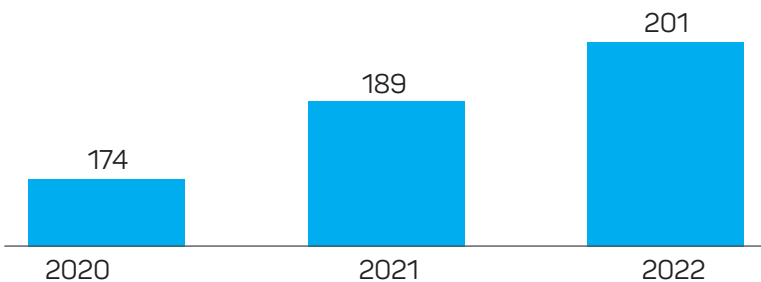
While the number of our employees as Yeşilova Group has increased 1.5 times in the last 3 years, the number of female employees in all areas of our business is increasing step by step with a rate of 16%. In addition, the fact that the number of female employees in managerial and higher positions has more than doubled in 3 years, and that there is a denominator in the Board of Directors reveals that the importance of female employees, especially in managerial roles, has increased.

Number of Employees



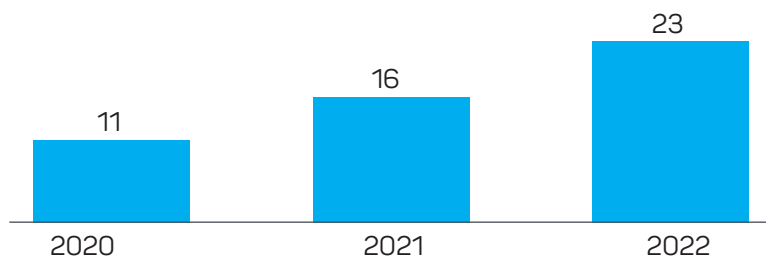
**LAST 3 YEARS
45% INCREASE
IN THE NUMBER OF
EMPLOYEES**

Number of Female Employees



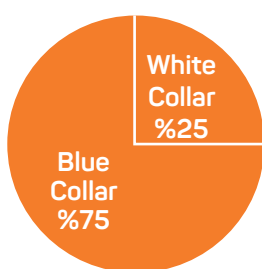
**FEMALE
EMPLOYEES NUMBER
16% INCREASE**

Number of Female Employees at Executive Level and Above

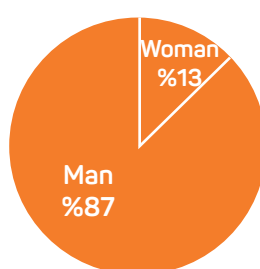


109% INCREASE
IN THE NUMBER OF
FEMALE EMPLOYEES
AT EXECUTIVE LEVEL AND ABOVE

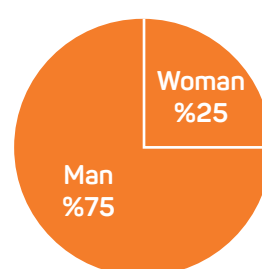
2022 Employee BC/WC Distribution



2022 Employee Gender Distribution



2022 Board of Directors



Ensuring the positive continuity of this process, improving the business processes of our female colleagues and supporting them are among our top priorities. In order to keep our female employees in business life, we both apply equal pay for equal work policy and take new steps by evaluating their needs and expectations. As a reflection of this situation, in addition to the employee satisfaction surveys we conduct every year, a special survey was conducted for our female employees for the first time in 2022. With this survey, we take the feedback of our female employees about the practices we have implemented and direct our efforts to encourage them to be in business life at all times.



*Permission of Need
has been adopted.*



Signatory to Women's Empowerment Principles

As Yeşilova Holding, we are proud and happy to have shown our determination and strengthened our priorities by signing the Women's Empowerment Principles we aim for in our Sustainability Roadmap.



In Support Of

WOMAN'S EMPOWEMENT PRINCIPLES

Established by UN Women and the UN Global Compact Office



Women's Empowerment Principles: The Women's Empowerment Principles (WEPs), a joint initiative of the United Nations (UN) Global Compact and the UN Entity for Gender Equality and the Empowerment of Women (UN Women), aim to help the private sector strengthen its existing efforts towards gender equality, develop corporate policies and programs, and analyze its current efforts, key indicators and reporting practices.

Can Metal Women Role Model in Casting Industry

As Yeşilova Holding, we draw strength from our women while shaping our future. Female employees of Can Metal, one of our Group companies, also became role models in the #CastWoman Project, which aims to contribute to the reduction of gender gap in the casting industry. As in all our activities, we care about the presence of female employees even in a heavy sector such as casting.



Can Metal Women Role Model in Casting Industry - Kıymet Kılık



Yeşilova Holding
171 abone



Abone olundu



6



Paylaş



Klip

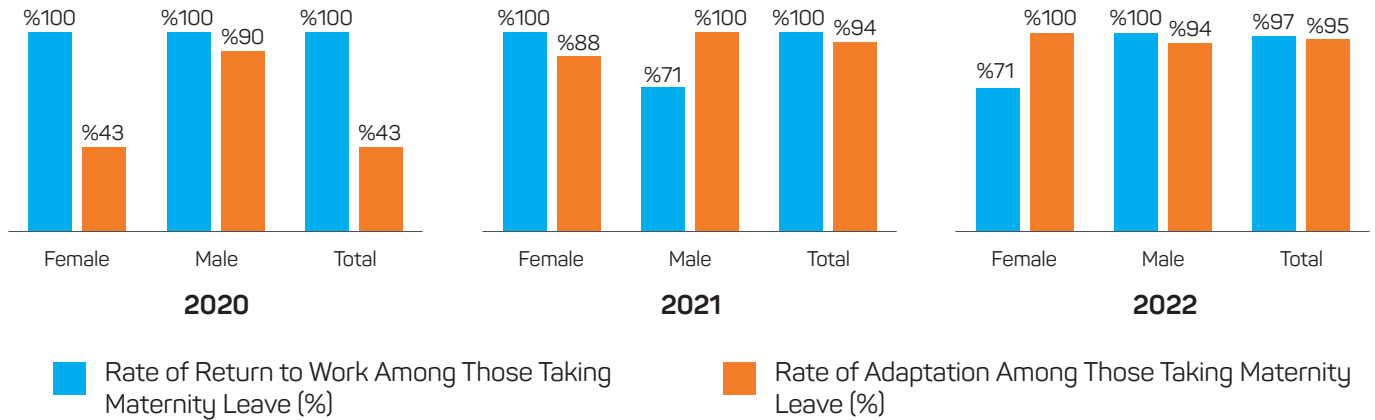


<https://www.youtube.com/watch?v=1ET53yZf5wQ&t=5s>

We care that our employees use maternity and paternity leave and then continue their work. In this context, we respect the rights specified in the Labor Law No. 4857. In accordance with the law, our female employees have the right to 16 weeks of leave before giving birth, 8 weeks after giving birth, and our male employees have the right to 5 days of leave after giving birth. The pre-birth employment status of our female employees, which is specified in the law, is also used in favor of the employee. Our female employees also exercise other parenting rights regulated by law if they wish. In this context, the usage status of maternity and paternity leave of our employees in the last 3 years is shared in the graph. In addition, we celebrate the happiest days with our Baby Kit gift, which we have carefully prepared for our colleagues who are new parents.



MATERNITY LEAVE



We contributed to equal opportunities by offering our free psychologist and dietician application to all our employees. In this context, our contracted specialist psychologist and dietitian supported many of our employees by making visits to our companies on pre-planned days and times.



138 employees benefited from dietician service and 118 employees benefited from psychologist service.



Look Equal, See Equal, Realize!

As part of International Women's Day on 8 March, we came together as men and women and listened to the secrets of good communication by discussing our roles in life, our expectations and our needs with the company psychologist of that period.



EMPLOYEE DEVELOPMENT

As Yeşilova Holding, we consider the trainings as an important complement to the Talent Management and Leadership processes as well as the individual development of our employees. We focus on improving the competencies of our employees through training and increasing their knowledge and skill levels. In addition to training programs arising from legal obligations (such as on-the-job training, OHS training), we organize professional and personal development trainings to improve the skills of our employees, taking into account performance evaluation results, corporate and individual goals, career plans, sectoral developments and individual demands. In our trainings that shape the development journey of our employees, in addition to using internal resources, we also cooperate with external resources that both our employees and their families can benefit from free of charge and ensure that they receive training on various subjects.



**In 2021, 28.147 hours,
In 2022, 26.412 hours,
of training.**



In order to ensure the sustainability of employee development and to make our internal resources more competent, we continue our work with 39 internal trainers in “Yeşilova Academy”, which we started in 2022.

Our expert employees completed the 4-month internal trainer journey in the “Training of Trainer” program. “Yeşilova Academy” has been gathered under 4 headings as Vocational-Technical Skills School, Corporate Culture School, Leadership School and Social School and it is planned to start its education actively as of 2023.



1- VOCATIONAL-TECHNICAL SKILLS SCHOOL

We aim to design and realize training activities under the roof of the Vocational-Technical Skills School to ensure the development of our employees' professional business competencies by providing methods, ways and supervision .

2- CORPORATE CULTURE SCHOOL

We aim to design and carry out training activities to keep Yeşilova culture alive, protect its values and ensure exemplary behavior under the roof of the Corporate Culture School.

3- LEADERSHIP SCHOOL

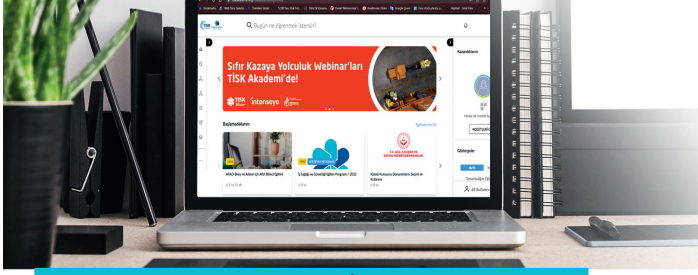
We aim to design and realize training activities under the roof of the Leadership School to ensure the continuous development of leadership competencies identified in the Yeşilova Leadership Model.

