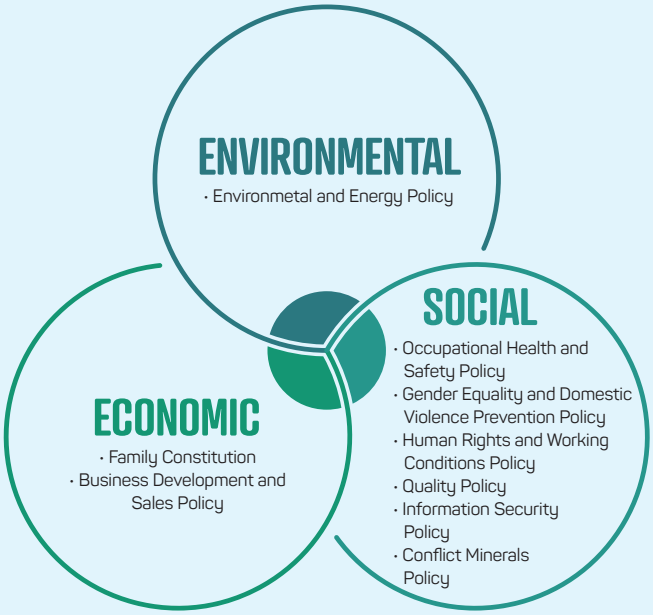
YEŞİLOVA GROUP COMPANIES POLICIES



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As Yeşilova Group, we act responsibly in alignment with our vision of 'A cleaner and better future transformed with aluminum' and our purpose of 'Enabling innovation and sustainability in critical industries through our aluminum solutions. We reflect our vision and our purpose not only limited to our business but also in our policies where we strive for sustainability and human well-being at a global level.

In this policy booklet, we emphasize our commitment to the principles of the Global Compact and the Women's Empowerment Principles (WEPs) in all our activities and processes. We prioritize Sustainable Development Goals (SDGs), particularly focusing on Gender Equality (SDG5), Affordable and Clean Energy (SDG7), Decent Work and Economic Growth (SDG8), and Responsible Consumption and Production (SDG12), while implementing relevant management systems. We present our environmental, social, economic, and governance-focused policies in detail to continuously enhance our performance. Simultaneously, we aim for these policies to be adopted and implemented by our suppliers, fostering a holistic approach towards sustainability throughout our supply chain.



GOVERNANCE

- Corporate Social Responsibility Policy
- Sustainable Supply Chain Policy
- Ethics Policy

ENVIRONMENTAL



ENVIRONMENTAL AND ENERGY POLICY

As Yeşilova Group, we are committed to shaping the most environmentally friendly metal, "Aluminum," through research and innovation for a sustainable world. Guided by the principles that form our corporate structure and the values we uphold, we operate with a mindset of creating benefits for all our stakeholders.

In line with our environmentalist values, we commit to adopting the following pledges to strengthen our strategy Prepare a Sustainable Future, in alignment with our purpose and context.

- We ensure compliance by follwing environmental and energy-related legal regulations as well as other applicable requirements.
- We attach importance to using energy, raw materials, natural and other resources efficiently, preventing waste and pollution, and protecting the environment for sustainable resource management by determining the environmental impacts arising from all our activities from a Life Cycle perspective.
- We prioritize keeping all waste amounts arising from our activities, especially aluminum waste, under control, separating and reducing them at source, and recycling and recovery.
- In line with our reducing water consumption target, we aim to improve our performance by focusing on reducing water withdrawal and increasing water efficiency.
- We implement new practices beyond legal requirements when necessary in order to prevent air, water, soil and noise pollution resulting from our activities and to protect the quality of these elements.
- We are evaluating measures to minimize the negative impacts on flora and fauna within the scope of biodiversity within our operating boundaries.
- Within the scope of combating climate change, we are working to reduce our direct and indirect greenhouse gas emissions by reducing energy consumption and increasing energy efficiency, taking into account national and international emission targets. At the same time, we aim to reduce our carbon footprint and implement the use of renewable energy for energy efficiency in our operations within the scope of our Net 0 Road Map.
- We identify banned/restricted chemicals and other materials that pose a danger to the environment and humans and ensure the safe use of chemicals.
- We purchase energy efficient products and services to improve energy performance, as well as consider energy performance in the design and modification of our processes.
- Knowing that human resources are indispensable and the most important value for Yeşilova, we organize training and awareness-raising activities on environment and energy issues for all our company employees and provide consultation and participation with employees/employee representatives.
- By prioritizing the use of secondary aluminum for raw materials, we reduce both the carbon footprint and the impact of our products on biodiversity.
- We fulfill our responsibilities towards our stakeholders, together with our suppliers, with the awareness of responsible production and consumption in the products and services we offer to our customers.
- We improve our way of doing business by adopting corporate risk management to manage environmental and energy-related risks and evaluate opportunities.
- We implement internal control and audit mechanisms in the areas required to make success sustainable.
- We are committed to continuous improvement to increase our Environmental and Energy performance and to provide the resources and information required to achieve our goals.

