



SUSTAINABILITY REPORT

2023



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This report contains the sustainability activities and objectives undertaken by Cevher Jant in 2023. All information and opinions presented in the report have been provided by Cevher Jant and do not claim to be comprehensive. The data and information presented in the report have not been subject to independent verification and have been prepared solely for informational purposes and do not constitute investment recommendations.

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ABOUT REPORT

We are committed to providing our stakeholders with detailed and up-to-date information about our activities through our annual sustainability reports. These reports address both the social, governance and environmental impacts of our operations, aligning with the United Nations Sustainable Development Goals. The Cevher 2023 Sustainability Report details the initiatives and achievements of Cevher Jant Sanayii A.Ş. from January 1 2023 to December 31 2023. Our report has been prepared in accordance with GRI Standards. Please note that the information presented is based on internal contributions and has not been externally audited. We welcome any questions or feedback regarding the report, which can be sent to surdurulebilirlikekibi@cevherwheels.com.

HISTORY OF CEVHER

Cevher, founded in 1955 in İzmir under the leadership of Technical Teacher Hüseyin Özyavuz, is a leading company specialized in light alloy casting technologies in the automotive sector. Known as the first company to produce engine parts such as cylinder heads, manifolds, engine brackets, brake cylinders, and pump bodies in the Turkish casting industry, Cevher today stands as a well-established supplier specializing in the production of aluminum alloy wheels for leading Original Equipment Manufacturers (OEMs) such as Volkswagen, Audi, Mercedes-Benz, Skoda, Seat, and Stellantis.

Our annually published sustainability report aims to provide our stakeholders with up-to-date and comprehensive information about our activities. The report includes the progress and commitments we have made in key areas such as occupational health and safety, environmental protection, economic impact, and social responsibility.

Cevher's sustainability report is prepared in accordance with international standards and guidelines, primarily referencing the GRI (Global Reporting Initiative) Standards, same as the 2022 report. These standards ensure reporting is conducted with transparency, accountability, and reliability.

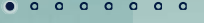
For the verification and transparency of the report, the information it contains has not been subject to external audit. (excluding GHG emission and energy consumption data (approved according to ISO 14064-1 standard) However, the entire reporting process is meticulously managed and reviewed by internal company experts and relevant departments.

Integrating sustainability principles into our way of doing business is part of our commitment to ensure the sustainability of our operations for future generations.



This report has been prepared to evaluate Cevher's sustainability performance in 2023 and to provide our stakeholders with up-to-date and comprehensive information about our activities.

MESSAGE FROM THE CEO



OĞUZ ÖZMEN
CEO

Dear Stakeholders

I am pleased to present our 2023 Sustainability Report.

As CEVHER, we are pleased to have taken a big step towards coordinating our sustainability goals and actions with our "Sustainability Committee", which we launched in 2021. We carry out our activities in compliance with our "ISO 14001 Environmental Management System" certificate. We are also proud to have successfully obtained the "ISO 14064 Greenhouse Gas Calculation and Verification Management System" certificate in 2023, which we received for the first time in 2021. In addition to our 2021 "Digital and Online Energy Monitoring" system, we have successfully completed the "ISO 50001 Energy Management System" certification in 2023, which is an important step in our sustainability roadmap.

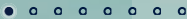
Thanks to the Aluminium Stewardship Initiative (ASI), which Cevher joined in 2021, we have attached great importance to certifying that the aluminium used in our operations is used transparently based on the 3 main topics of Sustainability, namely Environment, Social and Governance. As we were entitled to receive the "ASI Performance Standard V2-2017" certificate in 2022, we managed to receive the "ASI Performance Standard V3-2022" certificate in 2023. We are proud to be the first company in Türkiye to receive this certificate in the Wheel industry. We are also pleased to have renewed IREC (International Renewable Energy Certificate) for 2023, which reflects our commitment to supply energy from renewable sources.

With the awareness of assuming a pioneering role in the field of sustainability, CEVHER understands the importance of building the power of the businesses of the future on digitalisation, data analytics, artificial intelligence and sustainability goals. Accordingly, while drawing our sustainability roadmap by maintaining our leading position in the sector, we prioritise decarbonisation, carbon targets, combating climate change and sustainable development goals. We aim to continuously improve our sustainability performance through policies such as reducing carbon emissions, using renewable energy resources and waste management.

In 2023, we are proud of the progress we have achieved in the field of sustainability, and we would like to sincerely thank all our stakeholders who are moving forward with us in reducing our carbon footprint, promoting responsible business practices and continuing our commitment to contribute to a more sustainable future.