4-SOCIAL SCHOOL

In parallel with the perspective of “creating team spirit” in business and social life, we aim to open the doors to a happy working environment with socio-cultural and entertaining activities.



We cooperate with training and consultancy companies for professional and personal development trainings that will improve the skills of our employees. In addition, we make agreements with universities to promote graduate and doctoral education and offer them to the benefit of our employees.



Yeşilova Akademi ve TISK Akademi'den çalışan gelişimi için önemli iş birliği

Yeşilova Akademi'nin, Türkiye İşveren Sendikaları Konfederasyonu (TISK) ile gerçekleştirdiği iş birliği kapsamında, 500'den fazla eğitim, webinar, ödüllü yarışmalar ve çevirim içi eğitimlerin yer aldığı TISK Akademi platformundan, tüm çalışma arkadaşlarımız ve aileleri ücretsiz olarak yararlanabilecek.

Üstelik bunun için sadece;

- Saha ya da ofis tüm çalışma arkadaşlarımızın kişisel ya da iş mail adresleri ile platforma üye olmaları,
- Üye kayıt ekranındaki "İş yerimiz" bölümünden çalıştığı Grup şirketinin ismini seçmeleri yeterli.
- Üstelik platformdan çalışma arkadaşlarımızın yanı sıra aileleri de yararlanabiliyor. Bunun için de üye kayıt ekranında ilgili alanın seçilmesi gerekiyor.

Kayıt bilgilerine kare kodu okutarak ya da görsele **tıklayarak** ulaşabilirsiniz.

Yeşilova Akademi ve Işık Üniversitesi iş birliği ile %20 oranında indirim anlaşması!

Holding ve Grup şirketlerimizdeki üniversite mezunu tüm çalışma arkadaşlarımız %20 indirim oranı ile Işık Üniversitesi'nde yüksek lisans eğitimi alabilecek.

2022-2023 eğitim yılı için geçerli olacak anlaşma kapsamında eğitim almak isteyen adaylara;

- Türkçe ve İngilizce dillerinde tezli ve tezsiz,
- 50'ye yakın farklı yüksek lisans ve doktora programı,
- Uzaktan eğitim programları kapsamında

%20 oranında indirim uygulanacaktır.

Başvurular için gerekli belgeler ile birlikte online olarak isikun.edu.tr üzerinden bireysel olarak başvuru yapılması gerekmektedir.

- Tüm çalışanların indirim olanaklarından faydalanabilmeleri için ilgilendikleri programa başvurmaları ve kabul süreçlerini başarılı bir şekilde tamamlamaları gerekmektedir. Kabul alan adayların kayıt esnasında şirkete ait antetli kağıda, imzalı ve kaşeli çalışan yazısını Lisan-süstü Eğitim Enstitüsü Müdürlüğü'ne iletmeleri yeterli olacaktır.

TALENT MANAGEMENT

As Yeşilova Holding, we have reconstructed the system by addressing our Talent Management process with the Leadership and Development Transformation Project determined within the scope of the +45 Transformation Program. We transformed the criteria from a system structure focused on results and promotions to one based on process and employee development strategies and real needs. In this direction, the purpose of Yeşilova Holding Talent Management System is to provide the guidance and motivation that potential individuals need to have a successful future in line with their performances, abilities and goals. Thus, as Yeşilova Holding, while determining our organizational structure for the future in line with our vision, we ensured that the development of our employees is evaluated in a fair, systematic and measurable way and a motivating working environment is created.

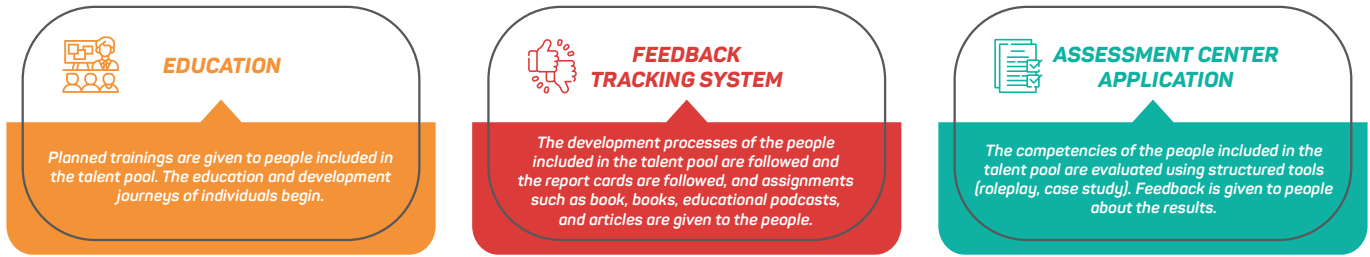
We started 18-month training and development processes for 73 employees who were included in the talent pool from our office employees, which we evaluated with the 9-box method. We planned to start the Talent Management process again in May every year, taking into account our new colleagues.



We initiated 18-month training and development processes for 73 employees.



TALENT MANAGEMENT DEVELOPMENT ACTIVITIES



LEADERSHIP MANAGEMENT

In Yeşilova, leadership is not limited to the management level, but refers to all staff who perform business and team management. Within the scope of the Leadership Management Project, one of the projects we addressed in the +45 Transformation Program, a total of 6 interrelated application areas have been created in the Yeşilova Leadership model, which we define as a step in the development of our employees. Thus, it has been tried to be designed as a highly effective way for leaders to offer permanent value to all stakeholders, and Building Trust and Being Human-Oriented is the basis of the model. By effectively implementing these 6 components, we use it as an infrastructure tool that supports the corporate and individual leadership development journey in Yeşilova.



A total of 223 leaders received 4 thousand 14 hours of training in the 'Leadership Training' organized by İzgören Academy.



INDIVIDUAL PERFORMANCE MANAGEMENT

Our white-collar employees in our companies are included in the performance management process called individual target card in the light of the indicators and initiatives in the corporate report card. The individual target card is designed to include the determination and evaluation of the extent to which the employee has achieved the business results expected to be achieved at the end of a certain period within the framework of his/her duties, authorities and responsibilities and/or the extent to which he/she has been able to improve his/her competencies, according to measurable targets and/or criteria to be agreed upon at the beginning of the period. Mid-year interim evaluation and annual performance discussions are held between the first manager and employee. Then, with the participation of managers, human resources and general manager, the process is completed with the calibration meeting where all competency evaluations are made. For our blue-collar employees, collective bargaining agreement criteria are applied.

WAGE POLICY AND BENEFITS

As Yeşilova Holding, we have built the pricing and benefits policy on an objective, fair, dynamic and competitive structure compared to the target market by considering the internal balances. Within the scope of the determined wage policy, we offer our employees a total wage by taking into account different criteria such as job, family, roles, responsibilities, knowledge, skills and competence levels. We guarantee fair and competitive remuneration with internationally accepted job valuation methodologies and wage benchmarking studies. In accordance with the remuneration policy of our companies, no different practices can be applied without discrimination due to preferences such as language, religion, race, gender, etc.

"In 2022, the starting salary of our hourly paid (blue collar) female and male employees was determined equally in the collective labor agreement and the contract clause is being implemented."



BENEFITS WE PROVIDE TO OUR EMPLOYEES

- | | |
|-------------------------------|----------------------------------|
| • Fuel Allowance | • Shoe Voucher |
| • Bonus | • Foodstuff Allowance |
| • Maternity Allowance | • Cleaning Allowance |
| • Child Allowance | • Marriage Leave |
| • Marriage Allowance | • Bereavement Leave |
| • Death Benefits | • Paternity Leave |
| • Religious Holiday Allowance | • Complementary Health Insurance |
| • Military Allowance | • Discount Opportunity for |
| • Annual Leave Benefit | Education And health services |
| • Food Allowance | with contracted |
| • Educational Assistance | Institutions/Organizations |

APPRECIATION AND REWARDING

At Yeşilova Holding, we have put in place an appreciation and rewarding procedure to create a win-win environment where employees are encouraged and incentivized to create benefits by addressing corporate and individual gains together. We have determined rewarding criteria in 4 categories: Development, Commitment, Impact on Results and Representation. While using the power of appreciation, we aimed to make our employees feel that they are always valued by rewarding them.



DEVELOPMENT CATEGORY

- Graduate Degree
- Postgraduate Degree
- Second University
- Professional Certificate (CPA, Energy Eng., etc.)
- 1. Foreign Language (English)
- 2. Foreign Language (German)
- Association/Professional Chamber



COMMITMENT CATEGORY

- Birthday Celebration
- Employment Anniversary
- Department Dinner/Breakfast
- Celebration of Promotion
- General Manager Appreciation
- Chief Executive Officer Appreciation Budget
- Instant Appreciation
- Attendance Reward



IMPACT ON RESULTS CATEGORY

- Performance Rewarding
- Project Success Rewarding
- Suggestion Rewarding
- Kaizen Rewarding
- Innovation Rewarding
- Occupational Health and Safety Rewarding



REPRESENTATION CATEGORY

- Religious Holiday Allowance
- Religious Holiday Supply Voucher-Card
- New Year Voucher
- Marriage Allowance
- Maternity Allowance
- Healty Problem
- Death

FREEDOM OF ASSOCIATION

We respect the freedom of association of our colleagues. Our blue-collar employees in Canray Transportation, Cansan Aluminium and Canel Automotive companies are under the Collective Bargaining Agreement signed with the Turkish Metal Union and renewed every 2 years. In these companies, union employees account for 85% of the total blue-collar employees in our Group. The benefits included in the collective bargaining agreement are applied to our employees who are out of scope in the same way. Regular meetings are held between the Holding HR Manager and managers and union representatives from the companies in the quarterly periods of the year. In this way, we regularly monitor the needs and expectations of our employees and take all necessary actions.