SOCIAL


YEŞİLOVA
KENDİ OYUNCAĞIMI YAPIYORUM
SERGİSİNE KATILIMINDAN DOLAYI TEŞEKKÜR EDERİZ
Çevreyi koruma bilinciyle hareket ederek dünyamızı güzelleştirmek elimizde. Dünyanın geleceğinde hepimizin katkısı olduğunu biliyoruz fakat bu senaryoda en büyük kahraman SENSİN. Geri dönüşüm bilinciyle yaratıcı zekanı harmanlayarak ortaya harika bir iş çıkardın. Yeşilova olarak bizim de sana küçük bir hediyemiz var. Ailen ile birlikte keyifli bir gün geçirmeni dileriz.
Yeşili sev, doğayı koru, geri dönüşümü önemse.
CARDS
"Çocuklar geleceğimizin güvencesi, yaşama sevincimizdir. Bugünün çocuğunu, yarının büyüğü olarak yetiştirmek hepimizin insanlık görevidir."

OCCUPATIONAL HEALTH AND SAFETY POLICY

As Yeşilova Group, we are determined to ensure that our employees, who are one of our most important stakeholders, are in a safe and healthy working environment in line with our aim and context, in line with our purpose of "Happy People, Sustainable World" and our strategy of "We are Transforming Our Corporate Culture".

In this regard, our commitments regarding occupational health and safety are as follows:

- We comply by following legal regulations and other applicable conditions regarding Occupational Health and Safety.
- Within the framework of the '10 Golden Rules' we have adopted, we protect our employees and provide a healthy and safe work environment by working in accordance with the procedures determined with the approach to preventing work accidents and occupational diseases.
- We constantly identify and analyze risks to prevent occupational accidents and occupational diseases of our employees and take the necessary measures to manage these risks.
- We detect and analyze all kinds of physical, chemical, biological and all other dangers, risks and near miss situations in the work environment, take precautions and manage situations that occur despite these measures.
- We identify banned/restricted chemicals and other materials that pose a danger to Occupational Health and Safety and ensure the safe use of chemicals.
- We primarily adopt the use of substitution and collective protection methods against risks identified according to their fields of activity for all our employees and stakeholders in our facilities, and when necessary, we provide personal protective equipment and ensure their correct use.
- We carry out regular checks and take necessary precautions to ensure the safe operation of all machines and equipment in our facilities.
- We take proactive measures and regularly review emergency plans to be prepared for all kinds of natural disasters, fires and other emergencies.
- In order to provide a healthy and safe workplace environment, we carry out ergonomics studies that design the job to suit them, rather than physically forcing our employees to fit the job.
- Knowing that human resources are our indispensable and most important value, we regularly train and raise awareness of all our employees on occupational health and safety issues on behalf of Yeşilova.
- We ensure to seek views and participate in decision-making processes with our employees/ employee representatives in Occupational Health and Safety process.
- We ensure that our suppliers and visitors are informed about the Occupational Health and Safety rules of all Yeşilova Group Companies.
- By adopting Corporate Risk management, we attach importance to eliminating and reducing risks related to Occupational Health and Safety and seeing opportunities.
- We implement internal control and audit mechanisms in areas needed to ensure sustainable success.
- We are committed to continuous improvement to increase our Occupational Health and Safety per formance and to provide the resources and information required to achieve our goals.