Sincerely,
Oğuz ÖZMEN

CEVHER: QUICK STATS



2020



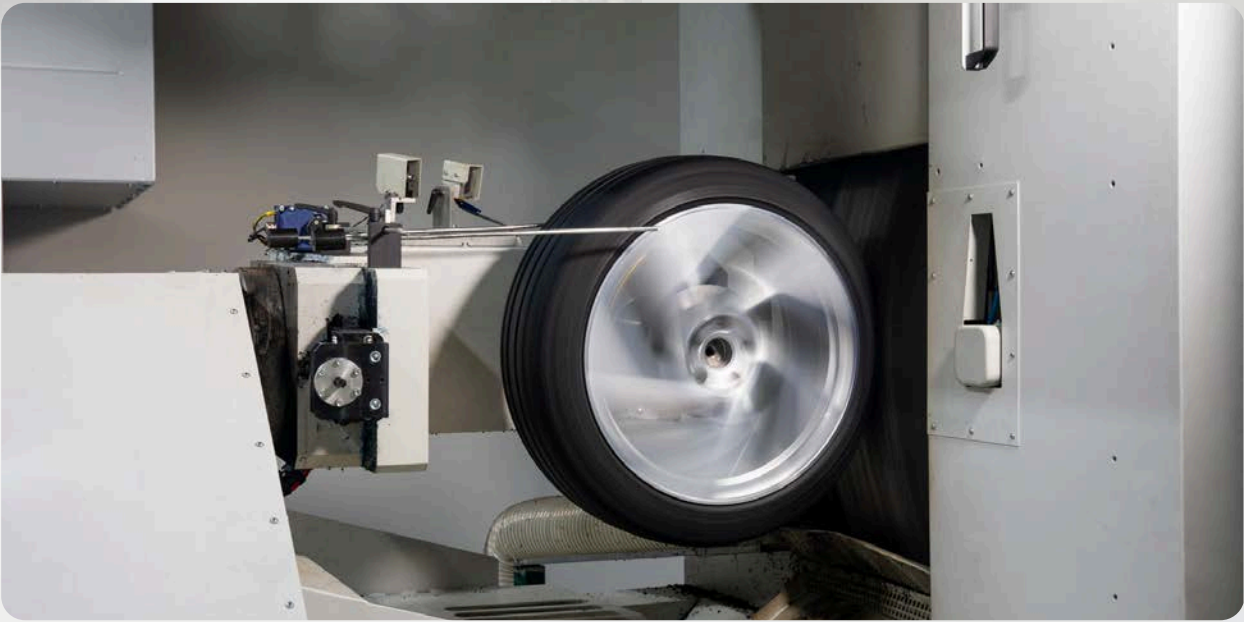
2021



2022



2023



NOTABLE ACHIEVEMENTS

1955

Cevher has been established by Technical Teacher Hüseyin Özyavuz in a small workshop in İzmir.

1968

Cevher Casting Bornova factory has been opened.

1975

Türkiye's first four stroke cylinder head and manifold have been manufactured for Tofas and Renault.

1980

Cevher Makine Sanayii A.Ş (CMS) was established.

1983

The first apprentice school has been opened by Cevher.

1984

The first OEM aluminium alloy wheel of the industry is produced for Tofaş.

1985

The first export of the Aegean automotive industry was realised.

1995

ISO 9001 Quality Management System certificate was obtained.

1997

Cevher Döküm - Çiğli factory began its operations.

QS 9000 Quality Management System certificate was obtained.

Cevher was rewarded with the GM Supplier of the year award.

1998

Cevher was rewarded with the GM Supplier of the year award.

1999

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2000

Cevher was rewarded with the GM Supplier of the year award.

Cevher Makine Sanayi A.Ş, a part of Cevher Group, left the group with the name of CMS.

2003

Cevher Alloy Wheels factory was opened in the Aegean Free Zone

ISO/TS ISO 9001:2000 certificate were obtained.

2004

Cevher was rewarded with "The Most Environmental Industrialist" award by İzmir Province Environment, Urbanization, and Climate Change Directorate.

Cevher was rewarded with the Ford Q1 Quality Award.

2006

"Co-Designer" approval was received from Volkswagen.

2009

Cevher was rewarded with the Volkswagen Group Award.

2013

Cevher was rewarded with first place for Aegean Region "Chamber of Industry" and "Environmental-Friendly Industry Facility."

2014

ISO 14001:2005 Environmental Management System certificate was obtained.

Cevher was rewarded with second place for the Republic of Türkiye Ministry of Science, Industry and Technology Efficiency Project Prizes.

2015

OHSAS 18001 Occupational Health and Safety Management System certificate was obtained.

2016

Cevher Döküm, a company of Cevher family, has been sold to Nemak, to focus investments more heavily on alloy wheels.

2018

In the line growth strategy, a 34,000 sqm factory site was put into use in the İzmir Aegean Free Zone

Cevher Academy has been established and training activities have been initiated

2021

The wheel factory was expanded and reached a total area of 44,000 square meters.

ISO 45001 Occupational Health and Safety Management System Certificate was obtained.

AS/EN 9100 Quality Management System certification for Aviation, Space, and Defence Organizations was obtained.

2022

Cevher started flow manufacturing at the second facility at Aegean Free Zone after the completion of the investment.

ISO 14064-1 Greenhouse Gas Emission Verification Declaration was obtained.

ASI Initial Certification (v2) was obtained.

The Life Cycle Assessment for all 4 Product Groups was completed.

2023

ASI Performance Standard (v3) Certification was obtained.

ISO 50001 Energy Management System was obtained

2023 RECAP



ISO 500 and EBSO 100 Inclusion

Opex Award Ceremony



Participation to Career Expositions



2023 RECAP



Participation to IAA Mobility Summit 2023

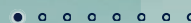


Participation to GIFA 2023 Exposition in Dusseldorf



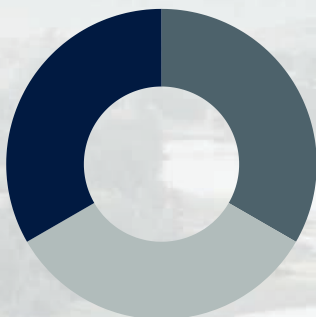
Hosting the YABISAK Board Meeting in May 2023

PRODUCT GROUPS



Our customers, prominent figures in the automotive industry, partner with Cevher for their wheel engineering and design purposes. They rely on our quality and expertise.