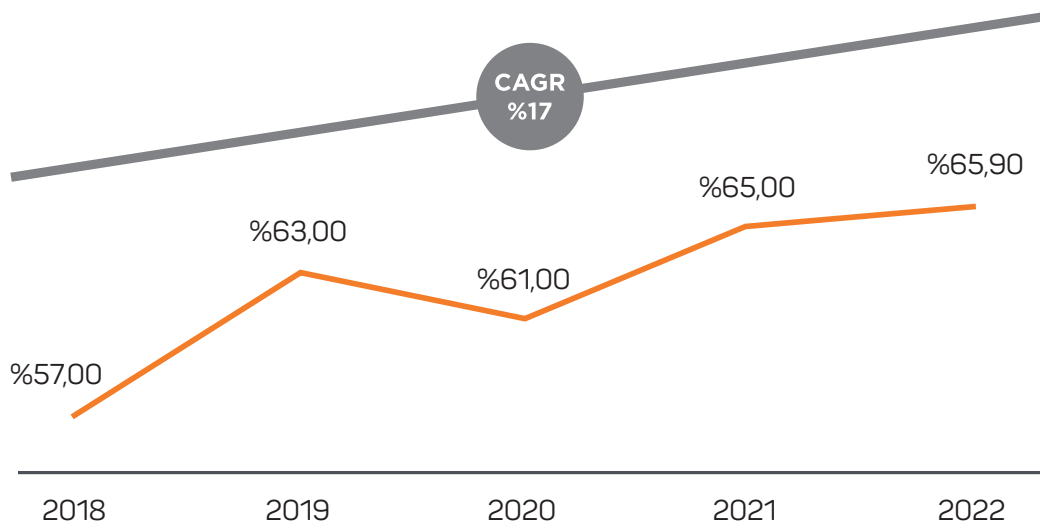
PROHIBITION OF FORCED LABOR AND CHILD LABOR

As Yeşilova Group, we guarantee human rights in our companies in accordance with the provisions announced by national and international legislation. We do not accept any behavior contrary to human rights, such as forced labor or child-teen labor, neither in our own company nor in our suppliers. In this context, there were no cases of forced labor or child-teen workers in our group companies during the reporting period. As for our suppliers, we aim to draw attention to their social risks and develop together with them through the **"Supplier Ethics and Code of Conduct Sustainability Commitment"**, which we plan to put into effect in 2023 as part of our sustainability efforts.

EMPLOYEE SATISFACTION

As Yeşilova Holding, we regularly apply an employee satisfaction survey with an independent company to all our employees throughout our group companies. With the survey, we receive feedback from our employees on many topics such as wages and benefits, communication, development, finance, performance, sustainability and reputation. In line with our goal of "Happy People, Sustainable World", we aim to continuously increase the happiness, commitment and satisfaction of our employees. Employee satisfaction survey results have increased from 57 points to 65.9 points across the group in the last 5 years. In 2020, the socialization and communication restrictions in our companies due to the pandemic worldwide were reflected in the decrease in ESS results in 2020. In the following years, our ESS results continued to increase with the trend before 2020. By increasing this development process in a positive way, we aim to be included in the assessment of Turkey's Best Employers within the scope of Great Place To Work® certification in 2024.

EMPLOYEE SATISFACTION SURVEY RESULTS





Great Place To Work® certification globally registers organizations with outstanding employee experience. The certification program is a powerful two-step analysis process that allows employees to shed light on their experience and culture of trust within the organization.

With its process-independent analysis structure, it shows that it has global standards based on employee feedback. Certification helps job seekers distinguish which companies offer a truly great company culture.

Certification provides employers with an advantage in recruitment processes and creates a strong attraction effect by providing global recognition and research-assisted verification of organizations with great employee experience.

Throughout our group, we have created social clubs to contribute to the work-life balance of our employees, to increase internal communication and to ensure the sustainability of the corporate culture. We aimed to strengthen communication and relations while planning and implementing the activities of our clubs both internally and externally. Social clubs, which started in 2022, are planned in the fields of Tennis, Basketball, Photography, Nature and Jewelry Design, all of which are determined according to the wishes of our employees. Each club creates its own activity plan and its budget is covered by Yeşilova Holding. It is aimed to contribute to environmental and community awareness by including at least one social responsibility project in the activity plan of our clubs.

CLUBS	NUMBER OF MEMBERS IN 2022
• Basketball Club	63
• Tennis club	34
• Jewelry Design Club	13
• Photography Club	17
• Nature Club	67
TOTAL	194





With the Memotive application, which we developed and launched with a venture partnership to enhance the employee experience, we enable employees to watch live service, access the food menu and easily transfer their requests to the relevant unit. We can also celebrate our employees' special days on this platform, collect their opinions through instant surveys and easily share announcements for them.

Memotive was developed at Fark Labs in 2021 to answer the question of how we can create a "better work experience for employees". It continues to grow by completing its first angel investment processes. Based on the motto "The journey of employees should start with their satisfaction in the service on their way to work", the company started by digitalizing its entire service organization and shift planning system. Afterwards, various features continue to be implemented under the roofs of communication and feedback, which are known to be very important in employees' internal journeys and contacts with their companies

MEMOtive Cebindeki Kolaylık



Cebindeki Kolaylık

MEMO hep senin yanında



MEMO; şirketinle daha güçlü bir bağ kurabilmeni sağlamak, şirket içi deneyimlerinde hayatını kolaylaştırmak, memnuniyetini artırmak ve iletişimini daha iyi bir noktaya taşımak için tasarlanmıştır.

- Servis Planlamasına Eriş, Canlı İzle
- Gelen Bildirimleri ve Duyuruları Takip Et
- Taleplerini ve Önerilerini İlet
- Çalışma Saatlerini Görüntüle
- Hediye/Yardım Çeklerine Ulaş
- Anketleri Doldur, Memnuniyetin Ölçüsün

OCCUPATIONAL HEALTH AND SAFETY

As Yeşilova Holding, we aim to comply with national laws and regulations in our occupational health and safety processes, to act in line with international standards, to continuously improve them with the participation of our senior management and employees, and to achieve a sustainable Zero Work Accident target. To achieve this goal, we care about spreading the same responsibility and awareness to all our employees. In 2022, 59 employees and 23 employee representatives took part in 6 OHS committees operating in our group companies. In addition, 4 permanent Occupational Safety Specialists and 5 Occupational Safety Specialists worked as consultants for OHS services in our group companies.

Occupational health and safety management is followed with a risk-oriented approach and we carry out our risk assessments in accordance with the Occupational Health and Safety Risk Assessment Regulation and ISO 45001 standards. By determining the hazards and risk level of all our activities, we proactively make taking precautions a part of our culture. We carry out ambient measurements (such as noise, lighting) and periodic controls of work equipment (such as cranes, forklifts, pressurized equipment, compressors, lathes, CNC, industrial doors, shelves, presses) with accredited organizations by evaluating them together with changing environmental conditions and business processes and take the necessary measures with regular follow-up. In addition to continuously monitoring the legal OHS trainings of our employees, we also provide one-point trainings on the field when necessary. By keeping emergency teams up to date, we take actions to be ready for emergencies with regular drills. In addition, we work with managers and managers to develop an occupational health and safety culture with various applications such as OHS patrols, OHS event notifications, S-captain application, accident-free day celebrations, OHS taboo game, personal protective equipment vending machines.

All occupational accidents that occur despite the work carried out are evaluated in detail with our occupational safety experts and relevant unit representatives, and the preventive and corrective measures decided upon are implemented. Thanks to this approach, no fatal accidents or occupational diseases occurred in our group companies during the reporting period. We care about the health and safety of the contractor employees working in our field as well as our own employees. In this context, we inform contractor employees who will start working at our site about the occupational safety hazards related to our site. In 2022, 21 hours of training was provided to new contractor employees. We aim to standardize these information trainings in all our companies and to bring them to the digital environment. However, there were no occupational accidents or occupational diseases in our contractor employees during the reporting period.



PRODUCTION QUALITY AND CUSTOMER SATISFACTION

At Yeşilova Holding, product quality and customer satisfaction are our business priorities, managed to the highest internationally recognized standards. In addition to the standards required by the sector in which they operate, our Group companies implement and follow many standards to meet customer expectations. We also see the many audits conducted by both third-party independent audit organizations and our customers and prospective customers within the scope of production, quality and sustainability as a development opportunity.

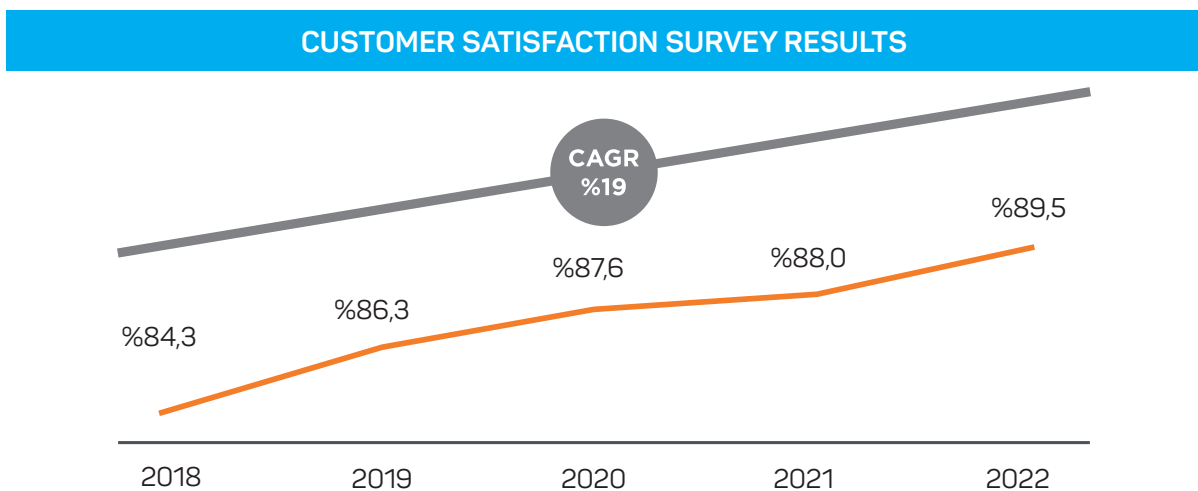
SYSTEM STANDARDS	YEŞİLOVA AUTOMOTIVE SOLUTIONS Canel Ovaakça	YEŞİLOVA AUTOMOTIVE SOLUTIONS Canel Hasanağa	YEŞİLOVA ALUMINIUM EXTRUSION Cansan	YEŞİLOVA ALUMINIUM INJECTION Can Metal	YEŞİLOVA RAIL SYSTEM SOLUTIONS Canray
ISO 9001 Quality Management System	✓	✓	✓		✓
ISO 14001: Environmental Management System	✓	✓	✓		✓
ISO 45001 OHS Management System	✓	✓	✓		✓
ISO 27001 Information Security Management System			✓		
IATF 16949 Automotive Quality Management System	✓	✓	✓	✓	
ISO TS 22163 (IRIS) International Railway Industry Quality Management System Standard					✓

In 2022, Canray Transportation, one of our Group companies operating in the rail transportation sector, participated in the Ecovadis sustainability assessment with the guidance of the main industry and entered the approved supplier list.