GENDER EQUALITY AND DOMESTIC VIOLENCE PREVENTION POLICY

As Yeşilova Group, we operate with a commitment to creating value for all stakeholders based on the principles and values that have shaped our corporate structure from the past to the present. In this regard, we prioritize the well-being and development of our employees, who are our most valuable asset, in the light of the United Nations Global Compact and the WEPs (Women's Empowerment Principles) and the Business Against Domestic Violence (BADV) Project, led by the Sabancı University Corporate Governance Forum, which aims to establish support mechanisms to combat domestic violence in the workplace. With our purpose of "Happy People, Sustainable World" and our strategy of "Transforming Our Corporate Culture," we strive to create a more productive and inclusive corporate culture in the ecosystem we operate in, embracing diversity and inclusivity, and standing against gender discrimination. As part of our priority to further educate, empower, and support women, we implement various practices within our Group to ensure the balance between work and personal life for our female employees, improve working conditions, prevent domestic violence and reduce its negative effects on our employees and increase female employment.

As Yeşilova Group, our commitments to gender equality and the empowerment and support of women include:

We prioritize creating a healthy and safe environment free from all forms of violence, harassment, and threats in all our workspaces. We know that domestic violence negatively impacts the mental and physical health of our employees and hinders their participation in professional life. Therefore, we consider violence in our employees' personal lives, not just in the workplace, as an issue that affects the workplace. With this sense of responsibility, we are establishing preventive mechanisms and support systems to protect those affected, and we are developing collaborations with specialized non-governmental organizations. Through these partnerships, we ensure that our employees have access to the support and information they need without experiencing secondary victimization.

We implement our recruitment, training and development, performance management, wage management, career management, appreciation, and reward practices within the framework of equal opportunities, without discrimination based on race, color, gender, religion, language, marital status, sexual orientation, gender identity, political views or affiliation, ethnic identity, health status, family responsibilities, union activity or membership, physical disability, or age.

We believe that ensuring gender equality primarily requires the empowerment and support of women in the workplace and social life, and in this context, we provide necessary support (training, courses, professional development opportunities, etc.) to our colleagues within our Group.

We observe gender equality at all levels throughout our Group. With the perspective that 'there are no traditional roles within Yeşilova Holding, both women and men can do any job,' we strive to increase female employment in all positions and roles. To maintain work-life balance and minimize the negative effects of domestic violence, we

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- We value efforts to increase awareness of gender equality and domestic violence among all our stakeholders.

- We engage in activities at national and international platforms under the scope of gender equality, create exemplary practices in our industry, and develop value-creating collaborations with public institutions, civil society, and relevant organizations.

- We reflect our approach to gender equality in all our internal and external communications, emphasizing our sensitivity in this regard in every area.

- We commit to ensuring the sustainability of all our activities related to gender equality by transforming our 'Balance at Work' project into the Work-Life Balance Committee.

HUMAN RIGHTS AND WORKING CONDITIONS POLICY

As Yeşilova Group, we act with the commitment to create a fair and honest working environment that respects human rights and workers' rights.

Our responsibilities within the scope of this policy:

- We treat all our employees in an honest, fair and equitable manner, and we undertake the responsibility of providing a safe and healthy working environment that respects human dignity by avoiding discrimination.
- During the recruitment process; By staying away from all kinds of discrimination, we focus on the acquisition of talents that are in line with the values and principles of the corporate culture, have the determined competencies, can be a part of change and development, and can create stable added value in synergy and cooperation.
- In order for our employees to be evaluated in possible career opportunities, based on the fact that the required staff is met by internal resources; We focus on improving their skills and competencies to prepare them for future job changes and promotions by ensuring equal opportunities within the framework of defined application rules and requirements.
- We consider the special circumstances of vulnerable and disadvantaged groups (indigenous peoples, women, national or ethnic, religious and linguistic minorities, children, people with disabilities, migrant workers and their families) who may be subject to acts contrary to their human rights and require special attention. In addition, we are aware of the possible impacts of land and water use in our value chain on human rights and we continue our activities in this field in accordance with our Environment and Energy Policy.
- We strongly oppose child and youth labor, which causes physical and psychological harm to children and young peopale and takes away their right to education. We also comply with the provisions of the Regulation regarding interns who are required to be employed in accordance with Law No. 3308, vocational training course interns, and students who are employed pursuant to protocols made with vocational schools and universities.
- We oppose all practices of forced labour, including modern slavery and all forms of human trafficking.
- Every job done at Yeşilova Group Companies is extremely important and valuable. With a defined, transparent and fair remuneration model based on international wage systems, we protect the rights of our employees in the light of the principle of "Equal Pay for Equal Work" and provide various fringe benefits to improve their opportunities.
- In order to ensure the work-private life balance of our employees, we monitor working hours within the scope of legal regulations, aim to prevent overtime, and attach importance to our employees taking regular breaks and leaves.
- We determine the personal data of our stakeholders and the risks related to the protection of this data, and take technical and administrative measures to ensure that these data are processed, prevented from being accessed and preserved in accordance with the law.
- As Yeşilova Group Companies, we respect the

HUMAN RIGHTS AND WORKING CONDITIONS POLICY

freedom of our employees to participate or not to participate in union organization and/or to make a collective bargaining agreement.