We have 4 major aluminium alloy wheel products, which are:



■ AISi11 Monoblock

(made from AISi11 alloy)

■ AISi7 Monoblock

(made from AISi7 alloy)



■ AISi11 DC

(Diamondcut Wheel made from AISi11 alloy)

■ AISi7 DC

(Diamondcut Wheel made from AISi7 alloy)

Life Cycle Assessments are made for these product groups, and the potential environmental impacts of these wheels are examined (Please refer to our [2022 Sustainability Report](#)) .

We work together with worldwide leading OEM's of the industry, and our aluminium alloy wheels could be seen in the models of Volkswagen, Audi, Seat, Mercedes, Skoda, Stellantis, Ford and Cupra cars. Also, we are designing alloy wheels for after markets, and chassis.





As Cevher, we value our sustainability studies and with our corporate awards, we create value and our corporate identity gains more prestige.

We got 3 major achievements in 2023, and our goal is to get as many as possible, and we are working towards with our sustainability performance.

CEVHER JANT 2023 AWARDS



ISO 500 and EBSO 100 Award



Opex Award



Kariyer.net Respect to Human Award

OUR PATH TO SUSTAINABILITY

Since 2019

Sustainability report publication

Since 2021

Total Greenhouse Gas Inventory – ISO 14064-1:2006 assesment

Since 2021

IREC (International Renewable Energy Certificate) 100%

Completed 2021

LCA: Life Cycle Assessment study completed for all 4 product groups (with cradle to grave approach).

Since 2021

ASI Membership – Industrial User

Completed 2022

ASI Certification- Performance Standard V2 (Material Stewardship) audit.

Ongoing since 2022

Secondary Aluminum Research project.

Completed 2022

Life Cycle Assessment study conducted for all 4 Product Groups (with cradle to grave approach).

Since 2022

ISO 14064-1 Greenhouse Gas Emission Verification Declaration

Completed 2023

ASI Certification Performance Standard v3 (Material Stewardship) audit.

Started in 2023

Green Aluminium Supply

Completed 2023

ISO 50001 Energy Management System Certification was obtained

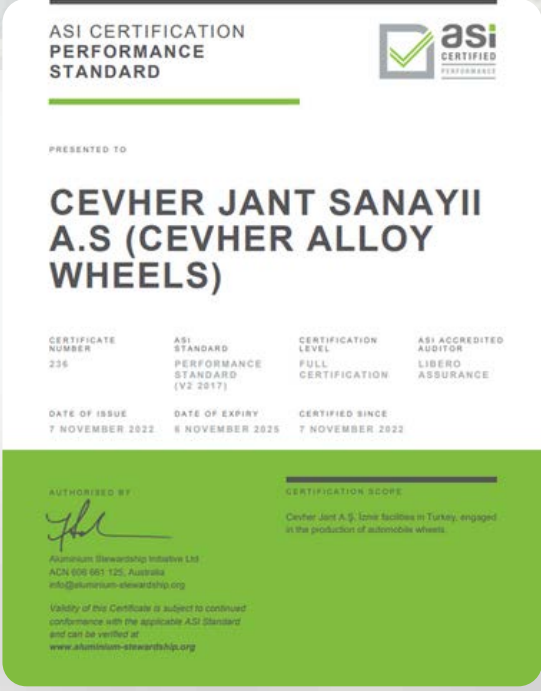
Target for 2024

Cevher Strategic Greening Roadmap project to reduce our emissions.

OUR CERTIFICATIONS



A key milestone in Cevher's sustainability strategy was obtaining official certification for the **ASI Performance Standard**. Following a successful three-day audit, Cevher obtained the ASI v3 Performance Standard certification, after previously becoming the first in Türkiye's sector to achieve the ASI v2 Performance Standard. This certification demonstrates our commitment to responsible aluminum material stewardship and highlights our support for sustainable production and sourcing practices across the entire value chain.



Besides the ASI Performance Standard Certification , Cevher holds following certifications including;

- ISO 9001 Quality Management System Certificate
- IATF 16949 Quality Management System Certificate
- ISO 14001 Environmental Management System Certificate
- ISO 45001 Occupational Health&Safety Management System Certificate
- ISO/IEC 27001 Information Security Management System Certificate
- EN 9100 Quality Management System Certificate
- ISO 14064-1 Greenhouse Gas Emission Verification Declaration Certificate
- Ecovadis Bronze Medal 2023
- ISO 50001 Energy Management System Certificate
- SNI 1896 Certificate
- IATF 16949 Certificate
- VW Formel Q Certificate
- TISAX Certificate
- BIS Certificate

STRATEGIC MEMBERSHIPS & PARTNERSHIPS



As a key player in the automotive sector, we actively participate in the non-governmental organizations and associations mentioned below, in addition to supporting similar groups and initiatives. Sharing sector innovations, current developments, legislative updates, and field applications significantly enhances our communication with stakeholders and fosters collaborative growth. Furthermore, we contribute to the development of policies, regulations, and informational documents for relevant industrial associations and groups.