SYSTEM STANDARDS	YEŞİLOVA AUTOMOTIVE SOLUTIONS Canel Ovaakça	YEŞİLOVA AUTOMOTIVE SOLUTIONS Canel Hasanağa	YEŞİLOVA ALUMINIUM EXTRUSION Cansan	YEŞİLOVA ALUMINIUM EXTRUSION Can Metal	YEŞİLOVA RAIL SYSTEM SOLUTIONS Canray
EN 15085-2 Welding Certificate, Certificate of Competence for Manufacturing of Railway Vehicles	✓				✓
EN 15088 Aluminium and Aluminium Alloys			✓		✓
TSE 12020 Aluminium and Aluminium Alloys			✓		✓
QUALICOAT			✓		
QUALANOD			✓		
Factory Production Control Certificate- 2344-CPR-0111			✓		
DIN 6701 Bonding Standard					✓

In 2023, we aim to complete the ISO 50001 Energy Management System certification processes at Cansan Aluminium, Canel Automotive (2 locations) and Can Metal.

We position our brand as an integrated solution partner by evaluating developing technology and digital opportunities together with business models and offering differentiated products and services to our customers. During the reporting period, no feedback has been received within the scope of your customers' health and safety, and the "Recall" is zero. While developing customer-oriented business processes based on effective and transparent communication, we regularly conduct customer satisfaction surveys in all our companies every year. We take necessary actions based on the survey results and focus on increasing the added value provided by the products and services we offer. The results of the 2022 Customer Satisfaction Survey were 89.5 points out of 100, and action activities were planned in areas open to improvement.



RESPONSIBLE SUPPLY CHAIN

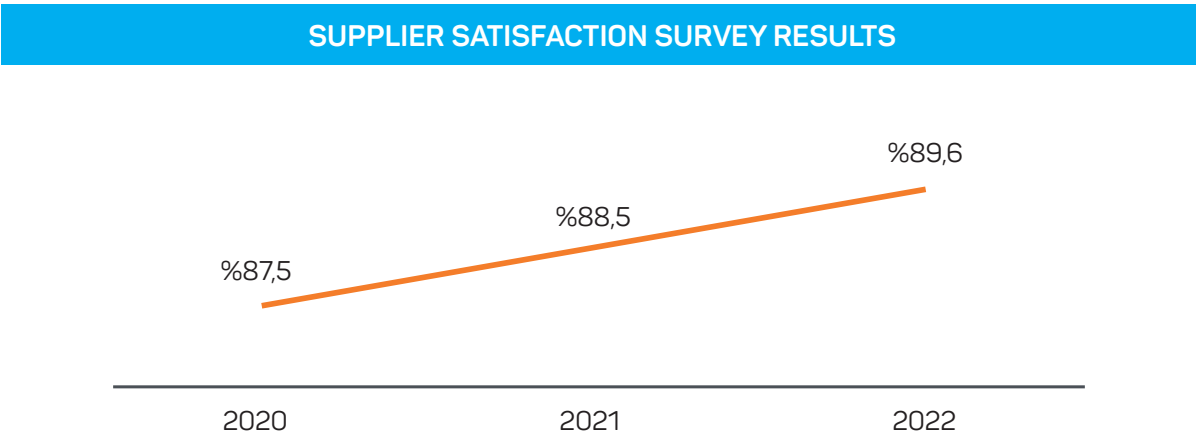
As Yeşilova Group, we see customer-oriented product and service design as the motivation of the agile supply chain type. This kind of supply chain agility is based on the principle that volume, variety and delivery times will change in the future and advocates the nutrition of production environments where appropriate products are produced.

Trust-based relationships with the spread of strategies to our suppliers are carried out through Purchasing departments. Raw materials account for the highest share in history (86%). Of the supplies made in 2022, 22% are from abroad and 78% are from Turkey. Considering the carbon footprint, we care about domestic and close distance, especially for suppliers of auxiliary materials and services. We create and share a supplier handbook with our suppliers in order to create a working environment based on partnership understanding and to determine our relations in this context, to develop them and to reflect the benefits of this working environment to our suppliers.

In supplier selection, we examine issues such as engineering performance in practice, delivery reliability, complaint handling, waste management, execution of energy efficiency studies. In this process, we do not discriminate against our suppliers such as language, religion, race, gender, political opinion or physical disability. By conducting supplier preliminary interviews, we examine the requirements we have determined on-site and start working with appropriate suppliers. When our supplier enters the approved supplier list, we evaluate their performance according to quality, shipment performance (time quantity) and price performance ratings and determine the level of our suppliers. According to the evaluation result, we also follow the development with supplier development plans. In addition, we address the following topics in order to predict the risks that arise/may arise from our suppliers:

- » Financial Risks
- » Continuity and Development
- » Technological Risks (future and adequacy)
- » Quality

In addition to supplier performance monitoring, we have been regularly applying Supplier Satisfaction Surveys (SSS) since 2020 to receive direct and transparent feedback from our suppliers. With the SSS surveys conducted in 2022, 89.6 out of 100 points were obtained in the group as a whole, and action studies were planned in areas open to development.



Within the scope of sustainability studies, it has been decided to add Sustainability Performance as a fifth parameter to our supplier risk management. By implementing the Supplier Code of Ethics and Conduct Sustainability Commitment in 2023, we aim to draw attention to the environmental and social risks of our suppliers and thus to initiate an evaluation process for the development goal together.

BENCHMARKING STUDIES

As Yeşilova Group, we see the benchmarking and comparison studies of different organizations or our companies within the group as an important tool that will contribute to our corporate development in all our business processes. In this context, a benchmarking-comparison study was carried out with more than 20 companies in both similar and different sectors in 2021 and 2022. We act with the awareness of adding value to the ecosystem we are a part of with the areas where we can offer good examples as well as the issues we take as good examples for ourselves. We also donate saplings on behalf of our benchmarking partners after each benchmarking study that takes place at our request. In line with our goal of “a sustainable world”, we determine the number of saplings we donate to create a lasting impact for future generations as the sum of the number of questions we ask and the number of participants.





awards and achievements



» AWARDS AND ACHIEVEMENTS

TWO AWARDS FOR YEŞİLOVA AT THE NORTH STAR

As Yeşilova Holding, we received 2 awards in the categories of "Corporate Governance" and "Employees" at the 2022 TAİDER North Star Awards, where family companies that make a difference in the field of sustainability and add value to the national economy are awarded. TAİDER North Star Sustainability Evaluation is an evaluation program implemented by TAİDER Family Business Association, which continues its activities to contribute to Turkey's economic development and aims to encourage family businesses that adopt a sustainability approach and work in this field, adding value to the national economy by making a difference for employees, the environment, society and future generations. The evaluation process in the program progresses under the headings of corporate governance, employee business model, environment, society, family and future generations, and aims to contribute to the development of sustainable business models of the companies, to share good examples through events held throughout the year and to create a driving force for the development of family companies in the sustainability journey of the program. With the B-CORP-based question sets created within the scope of the program, companies first evaluate themselves and then an independent evaluation process is ensured by on-site evaluations by expert evaluators. The most important output of the program is that it is a development roadmap for the participating companies.



CAN METAL RECEIVES 'DEVELOPING SME' AND 'SAFE SME' AWARDS FROM TOSYÖV

Can Metal, one of our Group companies that adds value to the aluminium industry with the production of high-pressure casting parts, crowned its successful works with the Developing SME and Safe SME awards at the SME of the Year awards organized by TOSYÖV Bursa Association in order to contribute to the development of Bursa and the country, to encourage and honor exemplary and pioneering companies.



Stating that Yeşilova Holding, which started its commercial life in 1975, is today an organization that can manage all processes for aluminium in its own facilities with its 8 companies, our Chairman of the Board of Directors Ali İhsan Yeşilova said the following in his speech at the award ceremony: "Founded in 1993, Can Metal is one of the successful brands in its sector with its timely delivery of its products to its customers within the framework of quality standards, offering products in accordance with technical drawings and specifications, fast response and trouble-free production. Today, our company, which has achieved success with its quality certificates in compliance with national and international standards and laws, was awarded the Developing SME award for achieving a performance above the targeted performance in recent years, and the Safe SME award for fulfilling its responsibilities within the framework of laws and regulations on occupational health and safety, implementing all measures, ensuring coordination among its employees and being a company that does not interrupt its audits. These achievements of our companies both honor us and show us how we are on the right path for the future."

THE VALUE WE GIVE TO YOUNG PEOPLE IS REWARDED

As Yeşilova Holding, we were deemed worthy of an award at the 8th R&D and Design Centers and Technology Development Zones Summit held in the Informatics Valley with the participation of Minister of Industry and Technology Mustafa Varank.

As Yeşilova Holding, which has been producing projects that add value to aluminium for more than 48 years, we were happy to be awarded for our employment in the R&D Center, the foundations of which were laid in 2002 and formalized in 2015. At the 8th R&D and Design Centers and Technology Development Zones Summit held in the Informatics Valley with the participation of our Minister of Industry and Technology Mustafa Varank, we were awarded the 2nd prize as Yeşilova Holding in the category of R&D personnel employment of 35 and below in the 2020 Performance Index.