- While providing security services, we respect the honor, confidentiality and reputation of our employees.
- We constantly support and encourage the professional and cultural development of our employees at all levels, in line with both corporate goals and personal career goals.
- In order to ensure unity of direction in line with the main strategies, goals and objectives of Yeşilova Group companies, we create a win-win environment and a culture of unity and solidarity in which our employees are encouraged, encou raged and encouraged to create benefits by associating the impact of our employees' individual performances on the performance results of the institution.
- Being aware that quality and sincere communication is a priority at the core of a healthy organization, we are committed to maintaining and perpetuating positive and transparent communication among our staff at all levels.

** **Our Human Rights Policy is compatible with our Yeşilova Group Companies Code of Ethics and Conduct and our Supplier Code of Ethics and Conduct Sustainability Commitment.**

QUALITY POLICY

As Yeşilova Group, we provide services to many sectors with different product groups. We understand the varying customer expectations for strategic areas and aim to specialize and stand out in the competition by developing our strengths accordingly.

In this regard, our commitments are as follows:

- We offer superior quality products and services in a timely and reliable manner, meeting the needs and expectations of our customers and other relevant stakeholders, in accordance with our purpose and context, in all sectors and processes in which we operate, aimed at ensuring continuous development and improvement.

- We address product safety through a risk-based approach in our production and supply chain processes, prioritizing full compliance with technical specifications provided by the customer and applicable legislation, traceability, and the systematic management of product safety risks.

- We increase the awareness levels of all our company employees by organizing training and awareness-raising activities on Quality issues. In addition, we aim to constantly increase the quality level by giving importance to teamwork so that our employees become more competent and able to use their talents at the highest level.

- We prioritize communication with customer satisfaction and reflect their feedback into our development. We develop appropriate strategies for potential customers in line with our target markets.

- In order to ensure customer health and safety at the highest level, we meticulously carry out all necessary checks by ensuring that our products and services fully comply with safety standards.

- We see our suppliers as solution partners and follow and support their continuous development.

- By adopting Enterprise Risk Management, we attach importance to eliminating and reducing risks and seeing opportunities in quality issues.

- We implement internal control and audit mechanisms in the areas required to make success sustainable.

- In order to increase our quality performance, we are committed to providing the necessary resources and information to achieve our continuous improvement targets by first disseminating error prevention systems with the zero mistake principle.

INFORMATION SECURITY POLICY

As Yeşilova Group, we comply with the relevant legal regulations and other applicable conditions in order to ensure continuous development and improvement in accordance with our purpose and context in the sectors in which we operate.

In this regard, our commitments within the scope of Information Security are as follows:

- We care about the confidentiality of all information of our relevant stakeholders that we are obliged to protect and take the necessary precautions.
- We control the confidentiality as well as the integrity and accessibility of information assets, and aim for the continuity of the information security system by continuing with minimal interruption.
- We protect internal company confidential information, respect property rights and protect the company's intellectual property.
- We increase the awareness levels of all our company employees by organizing training and awareness-raising activities on Information Security issues.
- We improve our way of doing business by adopting corporate risk management to manage risks related to information security and evaluate opportunities.
- We implement internal control and audit mechanisms in the areas required to make success sustainable.
- We are committed to continuous improvement to increase our Information Security performance and to provide the resources and information required to achieve our goals.

CONFLICT MINERALS POLICY

"Conflict minerals" refer to Tantalum (Ta), Tin (Sn), Tungsten (W) and Gold (Au), also known as 3TG, mined in the eastern part of the Democratic Republic of Congo and neighboring countries in the so-called "Conflict Zone" . These minerals are sometimes mined "under the control of armed groups" and their illegal use and trade helps finance extremely violent conflicts. These armed groups cause serious social and environmental problems in the region, such as violation of human rights, theft, extortion, forced labor and child labor. Some of these minerals can find a place in the product supply chain all over the world, including the automotive industry.