OUR VALUES



Vision

Becoming a sustainable, global player in Research & Development and aluminum casting solutions to meet the demanding electromobility and lightweighting expectations of the rapidly evolving automotive industry.

Mision

Providing flexible, agile, creative engineering and production solutions to the aluminum casting needs of the automotive industry.

Values



Experience

As the pioneer of the aluminum castings in Türkiye since 1955, we are an agile team, which blends our 65-year experience with the enthusiasm of catching up with the research and technology. Thanks to our rich corporate memory and team structure which gains strength through learning from each other, we do not lose our team spirit and belief, and we fulfill our responsibilities in harmony and solidarity, and with passion, even in challenging conditions.



Trust

We trust each other and become a reliable business partner for our customers. We observe the quality of our products in each step, from designing stage, until they reach to the end consumer, and we never make compromises on our rules. Thanks to our customer-oriented flexible working principle, we offer products, which we are proud of, to the leading OEMs of the automotive sector, which prefer and trust us for years.



Respect

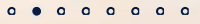
We respect to the human, society, environment, and laws. We pay attention to all ideas within the organization with the awareness of the fact that the differences shall create wealth; and protect the rights of our employees. We take the necessary precautions regarding occupational health and safety; maintain the environmental awareness under the laws; and we aim to touch the society with our social responsibility activities.



Continuous Improvement

It is among our priorities to move forward without stopping. Therefore, we care about every day, every hour, and every minute. We determine effective working methods by acting with lean production philosophy, thus we make the best of our resources, and focus on the continuous improvement and the better.

CODE OF CONDUCT



At Cevher, our commitment to business ethics is deeply ingrained in the ethical values established by our founder, Hüseyin Özyavuz. These principles serve as the cornerstone of our relationships with all stakeholders, particularly our customers and suppliers, guided by global ethical standards and moral values. We adhere to a moral and ethical framework that considers the interests of all stakeholders in our business operations.

Our Code of Conduct, endorsed by the Executive Board, delineates the principles that govern our employees' conduct and outlines our operational guidelines consistent with our corporate culture. Covering employee relations, external engagements, ethical standards, asset and information management, environmental stewardship, occupational safety, health, and delineating prohibited activities and their enforcement protocols, this Code is a testament to our commitment to ethical business practices.



Compliance With Code of Conduct

Ensuring Compliance with our Code of Conduct is paramount. Ethical guidelines are disseminated to employees through internal communication channels, informational materials, and notice boards. Every employee is expected to uphold their duties in alignment with established business ethics. Middle and senior managers are tasked with demonstrating leadership and facilitating adherence to relevant rules.

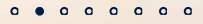
Should any employee suspect violations of applicable laws, regulations, or internal policies within the company, avenues for reporting are readily available. Employees can voice concerns to their superiors, call our ethics line, which is controlled by third party organisations, at **+90 212 800 01 91**, or send an email to cevher@etikhat.com. Alternatively, anonymous reports can be submitted through suggestion boxes installed at our facilities. Reports are diligently reviewed, safeguarding the rights of the reporting employee and accused.

Our Ethics Committee meticulously preserves the anonymity of reporters and takes all necessary precautions to validate reports, ensuring credibility. The Cevher Code of Ethical Conduct is updated annually, incorporating employee feedback and considering global, environmental, and industry developments.

For more information, access the Cevher Code of Ethical Conduct [here](#).



CORPORATE GOVERNANCE APPROACH



At Cevher, we have developed a comprehensive corporate governance framework that emphasizes sustainability across environmental, social, and economic dimensions. Our approach is designed to minimize our ecological footprint, meet our social responsibilities, and optimize the effectiveness of our business operations.

At the core of our governance framework are the principles of accountability, transparency, fairness, and responsibility. We are committed to maintaining high standards of corporate governance by ensuring that our actions are transparent, and our decisions are accountable. Fairness in all our dealings and a strong sense of responsibility towards our stakeholders underpin our approach to governance.

Board Structure and Diversity

At Cevher, our corporate governance framework is rooted in the principles of transparency, fair operation, and integrity. Our governance structure is designed to ensure effective oversight and strategic decision-making, driven by a diverse range of perspectives. The five-member Board of Directors, comprising four men and one woman, plays a crucial role in setting the company's short, medium, and long-term strategies. This board periodically evaluates the alignment of our economic, social, and environmental activities with these strategic goals.

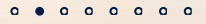
Additionally, the board anticipates future risks and opportunities, implementing preventive measures to promote sustainability. The Executive Committee, led by the Haluk Özyavuz and including key executives such as the Chief Financial Officer and the Plant Director, oversees and coordinates the various operational aspects of the company. This committee functions as the highest-level governance body, ensuring that our operations align with the strategic objectives set by the Board of Directors.



CEVHER GOVERNANCE BODY



BOARD OF DIRECTORS



The Board of Directors at Cevher consists of experienced professionals who bring a wealth of knowledge and expertise to the company. The members include:

Members of Board of Directors	Role
Haluk Özyavuz	Chairman
Barış Sivri	Vice Chairman
Yılmaz Karakaş	Board Member
Hilal Özyavuz	Board Member
Bahar Özyavuz	Board Member

This diverse group plays a vital role in steering the company's direction, ensuring that our operations remain aligned with our core principles and sustainability goals. They are responsible for periodically reviewing our activities and strategies, identifying potential risks, and seizing opportunities to drive the company forward.