Receiving the award from the hands of the Minister of Industry and Technology Mustafa Varank, together with our Yeşilova R&D Manager Emre Dolaylar, our Chief Executive Officer A. Yalçın Yeşilova stated the following about the award: "We need our young friends to keep up with the changing world structure. We are implementing our projects that add value to aluminium with their different perspectives. Our young friends are working both in our companies and in our R&D Center, and we are very happy to realize our projects with their enthusiasm. At the same time, as Yeşilova Holding, we also demonstrate our difference in national and international projects. We are the consortium coordinator and partner within the scope of Horizon 2020 projects. Our achievements here are a source of great pride for our company, our city and our country. With this award, we crowned our achievements and saw how right we were on the road with our works that prioritize innovation. I would like to thank all our friends for their ideas and visionary perspectives."

WE WON THE 'SUCCESSFUL PROJECT' AWARD WITH ALBATROSS, OF WHICH WE ARE THE PROJECT COORDINATOR



As Yeşilova Holding, we received the "Successful Project" award with the EU H2020 project ALBATROSS, where we took part as the project coordinator. At the opening event of the Horizon Europe Program organized by TÜBİTAK last year due to Turkey's participation in the Horizon Europe Program, which was established to support R&D and innovation activities among EU member and candidate countries, we were awarded the EU H2020 Albatross Project and Successful Project Award. At the award ceremony, our Yeşilova Holding R&D Manager Emre Dolaylar received his plaque from Prof. Dr. Hasan Mandal, President of TÜBİTAK. With the H2020Albatross Project, we coordinate 21 project partners from 10 different countries across Europe. With the project supported by the European Commission, studies are being carried out on the development of battery systems by shaping the electric and hybrid-electric passenger car market with innovative solutions.

The high success rate we have achieved in these projects, which we carry out with an R&D team of 20 people as Yeşilova Holding, makes our Group a sought-after team in new EU project formations. In addition to the ALBATROSS project, we continue our activities as Turkey's R&D center with the highest number of EU projects in this field with the LEVIS and Eureka LightBee projects, of which we are a project partner and coordinator, respectively.

» AWARDS AND ACHIEVEMENTS

GLOBAL AWARD FROM SIEMENS MOBILITY TO CANSAN ALUMINIUM

Cansan Aluminium, one of our Group companies that produces profile systems and solutions for automotive, rail systems, machinery industry, construction and many other sectors with its experience in the aluminium industry, was awarded in the 'competitiveness' category at the ceremony where Siemens Mobility awarded the most successful suppliers.



Cansan Aluminium, which received an award in the 'competitiveness' category by Siemens Mobility, Siemens' pillar that guides railway technology, added another one to its achievements. In the evaluation made regarding the award received by Cansan Aluminium, which achieves new successes in exports every year and grows its brand in the sector day by day, "We are one of the most preferred brands in the market with our innovative perspective and our understanding that does not compromise on quality. In our cooperation with Siemens, we will increase the number of projects and add new ones to the countries we export to. We would like to thank all our teammates who contributed to this success."

Cansan Aluminium, which grows its production and investments day by day with its sustainable growth strategy, also increases its cooperation with the world's leading brands. While the cooperation of our group company with Siemens in the field of rail systems continues to develop day by day, the aluminium profiles required for the metro line between İstanbul city center and the airport were produced in the latest project. This project was a strong effort to support Siemens' strategy of collaborating with local manufacturers on major projects in different countries.

WE RECEIVED THE RESPECT FOR HUMAN AWARD

As Yeşilova Holding, we were awarded the Respect for Human Award at the Human Resources Summit held under the main sponsorship of Kariyer.net. We have been receiving this award for the last 12 years thanks to our practices for our employees, all job-seeking candidates and new graduates. The Respect for People Awards, presented at the Human Resources Summit organized under the main sponsorship of Kariyer.net, are given to the companies that respond to candidate applications one hundred percent, provide the most employment and make the most applications. In addition, the most admired company and the most admired job postings, as voted by the candidates, are also awarded.



GOLD STAR GRAND PRIZE FROM FORD OTOSAN TO CANEL AUTOMOTIVE



Within the scope of the "Supplier Summit", where Ford Otosan rewards the suppliers that receive the highest number of votes among the approved suppliers with Q1 quality certificate in the pre-qualification criteria every year, our Group company Canel Automotive received the highest level 'Gold Star' grand prize with its projects, design, engineering and quality understanding.

At the ceremony held in our Group's Hasanağa OIZ campus with the participation of our Chairman and members of the Board of Directors, Ford Otosan officials and Canel Automotive team, Ford Otosan Senior STA Manager Fatih Aydoğdu received the award from our Group Chief Executive Officer A. Yalçın Yeşilova.

Delivering a speech at the ceremony, Fatih Aydoğdu stated that their cooperation with Canel Automotive, which dates back many years, continues to grow stronger today, and that the fact that Canel Automotive has designed the technologies of the future, especially in electric vehicles, and that this is handled very precisely in the processes is very valuable for them.

Our Chief Executive Officer A. Yalçın Yeşilova stated that perhaps the most strategic decision in Yeşilova Group's 47-year journey has been its foray into the automotive industry and added, "It is a source of pride for us to be the first company in Turkey to produce many aluminium parts used in automotive."

ENVIRONMENTAL AWARD TO CAN METAL

Can Metal, which continues its activities in the field of aluminium injection from our group companies, was included in the evaluation in the Erdoğan Nas Environmental Competition held for the 4th time in 2022 by the Turkish Foundry Industrialists Association and received the Environmental Award.





corporate social responsibility



» CORPORATE SOCIAL RESPONSIBILITY

As Yeşilova Group, we have started a new social responsibility project on the way to fight environmental pollution and circular economy. We have taken a step towards increasing the awareness of our employees about waste management in all our group companies and turning this into a concrete value. With this project, we collect waste such as aluminium, paper, plastic, etc. that can be recycled and recycled at the homes of all our employees in the waste collection areas located in our companies. By transferring all the income obtained from recycling studies to the Science Girl project, we aim to support the education processes of our young girls who have difficulty in receiving their master's and doctorate degrees due to financial impossibilities and inequality of opportunity. With this campaign involving our employees, we aim to further develop their environmental sensitivity and raise their awareness of social responsibility. We believe that every environmentally friendly step, regardless of its scope, will have a great impact when it comes together.

In 2022, the income obtained from the wastes collected within the scope of the project was donated to the "Science Girl" project.



» LÖSEV - WISH TREE PROJECT

With the "Wish Tree" project carried out at the end of each year, we make the wishes of children with leukemia come true. Wishes collected under Christmas trees are delivered to Bursa LÖSEV and children receive their gifts.



» AFFORESTATION WORKS

We planted our saplings in Çağlayan Village in support of the campaign organized by the Ministry of Agriculture and Forestry to plant 11 million saplings at 11:11 am in 81 provinces to breathe for the future.

» TEMA

As Yeşilova Holding, we make regular donations to the TEMA Foundation by taking strength from our environmentalist value and acting with our responsibility to our world, society, nature and all living things.

» PAINTING CONTEST

As Yeşilova Group, we organized a painting contest among the children of our employees within the framework of our sustainability strategy. Children of employees in our Holding and Group companies aged 7-12 participated in the contest, which was held to raise children's awareness about the protection of nature and a cleaner future. While children were telling their dreams of nature conservation and clean future with lines, we also planted seedlings on behalf of all our children.



» BEACH CLEANING

Yeşilova Volunteers cleaned plastic and garbage waste on Kumsaz beach in Gemlik district of Bursa in order to raise awareness against environmental pollution and contribute to a clean future. Yeşilova managers and employees, who came together with the slogan "Clean environment, clean future", organized a fun and awareness-raising event with their children, and children were also given environmental certificates.



» EDUCATIONAL SUPPORTS

"We say "Education is indispensable" and donate the donations collected on Mother's and Father's Day with the support of our employees to the Darüşşafaka Society. We run in the Istanbul Marathon for Darüşşafaka's 'If Education is the Matter, We Run to Help' project and turn every step we take into a good deed.

» ÜMİTALAN PRIMARY SCHOOL RENOVATION PROJECT

With our belief that all children should be educated under equal conditions, we realized the first step of our "A World of Happiness" project at Ümitalan Primary and Secondary School. With the project we carried out at Ümitalan Primary School, we improved the visual areas of our school and ensured that it had a modern laboratory.



» DONATE THE OLD, MAKE ROOM FOR THE NEW PROJECT

We attach great importance to social benefit-oriented corporate social responsibility projects within the framework of our innovation approach. We touched the lives of those in need with the project "Donate the Old, Make Room for the New"



» A TOY, A GREAT HAPPINESS

As we continue to work with the goal of sustainable development by providing economic, social and environmental benefits for the world and society within the framework of the corporate social responsibility approach, we see CSR as an integral part of our Group. At this point, the toys collected within the scope of the campaign implemented within the framework of our "tolerant" value were delivered to the Nilüfer Municipality Toy House and touched the lives of the children.





annexes



» ANNEXES

INDICATORS

Economic Value We Produce and Distribute to Our Stakeholders	2020	2021	2022
Economic Value We Generate (Revenues) (Turnover) \$	109.572.000	158.544.000	215.329.000
Employee Benefits (Salary, Fringe Benefits, etc.) \$	14.596.219	19.336.848	23.836.793
Benefit to the State (tax) \$	10.902.381	16.907.651	22.994.647

Financial Supports Received from the State	2020	2021	2022
Incentives \$	1.467.808	1.442.847	1.130.595

Ethics Line Inbound Notifications	2020	2021	2022
Number of Inbound Notifications	0	0	1*
Number of Notifications Reaching the Solution	0	0	1*

* The notification received in 2022 was examined by the Ethics Committee. The notification received did not cover issues such as forced labor, child labor, discrimination, harassment, money laundering and did not require disciplinary action.