We believe that collaboration between industries using conflict minerals is important to develop effective countermeasures against current social problems in the supply chain. As part of Yeşilova's respect for human rights, its goal is not to use conflict minerals directly or indirectly. We also expect our suppliers to determine internal policies and control methods that ensure that the products and components they provide to us do not contain conflict minerals.

ECONOMIC



FAMILY CONSTITUTION

** It is not shared for confidentiality reasons.

BUSINESS DEVELOPMENT AND SALES POLICY

As Yeşilova Group, we aim to gain competitive advantage by building our business strategy on customer focus, innovation and investments in technology.

In this regard, we adopt the following basic principles:

- Embracing a customer-centric approach, we focus on different sectors and product groups.
- By understanding customer expectations in strategic areas, we enhance our strengths and ensure our economic sustainability through collaboration with our customers.
- In a rapidly changing world, we aim to gain a competitive advantage by focusing on innovation and flexibility.
- We aim to distinguish our brand from competitors by strengthening our corporate reputation and integrating digital transformation into our business processes to enhance performance.
- We closely monitor technological developments and consider them a fundamental part of our business management.
- We strive to continuously improve our business processes and work towards achieving our corporate goals.
- By understanding customer expectations in different sectors and enhancing our strengths, we aim to specialize and stand out in competition.
- Identifying the aspects that differentiate the Yeşilova brand from other companies, we invest in engineering, knowledge, and technology to achieve the " Permanent Advantages" outlined in our vision.

GOVERNANCE



CORPORATE SOCIAL RESPONSIBILITY POLICY

At Yeşilova Group, we operate with the understanding of creating value for all stakeholders based on the principles that have formed our corporate structure and the values we hold from past to present. While doing so, we embrace social responsibility projects for the welfare of our society and sustainable development, aiming to raise awareness about sustainability. In this regard, we adopt a proactive and collaborative role to create added value for the community and all stakeholders.

In line with this, our commitments to Corporate Social Responsibility are as follows:

- We collaborate with civil society and educational institutions to implement projects aimed at improving the educational opportunities for children and youth.
- Sensitively addressing various needs of the community, we support projects in areas such as education, healthcare, environmental protection, and social development. Through these projects, we contribute to the community, striving for a fairer and more livable world.
- Believing in the power of education, we increase access to educational opportunities and contribute to social development through awareness-raising efforts, particularly focusing on women employees and the daughters of our employees.
- We support our employees in participating in social and community activities voluntarily.
- In line with our social awareness, we conduct corporate social responsibility initiatives aimed at leaving a more sustainable world for future generations, focusing on environmental protection, conservation of natural resources, and waste reduction.

ETHICS POLICY

As Yeşilova Group, we adopt the aim of "A Sustainable World with Happy Employees" in line with our vision and values. We do not limit this purpose only to our business, but also strive for sustainability and human well-being on a global level. In this context, we act by prioritizing honesty, ethics and responsibility in our business relationships.

In this regard, our commitments are as follows:

- Focusing on our purpose of "Happy People, Sustainable World", we act responsibly and adopt integrity and honesty as the basic principle.
- We act by considering sustainability goals for the environment, society and humanity.
- We prioritize information management in our activities and protect confidential information (such as trade secrets, financial information, personnel rights information).
- We take precautions to comply with ethical rules, without seeking personal gain.
- In order to protect the reputation of our company by complying with national and international laws, we stand at equal distance to all public institutions, administrative units, non-governmental organizations and political parties, without expecting any benefit.
- We respect the rights of our employees and customers.
- We fulfill our responsibilities towards our shareholders and act with financial discipline.
- · We maintain honesty in the competitive environment by treating our suppliers and collaborators fairly and conduct our procurement and customs operations in compliance with applicable laws and regulations.
- We aim for a sustainable value chain by collaborating with our suppliers. In this context, we ensure that our expectations are adopted by our suppliers with the Supplier Code of Ethics and Conduct Sustainability Commitment, and we also evaluate and improve them in this regard.

** **Our Ethics Policy is compatible with our Yeşilova Group Companies Code of Ethics and Conduct and our Supplier Code of Ethics and Conduct Sustainability Commitment.**

YEŞİLOVA