Board Structure and Diversity

The Executive Committee at Cevher plays a crucial role in implementing the strategies set by the Board of Directors and ensuring the efficient management of the company's operations. This committee, led by the Chief Executive Officer, comprises key executives responsible for overseeing various functional areas. The members of the Executive Committee are:

Each member brings a wealth of experience and expertise to their respective roles, ensuring that Cevher operates effectively and aligns with its strategic goals. The Executive Committee is responsible for the company's daily management, coordinating activities across different departments, and driving forward our sustainability initiatives. Their leadership and collaborative approach ensure that the company maintains its commitment to transparency, integrity, and continuous improvement.

In November 2023, our board structure was changed. A handover has been made with Haluk Özyavuz, chairman of Board of Directors and the former CEO of Cevher Jant and Oğuz Özmen, formerly our COO. As Cevher Jant, our main goal is to keep our board structure dynamic, and agile. With this change, we look forward to our corporate and sustainability goals.

Members of the Executive Management	Role
Oğuz Özmen	Chief Executive Officer
Ozan Batu	Vice Chairman
Erden Ergökmen	Chief Operating Officer
Elvan Arman	Chief Technical Officer
Cevher Özyavuz	Executive Board Project Coordinator

BOARD OF DIRECTORS COMMITTEE

The Board of Directors at Cevher relies on a network of specialized committees to provide targeted oversight and enhance strategic focus in critical areas. Our committees report directly to the Board, ensuring that their activities align with the company's overarching goals and objectives. Each committee's effectiveness and composition are periodically reviewed to ensure optimal performance.

- **Risk Committee:** Focuses on identifying and managing potential risks.
- **Investment Committee:** Develops and oversees the company's investment strategies and financial planning.
- **Strategy Committee:** Formulates and monitors the implementation of the company's strategic plans.
- **Brand Management Committee:** Ensures the alignment of branding initiatives with corporate goals.
- **Aluminum Committee:** Specializes in strategies related to the aluminum sector.
- **Logistics Committee:** Enhances logistics operations and efficiency.
- **Environment and OHS Committee:** Promotes environmental sustainability and occupational health and safety.
- **ISO 27001 Information Security Committee:** Ensures compliance with information security standards.
- **SA 8000 Social Performance Team:** Focuses on social responsibility and performance standards.
- **VDA PSCR Product Safety and Compliance Team:** Ensures product safety and regulatory compliance.

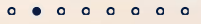
By delegating responsibilities to committees related to board, the Board ensures comprehensive oversight, facilitating a structured approach to tackling key issues and opportunities. This strategy enables Cevher to maintain high standards of governance, drive strategic initiatives effectively, and sustain its commitment to excellence and sustainability.

Sustainability Governance and Committee

At Cevher, our approach to sustainability is comprehensive and integrated into every aspect of our business. We interact with all stakeholders, including employees, customers, suppliers, and non-governmental organisations, based on principles of sustainability. Our goal is to create a sustainable business model that encompasses our economic, social, and environmental responsibilities alongside our commercial activities.



SUSTAINABILITY GOVERNANCE



Sustainability Framework

To achieve this goal, Cevher has developed a robust sustainability framework. Central to this framework is the Sustainability Committee, which ensures that managers at all levels are involved in developing and implementing sustainability strategies. The Sustainability Working Group supports this effort by executing the initiatives identified by the Committee and the Board of Directors. This structured approach ensures that sustainability principles are embedded across all our operations and stakeholder engagements.

Sustainability Committee

The primary objective of the Sustainability Committee is to drive commercial success by managing resources responsibly. This involves a disciplined approach where senior management plays a key role. The Committee monitors compliance with global sustainability laws and regulations, ensuring that Cevher not only meets its strategic goals but also enhances its industry standing. Additionally, the Committee develops roadmaps and implements projects that address both current and future customer demands, thereby reinforcing our commitment to sustainability.



Roles and Responsibilities

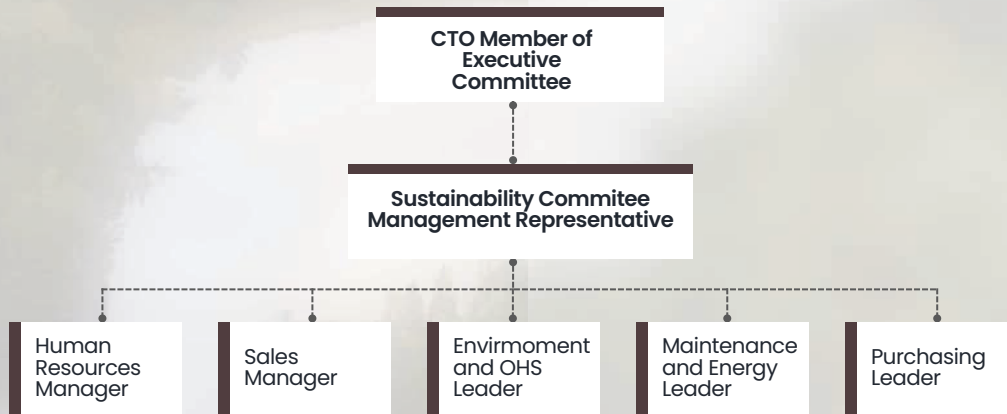
The Sustainability Committee at Cevher is tasked with:

- **Strategic Alignment:** Ensuring that the company's sustainability efforts align with its long-term strategic goals.
- **Regulatory Compliance:** Overseeing adherence to international sustainability standards and regulations.
- **Stakeholder Engagement:** Engaging with stakeholders to incorporate their input and address their concerns in our sustainability strategies.
- **Project Implementation:** Identifying and implementing projects that promote sustainable practices across the company.
- **Reporting:** Providing regular updates to the Board of Directors on the progress of sustainability initiatives and the integration of sustainability into the company culture.