	2020			2021			2022		
Number of Employees	Female	Male	Total	Female	Male	Total	Female	Male	Total
Number of Employees	174	930	1.104	189	1.214	1.403	201	1.401	1.602
Number of Blue Collar Employees	103	713	816	107	950	1.057	107	1.099	1.206
White Collar Employees	71	217	288	82	264	346	94	302	396
Employees Manager and Above	11	66	77	16	71	87	23	94	117
Board Members	1	2	3	1	3	4	1	3	4

	2020			2021			2022		
Maternity Leave	Female	Male	Total	Female	Male	Total	Female	Male	Total
Maternity Leave Entitlements	7	62	69	7	73	80	7	72	79
Maternity Leave Users	7	62	69	7	73	80	7	72	79
Returning to Work After Maternity Leave	7	62	69	7	73	80	5	72	77
Returning to Work and Still Working 12 Months Later	3	56	59	3	64	67	5	68	73
Rate of Returning to Work Among Those Taking Maternity Leave (%)	100%	100%	100%	100%	100%	100%	71%	100%	97%
Adaptation Rate Among Those Taking Maternity Leave (%)	43%	90%	86%	43%	88%	84%	100%	94%	95%

* Returning to work after maternity leave and still working after 12 months

Number of Employees by Age	2020	2021	2022
Age 18-29	254	400	480
Age 30-50	801	944	1044
Over 50	49	59	78

New Employees by Age	2020	2021	2022
Age 18-29	131	283	294
Age 30-50	135	299	279
Over 50	7	11	14

Education	2020	2021	2022
OHS and Environmental Training Hours (per person) *	*1	6,48	3,42
General Training Hours (per person)	*1	22,39	19,55
General Training Hours	*1	28.146,73	26.412,00

*Our companies are in the "Hazardous" class and the legal training periods are carried out on a person basis in specified periods.

* 1 : The data could not be consolidated due to the system transition in 2020.

Freedom of Association	2020	2021	2022
Union Member Employee Number	383	845	1029
Union Member Employee Ratio	47%	80%	85%

Employee Circulation Rate	2020	2021	2022
Employee Circulation Rate*	9,15%	11,53%	15,23%
Blue-collar	7,18%	11,53%	13,44%
White-collar	14,95%	15,00%	20,78%
Uncontrolled Employee Circulation Rate* ₁	5,18%	7,37%	7,37%
Uncontrolled Circulation Rate Blue-collar	3,96%	6,37%	7,52%
Uncontrolled Circulation Rate White-collar	8,75%	10,43%	12,52%

*: It has been observed that the Employee Circulation Rate has increased in the automotive sector as of 2021, especially with the introduction of the local automotive company, as well as the reflection of the employees going abroad from the main industry and sub-industry to our company, and in order to better monitor this, the "Uncontrolled Employee Circulation Rate*₁" has also started to be monitored. In addition, it can be added that the lifting of the bans in 2022, followed by the prohibition of quitting during the pandemic process, is the source of the increase in 2022.

*1: This rate is monitored in order to reduce the circulation rate due to "resignation".

Opinion/Suggestion/Kaizen	2020	2021	2022
Opinion Rate Per Group	*	2,58	2,59

* It was not included in 2020 because it was not followed in the same way in all companies.

Occupational Accident and Occupational Disease	2020	2021	2022
Fatal Occupational Accident	0	0	0
Number of injuries with high result (incapacity for more than 6 months)	0	0	0
Occupational Disease Detected	0	0	0
Accident Frequency Rate * ₁	25	22	30
Accident Severity Ratio * ₂	0,28	0,4	0,33
Can Aluminium AFR/ASR	0/0,00	0/0,00	7/0,00
Canel AFR/ASR	22/0,17	21/0,17	47/0,35
Cansan AFR/ASR	23/0,39	19/0,70	21/0,35
Can Metal AFR/ASR	54/0,17	51/0,23	72/0,57
Canray AFR/ASR	28/0,35	22/0,22	0/0,00
Yeşilova Holding Center AFR/ASR	0/0,00	0/0,00	0/0,00

*1: Loss-time injury (LTI) frequency rate for direct labor - (total number of loss-time incidents) x 1,000,000/total hours worked across the company

*2: Loss-time injury (LTI) severity rate for direct labor (number of days lost due to injuries) x 1,000/total hours worked

» ANNEXES

	2020		2021		2022	
Raw Material Amount	Primary	Secondary	Primary	Secondary	Primary	Secondary
Aluminium *	16.948	8.465	15.447	9.503	17.309	7.477
RATIO	67%	33%	62%	38%	70%	30%

* It is calculated with the data of Cansan and Can Metal companies, which constitute the main input of all our production companies. Due to the increase in capacity in Cansan, the rate of primary aluminium use has increased.

	2020		2021		2022	
Group Waste Amount (ton)	Non-hazardous Waste	Hazardous Waste	Non-hazardous Waste	Hazardous Waste	Non-hazardous Waste	Hazardous Waste
Recovery	2.373	1.544	6.705	1.660	7.712	1.781
Reuse	0	0	0	0	0	0
Disposed of *	0	1	0	2	0	24
Not Disposed of (Stock)	0	0	0	0	0	0
Total by Hazard Class	2.373	1.545	6.705	1.662	7.712	1.805
TOTAL	3.917		8.367		9.517	

* Within the scope of GRI 306, combustion (R1) for the purpose of energy production from waste recovery codes, unlike the recovery of the product, combustion for the purpose of obtaining energy is considered to be transparent. Therefore, 0.5 tons for 2020, 2 tons for 2021 and 23.74 tons for 2022 were recorded under incinerated waste disposal with the energy recovery code R1.

Group Waste Density	2020	2021	2022
"Non-hazardous Waste (ton Waste/Turnover \$) * 1.000.000"	22	42	36
"Hazardous Waste (ton Waste/Turnover \$) * 1.000.000"	14	10	8

	2020			2021			2022		
Company Waste Amount (ton)	Non-hazardous Waste	Hazardous Waste	Total	Non-hazardous Waste	Hazardous Waste	Total	Non-hazardous Waste	Hazardous Waste	Total
Can Aluminium	-	-	0,000	-	-	0,000	-	0,434	0,434
Recovery	-	-	0,000	-	-	0,000	-	0,434	0,434
Canel	92,338	105,744	198,082	117,753	77,589	195,342	242,253	206,228	448,481
Recovery	92,338	105,744	198,082	117,553	77,484	195,037	242,253	206,223	448,476
Disposed of *	-	-	0,000	-	0,005	0,005	-	0,005	0,005
Not Disposed of (Stock)	-	-	0,000	0,200	0,100	0,300	-	-	0,000
Cansan	2207,238	1259,620	3466,858	6456,520	1494,160	7950,680	7274,162	1517,058	8791,220
Recovery	2207,238	1259,116	3466,354	6456,520	1492,156	7948,676	7274,162	1517,049	8791,211
Disposed of *	-	-	0,000	-	2,004	2,004	-	0,009	0,009
Can Metal	73,019	179,348	252,367	130,733	90,670	221,403	152,972	81,104	234,076
Recovery	73,019	179,347	252,366	130,733	90,670	221,403	152,972	57,355	210,327
Disposed of *	-	0,001	0,001	-	-	0,000	-	23,749	23,749
Canray	-	-	0,000	-	-	0,000	42,870	-	42,870
Recovery	-	-	0,000	-	-	0,000	42,870	-	42,870
Yeşilova Holding Center*1	-	-	0,000	-	-	0,000	-	-	0,000

* Within the scope of GRI 306, incineration (R1) for the purpose of energy production from waste recovery codes is considered as disposal for the purpose of obtaining energy different from the recovery of the product. For this reason, 0.5 tons for Cansan for 2020, 2 tons for 2021 and 23.74 tons for Can Metal for 2022 were recorded under incinerated waste disposal with R1 energy recovery code.

*1: As Yeşilova Central Company uses the offices in Cansan and Canel companies as offices, waste is managed in these companies.

Group Corporate Carbon Footprint (ton CO ₂ -e)	2020	2021	2022
Scope 1 Emissions	6.139	7.106	8.251
Scope 2 Emissions	8.233	8.747	12.067
TOTAL	14.372	15.853	20.318

Carbon Footprint Density	2020	2021	2022
Scope 1 and 2 Emissions (ton CO ₂ -e/Turnover \$) * 1.000.000	131	100	94

	2020			2021			2022		
Company Corporate Carbon Footprint (ton CO ₂ -e)	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total
Can Aluminium	113	122	235	117	110	228	112	173	284
Canel	867	1.074	1.942	1.252	1.561	2.813	1.632	2.637	4.269
Cansan	3.275	5.987	9.262	3.469	5.825	9.294	3.704	7.174	10.878
Can Metal	1.827	1.050	2.877	2.191	1.121	3.312	2.532	1.735	4.266
Canray	-	-	0	23	129	152	196	349	544
Yeşilova Holding Center* ¹	56	-	56	55	-	55	77	-	77

*1: Since Yeşilova Central Company uses the offices in Cansan and Canel companies as offices, Scope 1 emissions arising only from company vehicles have been calculated.

Group Energy Consumptions	2020	2021	2022
Natural gas (sm ³)	2.932.061	3.416.007	3.969.623
Electricity (kwh)	18.670.031	23.325.311	24.931.581
Diesel (ton)	10	11	17
TOTAL TEP	4.035	4.835	5.436

Energy Density	2020	2021	2022
Total Energy Consumption (TOE/Turnover \$) *1.000.000	37	30	25

	2020			2021			2022		
Company Energy Consumptions	Natural Gas (sm ³)	Electric (kwh)	Diesel (ton)	Natural Gas (sm ³)	Electric (kwh)	Diesel (ton)	Natural Gas (sm ³)	Electric (kwh)	Diesel (ton)
Can Aluminium	10.627	277.068	-	10.010	294.251	-	10.491	356.624	-
Canel	371.832	2.435.775	-	593.859	4.163.727	-	774.770	5.448.985	-
Cansan	1.629.948	13.576.117	10,20	1.704.625	15.532.967	10,48	1.819.326	14.821.706	17,01
Can Metal	919.654	2.381.071	-	1.107.514	2.989.507	0,50	1.278.365	3.584.119	-
Canray	-	-	-	-	344.859	-	86.671	720.146	-
Yeşilova Holding Center* ¹	-	-	-	-	-	-	-	-	-

*1: Since Yeşilova Central Company uses the offices in Cansan and Canel companies as offices, energy consumption is managed in these companies.

Group Drawn Water Amount	2020	2021	2022
Underground water drawn m ³	4.813	2.605	1.976
Mains water drawn (1st and 2nd quality) m ³	115.593	112.887	118.997
Other water drawn (tanker) m ³	0	0	0
TOTAL	120.406	115.492	120.973

Group Density of Drawn Water	2020	2021	2022
Drawn Water (underground, mains and other) (m ³ /Turnover \$)* 1.000	1,1	0,7	0,6

Group Amount of Water Discharged and Consumed	2020	2021	2022
Discharge to mains m ³	107.867	118.645	107.700
3.Party or other discharge m ³	0	0	0
Water consumption m ³	12.539	-3.153*	13.273

* Calculated based on water and wastewater bills.

	2020			2021			2022		
Company Water Consumptions	Drawn Water (m ³)	Discharged Water (m ³)	Water Consumed (m ³)	Drawn Water (m ³)	Discharged Water (m ³)	Water Consumed (m ³)	Drawn Water (m ³)	Discharged Water (m ³)	Water Consumed (m ³)
Can Aluminium	695	690	5	625	616	9	647	637	10
Canel	19.882	19.882	0	20.982	19.245	1.737	27.989	23.251	4.738
Cansan	82.975	82.975	0	81.999	81.999	0	71.393	71.393	0
Can Metal	16.854	4.320	12.534	11.886	15.048	-3.162*	20.944	7.681	13.263
Canray* ¹	0	0	0	0	0	0	0	0	0
Yeşilova Holding Center* ²	0	0	0	0	0	0	0	0	0

* Calculated based on water and wastewater bills.

*¹: Canray also met the need for human water consumption from Cansan during the reporting period and was also recorded as 0 because it was not invoiced.

*²: Since Yeşilova Central Company uses the offices in Cansan and Canel companies as offices, water consumption is managed in these companies.

GRI CONTENT INDEX

Notice of Use: YEŞİLOVA HOLDING has reported the information specified in the GRI content index for the period of 01.01.2021-31.12.2022 in accordance with the GRI Standards.

GRI 1 Used: GRI 1: Baseline 2021

Current GRI Sector Standard(s): The current industry standard has not yet been published by GRI.

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER
General Definitions		
GRI 2: General Definitions 2021	2-1 Organizational structure	About Yeşilova 8
	2-2 Organizations included in the organization's sustainability reporting	About this Report 3
	2-3 Reporting period, frequency and contact point	About this Report 3
	2-4 Re-expression of information	Initial Report 3
	2-5 External assurance	About this Report. No external audit was received additionally 3
	2-6 Activities, value chain and other business relationships	About Yeşilova 8
	2-7 Employees	About Yeşilova, Employment, Diversity and Equal Opportunities, Indicators 8,59, 90
	2-8 Non-employee workers	Occupational Health and Safety 73
	2-9 Governance structure and composition	Corporate Governance - Board, Committee and Working Groups 16
	2-10 Nomination and selection of the highest governance body	Corporate Governance - Board, Committee and Working Groups 16
	2-11 Chairman of the highest governance body	Corporate Governance - Board, Committee and Working Groups 16
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance - Board, Committee and Working Groups 16
	2-13 Transfer of responsibility for managing impacts	Corporate Governance - Board, Committee and Working Groups 16
	2-14 Role of the highest governance body in sustainability reporting	Corporate Governance - Board, Committee and Working Groups 16
	2-15 Conflicts of Interest	Internal Audit, Ethics and Anti-Corruption 19
	2-16 Communicating critical concerns	Internal Audit, Ethics and Anti-Corruption 19
	2-17 Collective knowledge of the highest governance body	Corporate Governance - Board, Committee and Working Groups 16
	2-18 Evaluation of the performance of the highest governance body	Yeşilova Holding is a family company and issues such as working or internship conditions of family members and people to be included in the family, recruitment and evaluation processes, performance evaluations, conditions of participation in management, conditions of being a member of the board of directors, formation of management bodies, rules and restrictions on shareholding and succession plan are governed by the "Family Constitution". The performances of the Board members are followed by periodic feedback interviews. 95
	2-19 Remuneration policies	Wage Policy and Benefits, Appreciation and Rewarding 68, 69
	2-20 Wage determination process	Wage Policy and Benefits, Appreciation and Rewarding 68, 69
	2-21 Annual total wage rate	Economic Performance 35
	2-22 Explanation on sustainable development strategy	Our Sense of Sustainability 22
	2-23 Policy commitments	Our Sense of Sustainability 22

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER	
General Definitions			
GRI 2: General Comments 2021	2-24 Placement of policy commitments	Boards, Committees and Working Groups	16
	2-25 Processes for correcting adverse effects	Internal Audit, Ethics and Anti-Corruption, Risk Management	19
	2-26 Mechanisms to seek advice and raise concerns	Internal Audit, Ethics and Anti-Corruption	19
	2-27 Compliance with laws and regulations	Risk Management	19
	2-28 Memberships	Stakeholder Engagement and the Ecosystem	26
	2-29 Stakeholder engagement approach	Stakeholder Engagement and the Ecosystem	26
	2-30 Collective bargaining agreements	Freedom of association	70
Priority Issues			
GRI 3: Priority Issues 2021	3-1 The process of identifying priority issues	Our Sense of Sustainability, Stakeholder Engagement and the Ecosystem	22, 26
	3-2 List of material topics	Our Sense of Sustainability, Stakeholder Engagement and the Ecosystem	22, 26
Economic Performance			
GRI 3: Priority Issues 2021	3-3 Management of material topics	Market Presence, Economic Performance, R&D and Innovation, Water and Wastewater Management, Climate Change and Carbon Footprint, Wage Policy and Benefits	32, 35, 42, 53, 47, 68
GRI 201: Economic Performance 2016	201-1 Direct economic value produced and distributed	Market Presence, Economic Performance (Limited data disclosed as it is not a publicly traded company)	32, 35
	201-2 Financial consequences and other risks and opportunities arising from climate change	R&D and Innovation, Water and Wastewater Management, Climate Change and Carbon Footprint	42, 53, 47
	201-3 Defined benefit plan obligations and other retirement plans	Wage Policy and Benefits	68
	201-4 Financial assistance received from government	Indicators	90
Market Presence			
GRI 3: Priority Issues 2021	3-3 Management of material topics	Wage Policy and Benefits	68
GRI 202: Market Presence 2016	202-1 Standard entry-level wage rates by gender compared to the local minimum wage	Wage Policy and Benefits	68
	202-2 Ratio of senior management hired from the local community	GRI Content Index: The senior executives of all our companies included in the reporting are citizens of the Republic of Turkey.	96

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER
Priority Issues		
Indirect Economic Impacts		
GRI 3: Priority Issues 2021	3-3 Management of material topics	R&D and Innovation, Water and Wastewater Management, Technology and Digitalization 42, 53, 57
GRI 203: Indirect Economic Impacts 2016	203-1 Supported infrastructure investments and services	R&D and Innovation, Water and Wastewater Management, Technology and Digitalization 42, 53, 57
	203-2 Significant indirect economic impacts	R&D and Innovation, Water and Wastewater Management, Technology and Digitalization 42, 53, 57
Procurement Practices		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Responsible Supply Chain 76
GRI 204: Procurement Practices 2016	204-1 Ratio of expenditure on local suppliers	Responsible Supply Chain 76
Anti-Corruption		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Internal Audit, Ethics and Anti-Corruption, Risk Management 19
GRI 205: Anti- Corruption 2016	205-1 Operations assessed for risks related to corruption	Internal Audit, Ethics and Anti-Corruption, Risk Management 19
	205-2 Communication and training on anti-corruption policies and procedures	Internal Audit, Ethics and Anti-Corruption, Risk Management 19
	205-3 Verified corruption incidents and measures taken	Internal Audit, Ethics and Anti-Corruption, Indicators 19, 90
Anti-competitive Conduct		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Internal Audit, Ethics and Anti-Corruption, Risk Management 19
GRI 205: Anti- Corruption 2016	206-1 Legal proceedings for anti-competitive conduct, trust and monopoly practices	GRI Content Index: In the reporting period, there are no practical procedures for anti-competitive conduct, trust and monopoly practices. 97

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER
Priority Issues		
Tax		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Economic performance 35
GRI 207: Tax 2019	207-1 Approach to Taxation	Economic performance 35
	207-2 Tax governance, control and risk management	Economic performance 35
	207-3 Stakeholder engagement and management of tax concerns	Economic performance 35
	207-4 Country-based reporting	Economic Performance, Indicators 35, 90
Materials		
GRI 3: Priority Issues 2021	3-3 Management of material topics	R&D and Innovation, Waste and Resource Management 42, 45
GRI 301: Materials 2016	301-1 Materials used by weight or volume	About Yeşilova (Main raw material consumption added) 8
	301-2 Recycled material used rate	Waste and Resource Management, Indicators 45, 92
	301-3 Recycled products and packaging materials	Waste and Resource Management, Indicators 45, 92
Energy		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Energy Management, Climate Change and Carbon Footprint 51, 47
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management 51
	302-2 Energy consumption outside the organization	Climate Change and the Carbon Footprint 47
	302-3 Energy density	Energy Management 51
	302-4 Reducing energy consumption	Energy Management 51
	302-5 Decrease in energy requirements of products and services	Energy Management 51
Water and waste		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Water and Wastewater Management 53
GRI 303: Water and Waste Waters 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management 53
	303-2 Management of impacts related to water discharge	Water and Wastewater Management 53
	303-3 Drawing water	Water and Wastewater Management 94
	303-4 Water discharge	Indicators 94
	303-5 Water consumption	Indicators 94