SUSTAINABILITY COMMITTEE



Cevher Sustainability Committee



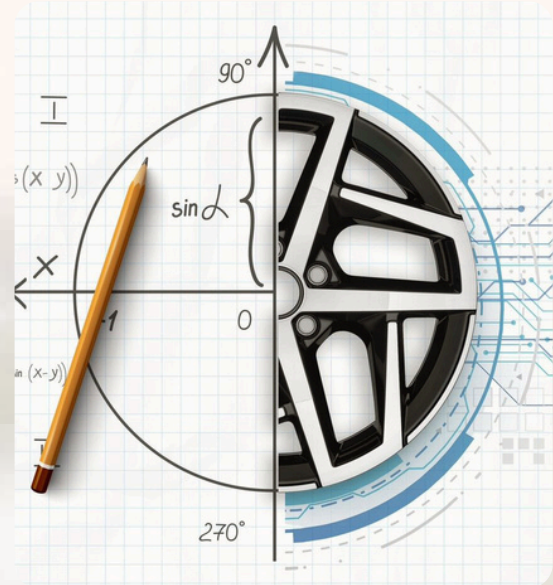
The Committee plans to gradually act under the 17 main headings of the United Nations Global Goals for Sustainable Development to ensure the company achieves its sustainability goals. Within this framework, important projects such as energy saving investments, renewable energy projects and emission reduction efforts are being carried out.

For example, work on renewable energy continued in 2023 and IREC certification was obtained to ensure that 100% of electricity consumption is met from renewable energy sources. In addition, ISO 14064 Greenhouse Gas Inventory and LCA (Life Cycle Assessment) studies to calculate emission values on a product basis were completed.

MATERIALITY ANALYSIS

At Cevher, our commitment to sustainability is embedded in our corporate strategy, and our materiality analysis plays a vital role in this process. By engaging our stakeholders, including employees, customers, suppliers, business partners, investors, and other shareholders, we ensure that our sustainability efforts are aligned with their expectations and industry demands.

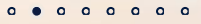
To identify our priority topics, we conduct comprehensive assessments considering the UN Sustainable Development Goals, the European Green Deal, Environmental Social Governance (ESG) performance, and prevailing industry trends. This rigorous analysis helps us align our sustainability initiatives with global and industry standards, ensuring that our efforts are both relevant and impactful.



Our stakeholder engagement process involves anonymous surveys to gather diverse perspectives and insights. This inclusive approach allows us to capture the priorities and concerns of our stakeholders, which are then integrated into our sustainability strategy. By continuously incorporating stakeholder feedback, we strive to create long-term value and drive positive change in our industry.



MATERIALITY MATRIX

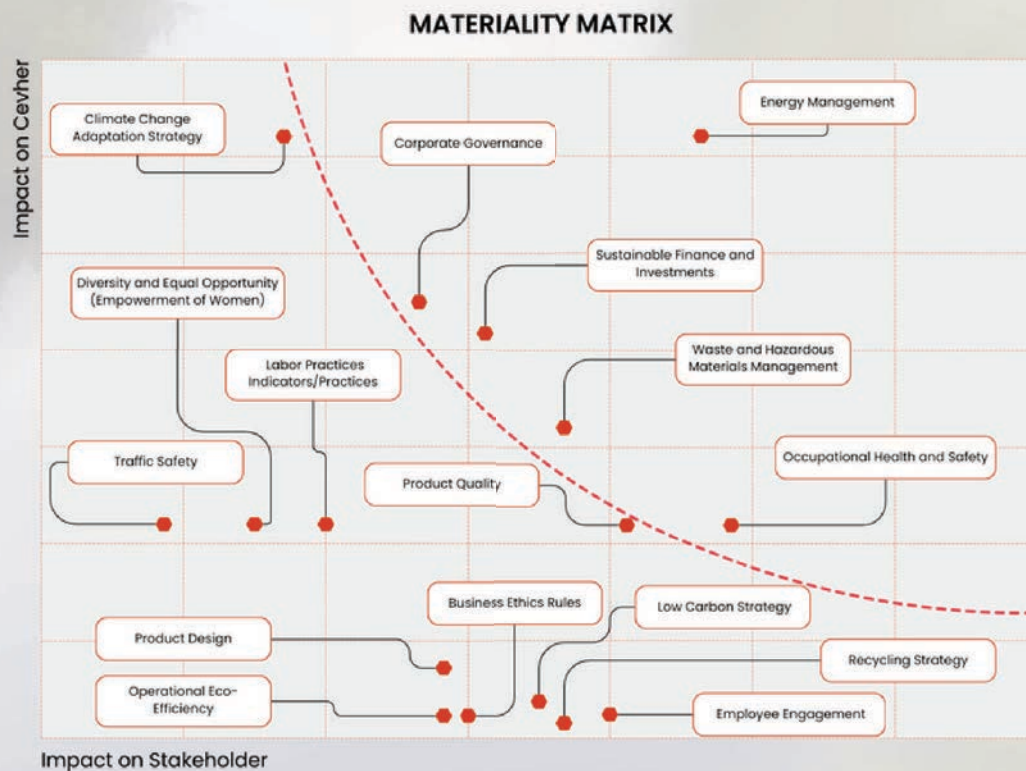


The results of our materiality analysis, conducted with the responses of the stakeholders, are visualized in the Cevher Materiality Matrix, which categorizes material topics of the automotive sector based on their significance.

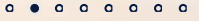
Topics identified as having high material significance are crucial for both our stakeholders and our operational success. Material topics, while slightly less critical, still play an important role in shaping our sustainability initiatives.

This matrix is instrumental in setting our sustainability goals and developing strategies that address the most pressing issues. By prioritizing these topics, we ensure that our sustainability efforts are focused, effective, and aligned with the needs of our stakeholders and the broader industry landscape.

By integrating these analyses into our corporate governance, Cevher demonstrates its dedication to sustainability and its commitment to making a positive impact on the world and the industries we serve.



MATERIAL TOPICS



In the materiality matrix, we considered 'High Material' and 'Material' issues as important factors in the development of Cevher's corporate sustainability strategy. Through the materiality analysis, we identified 16 material issues, 6 high material and 10 material issues.

High Material Topics	Material Topics
Energy Management (Energy Consumption, Electricity Generation)	Product Quality
Corporate Governance	Diversity and Equal Opportunity (Empowerment of Women)
Sustainable Finance and Investments	Traffic Safety (Product Quality and Safety)
Management of Waste and Hazardous Materials	Indicators/Practices of Labor Practices
Occupational Health and Safety	Recycling Strategy
	Product Design and Lifecycle Management
	Low Carbon Strategy (Emission Reduction)
	Operational Eco-Efficiency
	Employee Engagement
	Code of Conduct
	Climate Change Adaptation Strategy



SUSTAINABILITY GOALS AND TARGETS

• • • • • • • •

CEVHER JANT TARGET SETTING TABLE – ENVIRONMENTAL PERFORMANCE TARGETS

Material Topic	Metric	Unit	Base Year	Target Year	Target	2023 Progress
Energy Management	Total Energy Intensity	GJ/Ton Product	2022	2030	10% Reduction	4% Reduction
	Electricity Consumption Intensity	GJ/Ton Product	2022	2030	%0+10% Reduction	2% Reduction
	Natural Gas Consumption Intensity	GJ/Ton Product	2022	2030	10% Reduction	5% Reduction
Adaptation to Climate Change	Renewable Energy Consumption Ratio	GJ/Ton Product	2021	2023 – 2030	100% Renewable Electricity	Works Ongoing
Low Carbon Strategy	Reduction of Scope 3 Emissions	t-CO2e	2022	2030	25% Reduction	Increase in Scope 3 Emissions
	Reduction of Scope 1-2 Emissions	t-CO2e	2022	2030	50% Reduction	1% Reduction
	Emissions Related to Supply Chain	t-CO2e	2022	2030	Existing Goal on Scope 3 Emissions	Increase in Scope 3 Emissions
Biodiversity	Afforestation	Amount	2022	2030	Planting at least as Many Trees as the Number of Existing Employees Each Year.	Cevher Plants Trees in the Birthdays of Employees
Waste and Hazardous Waste Management	Decrease in Water Consumption	m3/Ton Product	2022	2030	15% Reduction	Increase in Water Consumption
	Waste Generation Intensity Reduction	% or Ton/Ton Product	2022	2030	25% Reduction	Works Ongoing
	Waste Recycling Intensity	Ton/Ton Product	2022	2030	100% in 2030	Works Ongoing

SUSTAINABILITY GOALS AND TARGETS



CEVHER JANT TARGET SETTING TABLE – SOCIAL PERFORMANCE TARGETS

Material Topic	Metric	Unit	Base Year	Target Year	Target	2023 Progress
Occupational Health and Safety	Lost Time Incident Rates	Lost Time Incident Rates	2022	2030	100% Reduction	Reduction in Progress
	Planning of Routine Medical Check		2022	2025	Every Year (Legal Requirement is Check per 3 Years)	Routine Checks Ongoing
	Employees' Access to Health Facilities (Private Health Insurance)		2022	2025	Private Health Insurance for all Employees	Existing
	Contractor / Subcontractor OHS & Environmental Information	Hours	2022	2025	100%	Process Ongoing
Diversity and Equal Opportunity	Increasing Employee Training (Human Rights)	Hours	2022	2025	15,000 Hours Of Training Was Provided In 2022. It Is Aimed to Increase It By 40% By 2025.	25,385 Hours Of Training Provided in 2023.
	Employee Number and Turnover	%	2022	2030	25% Reduction	Turnover Has Decreased, But Work Must Be Done by 2030 to Achieve The Target.
	Handicapped Employee Ratio	%	2022	2025	Legal Requirements Will Continue to Meet	Works Ongoing



SUSTAINABILITY GOALS AND TARGETS

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CEVHER JANT TARGET SETTING TABLE - GOVERNANCE PERFORMANCE TARGETS

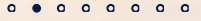
Material Topic	Metric	Unit	Base Year	Target Year	Target	2023 Progress
Sustainable Finance and Investments	GES, Water Recovery etc. Green Investment Budget Ratio	%	2022	2030	30% Increase	-