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER
Priority Issues		
Biodiversity		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Compliance with Environmental Legislation 45
GRI 304: Biodiversity 2016	304-1 Owned, leased, managed operational sites within or adjacent to protected areas and areas of high biodiversity value outside protected areas	GRI Content Index: There are no protected areas in the residential areas where we operate. 99
	304-2 Significant impacts of activities, products and services on biodiversity	GRI Content Index: There are no protected areas in the residential areas where we operate. 99
	304-3 Protected or restored habitats	GRI Content Index: There are no protected areas in the residential areas where we operate. 99
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	GRI Content Index: There are no protected areas in the residential areas where we operate. 99
Emissions		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Climate Change and the Carbon Footprint 47
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Indicators 93
	305-2 Indirect energy (Scope 2) greenhouse gas emissions	Indicators 93
	305-3 Other indirect (Scope 3) greenhouse gas emissions	Climate Change and the Carbon Footprint 47
	305-4 Emission density of greenhouse gases	Climate Change and the Carbon Footprint 47
	305-5 Reducing Greenhouse Gas Emissions	Climate Change and the Carbon Footprint 47
	305-6 Emissions of ozone-depleting substances (ODS)	GRI Content Index: No Ozone Depleting Substances (ODS) Consumption was reported by our companies during the reporting period. 99
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Compliance with Environmental Legislation 45
Waste		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Waste and Resource Management 45
GRI 306: Waste 2020	306-1 Significant impacts related to waste generation and waste	Waste and Resource Management 45
	306-2 Management of significant waste-related impacts	Waste and Resource Management 45
	306-3 Waste generated	Indicators 92
	306-4 Waste separated from disposal	Indicators 92
	306-5 Waste for Disposal	Indicators 92

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER
Priority Issues		
Supplier Environmental Assessment		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Responsible Supply Chain 76
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers screened using environmental criteria	Responsible Supply Chain 76
	308-2 Adverse environmental impacts in the supply chain and measures taken	Responsible Supply Chain 76
Business		
GRI 3: Priority Issues2021	3-3 Management of material topics	Employment, Diversity and Equal Opportunities, Wage Policy and Benefits 59, 68
GRI 401: Employment 2016	401-1 Recruitment and circulation of new employees	Indicators 91
	401-2 Benefits provided to full-time employees who are not provided to temporary or part-time employees	Wage Policy and Benefits 68
	401-3 Parental leave	Employment, Diversity and Equal Opportunity 59
Work/Management Relations		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Employment, Diversity and Equal Opportunity, Employee Satisfaction 59, 70
GRI 402: Work/ Management Relations 2016	402-1 Minimum notice periods for operational changes	GRI Content Index: Legal notice periods are taken into account in important task changes. 100
Occupational health and safety		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Occupational Health and Safety 73
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety management system	Occupational Health and Safety 73
	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety 73
	403-3 Occupational health services	Occupational Health and Safety 73
	403-4 Employee participation in occupational health and safety, consultation and communication	Occupational Health and Safety 73
	403-5 Employee training on occupational health and safety	Occupational Health and Safety, Indicators 73, 91
	403-6 Promotion of occupational health	Occupational Health and Safety, Indicators 73, 91

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER
Priority Issues		
GRI 403: Occupational Health and Safety 2018	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to labor relations	Occupational Health and Safety 73
	403-8 Employees covered by the occupational health and safety management system	Occupational Health and Safety 73
	403-9 Work-related injuries	Occupational Health and Safety, Indicators 73, 91
	403-10 Work-related disease	Occupational Health and Safety, Indicators 73, 91
Education and training		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Employee Development, Talent Management, Performance Management 64, 68
GRI 404: Education and Training 2016	404-1 Average hours of training per employee per year	Indicators 91
	404-2 Programs and transition assistance programs to improve employee skills	Employee Development 64
	404-3 Percentage of employees receiving regular performance and career development reviews	Performance Management, Talent Management 68, 66
Diversity and equal opportunities		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Employment, Diversity and Equal Opportunities, Wage Policy and Benefits, Leadership Management 59, 68, 67
GRI 405: Diversity and Equal Opportuni- ties 2016	405-1 Yönetişim organlarının ve çalışanlarının çeşitliliği	Diversity and equal opportunity 59
	405-2 Ratio of women's basic salaries and wages to men's	Wage Policy and Benefits 68
Non-discrimination		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Employment, Diversity and Equal Opportunities, Internal Audit, Ethics and Anti-Corruption 59, 19
GRI 406: Prohibition of discrimination 2016	406-1 Discrimination cases and corrective measures taken	Indicators 90
Freedom of Association and Collective Bargaining		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Freedom of association 70
GRI 407: Organization and Collective Bargaining	407-1 Operations where the right to freedom of association and collective bargaining may be at risk and suppliers	Freedom of Association, Indicators 70, 91

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER
Priority Issues		
Child Labor		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Prohibition of Forced Labor and Child Labor 70
GRI 408: Child Labor 2016	408-1 Operations at significant risk of child labor incidents and suppliers	Prohibition of Forced Labor and Child Labor 70
Forced Labor		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Prohibition of Forced Labor and Child Labor 70
GRI 409: Forced or Involuntary Labor 2016	409-1 Operations with significant risk of incidents of forced or involuntary labor and suppliers	Prohibition of Forced Labor and Child Labor 70
Security Practices		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Internal Audit, Ethics and Anti-Corruption 19
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	GRI Content Index: Security personnel subject to private security officer certificate are employed. 100
Rights of Local People		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Internal Audit, Ethics and Anti-Corruption 19
GRI 411: Rights of Local People 2016	411-1 Incidents of violations involving the rights of local people	GRI Content Index: There have been no incidents of violations involving the rights of local people. 102
Local communities		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Internal Audit, Ethics and Anti-Corruption 19
GRI 413: Local Communities 2016	413-1 Operations with local community involvement, impact assessments and development programs	GRI Content Index: There have been no incidents of violations involving the rights of local people. 102
	413-2 Operations with significant current and potential adverse impacts on local communities	GRI Content Index: There have been no incidents of violations involving the rights of 102

GRI STANDARD/ OTHER SOURCE	ANNOUNCED	TITLE and PAGE NUMBER
Priority Issues		
Supplier social assessment		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Responsible Supply Chain 76
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers scanned using social criteria	Responsible Supply Chain 76
	414-2 Adverse social impacts in the supply chain and measures taken	Responsible Supply Chain 76
Customer health and safety		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Production Quality and Customer Satisfaction 74
GRI 416: Customer Health and Safety 2016	416-1 Evaluation of health and safety effects of product and service categories	Production Quality and Customer Satisfaction 74
	416-2 Cases of non-compliance with the health and safety effects of products and services	Production Quality and Customer Satisfaction 74
Marketing and labelling		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Prohibited Restricted Chemicals and Conflict Minerals, Production Quality and Customer Satisfaction 54, 74
GRI 417: Marketing and Labelling 2016	417-1 Ürün ve hizmet bilgileri ve etiketleme için gereklilikler	Prohibited Restricted Chemicals and Conflict Minerals, Production Quality and Customer Satisfaction 54, 74
	417-2 Cases of non-compliance with product and service information and labelling	GRI Content Index: There was no incident during the reporting period. 103
	417-3 Cases of non-compliance with marketing communications	GRI Content Index: There was no incident during the reporting period. 103
Customer privacy		
GRI 3: Priority Issues 2021	3-3 Management of material topics	Internal Audit, Ethics and Anti-Corruption, Production Quality and Customer Satisfaction 19, 74
GRI 418: Customer Privacy 2016	418-1 Verified complaints of breach of customer confidentiality and loss of customer data	GRI Content Index: During the reporting period, there was no case of violation of the confidentiality of 103

Issues that are material for Yeşilova Holding but not included in GRI standards: Corporate Culture, Benchmarking Studies

Issues determined not to be material in the applicable GRI Sector Standards

TITLE	DESCRIPTION
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GRI 415: Public Policy 2016	There is no financial or political contribution to any party.
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YEŞİLOVA HOLDING CENTER GLOBAL COMPACT PROGRESS REPORT

GLOBAL PRINCIPLES	RELEVANT SECTION AND PAGE NUMBER
Human Rights	
Principle 1. Businesses should support and respect proclaimed human rights	Corporate Governance, 16, 19, 22 Internal Audit, Ethics and Anti-Corruption
Principle 2. Businesses should not be complicit in human rights violations	Sense of Sustainability
Working Standards	
Principle 3. Businesses should support workers' freedom of association and collective bargaining	Employment, Diversity and equal opportunity 59, 70, 70
Principle 4. Forced and involuntary labor must be stopped	Freedom of association
Principle 5. All forms of child labor must be stopped	Prohibition of Forced Labor and Child Labor
Principle 6. Discrimination in recruitment must be stopped	
Environment	
Principle 7. Businesses should support a precautionary approach to environmental challenges	R&D and Innovation, 42, 45, Waste and Resource Management 47, 51, 53
Principle 8. Support all kinds of activities and formations that will increase environmental responsibility	Climate Change and the Carbon Footprint
Principle 9. Discourage the development and dissemination of environmentally friendly technologies	Energy Management Water and Wastewater Management
Anti-Corruption	
Principle 10. Businesses must fight corruption in all its forms, including bribery and extortion	Internal Audit, Ethics and Anti-Corruption 19

WOMEN 'S EMPOWERMENT PRINCIPLES (WEPS) PROGRESS STATEMENT

PRINCIPLES	RELEVANT SECTION AND PAGE NUMBER
Principle 1: Corporate Leadership Promoting Gender Equality	Sense of Sustainability 22
Principle 2: Equal Opportunities, Participation and Anti-Discrimination	Employment, Diversity and equal opportunity 59
Principle 3: Health, Safety and Freedom Against Violence	Internal Audit, Ethics and Anti-Corruption, Our Sense of Sustainability, Occupational Health and Safety 19, 22, 73
Principle 4: Education and Training	Employee Development, Talent Management 64, 66, 67, 91
Principle 5: Business Development, Supply Chain and Marketing Practices	Leadership Management, Indicators 76
Principle 6: Social Leadership and Participation	Employment, Diversity and Equal 67
Principle 7: Measuring and Transparent Reporting for Gender Equality	Opportunities, Wage Policy and Benefits, Indicators 59, 68, 90



DID YOU KNOW?

As one of Yeşilova Companies
Holiday Inn Bursa City Centre;
Is Bursa's only environmentally friendly
Leed Certified hotel and the highest rated
hotel in Bursa in the guest satisfaction category
with **9.1 points on Booking.com**



Holiday Inn
Bursa City Centre



Yeşilova Holding 2021-2022 Sustainability Report has been prepared for informational purposes only, and all information, opinions and assessments contained in this report, which do not purport to be complete, have not been independently verified.