CEVHER JANT TARGET SETTING TABLE - SUSTAINABLE PRODUCT MANAGEMENT PERFORMANCE TARGETS

Material Topic	Metric	Unit	Base Year	Target Year	Target	2023 Progress
Recycling Strategy	Increasing Recycled Product/ Raw Materials/ Packaging Usage	%	2020	2030	Improvement of University and Suppliers R&D Corporations	Works Ongoing
Operational Eco-Efficiency	Reduction of Water Consumption	m3/Ton Product			15% Reduction	Increase in Water Consumption

BUSINESS ETHICS PRACTICES



BUSINESS ETHICS

Cevher ethical values are based on the ethical principles defined by our founder Hüseyin Özyavuz. Our ethical principles have been developed within our organization and play a key role in maintaining our relations with all our stakeholders, especially our customers and suppliers, within the framework of global ethical and moral values. We adopt a moral and ethical model that considers all our stakeholders while conducting our business.

The Code of Ethical Conduct is approved by the Executive Board and defines the principles that our employees must comply with during their duties. These rules cover areas such as employee relations, external relations, ethical principles, asset and information management, environment, occupational safety and health, prohibited activities and implementation principles. The Code of Ethical Conduct is updated every year with the suggestions of employees, considering developments in the world, the environment and the sector. Employees are informed about the Code of Ethical Conduct through internal correspondence, information brochures and bulletin boards.

One of our vital objective is to prevent anti-corruption in our facilities. As Cevher, we do not tolerate any bribery and corruption.

Social Compliance Policy



Cevher acts with the principle of "People First" at every stage of management and production. The Social Compliance Policy we implement in this direction is carried out in line with principles and rules such as prevention of child labor, prevention of forced and compulsory labor, ensuring occupational health and safety, respecting the right to freedom of association and collective bargaining, prevention of discrimination, prevention of discipline / mistreatment and harassment, working hours, wages and payments, environmental protection, relations with suppliers and gradual impact, ethical business behavior and management system.



RISK MANAGEMENT



As Cevher, we aim to minimize legal, financial, strategic and unexpected risks related to our international operations. We prioritize identifying, eliminating and reducing risks to an acceptable level by conducting regular analyses at product and organizational levels. Our risk assessments cover all areas from governance to production processes.

As part of our comprehensive risk management approach, we conduct objective risk analyses to assess our company's strengths, weaknesses, opportunities and threats. In this way, we develop effective risk management strategies and make informed decisions.



Risk and Opportunity Analysis

Our Risk and Opportunity Analysis is integral to our risk management framework. This analysis involves a thorough evaluation of potential risks and opportunities related to our operations. The primary goals are to identify risks, assess their probability and impact, and develop strategies to mitigate them. The key components of our risk analysis process include:

1. Risk Identification

- Identifying potential threats and vulnerabilities within our processes, products, and systems.
- Utilizing structured methods such as the Fine Kinney method to quantify and prioritize risks based on their probability and impact.



2. Risk Evaluation

- Conducting a SWOT analysis to determine internal strengths and weaknesses, as well as external opportunities and threats.
- Evaluating risks using a risk matrix that considers both the severity of potential impacts and the probability of occurrence.

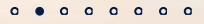
3. Risk Mitigation

- Implementing corrective and preventive actions to address identified risks.
- Regularly reviewing and updating our risk management plans to reflect changes in the business environment and operational conditions.

Environmental and Energy Risk Management

Cevher is committed to minimizing environmental risks through stringent environmental management practices. To manage environmental and energy risks effectively, we maintain certifications for ISO 14001 (Environmental Management) and ISO 50001 (Energy Management), ensuring compliance with international standards. Regular internal audits and reviews are conducted to ensure adherence to these standards. Additionally, we assess the environmental and energy impacts of our operations, implementing measures to reduce energy consumption and minimize our ecological footprint. Through these efforts, we strive to enhance our environmental performance and contribute to a sustainable future.

RISK MANAGEMENT



Corrective and Preventive Actions

At Cevher, our approach to managing non-conformities and potential risks is structured and systematic, ensuring high standards of quality and safety. Central to this is our Corrective and Preventive Actions Procedure (PAP), which is crucial for maintaining operational integrity and continuous improvement.



This procedure includes the identification and evaluation of non-conformities, detected through customer complaints, internal audits, and process reviews. By analyzing the root causes, we implement targeted corrective actions to address issues and prevent recurrence.

Effectiveness of these actions is monitored through follow-up audits and reviews, ensuring sustainable solutions. Insights gained from this process are integrated into our continuous improvement initiatives, helping us refine processes and mitigate future risks. This proactive approach enhances our overall risk management strategy, fostering a culture of ongoing improvement and operational excellence at Cevher.



Social Compliance Risk Analysis

Managing social risks is crucial to our overall risk management strategy. Our Social Compliance Risk Analysis encompasses various key areas. We prioritize assessing risks related to labor practices, working conditions, and employee rights, conducting regular audits and assessments to ensure compliance with social standards and regulations. Effective engagement with stakeholders is essential for understanding and addressing social concerns. We actively seek input from employees, suppliers, and other stakeholders to gather feedback and insights, incorporating this input into our social risk management strategies. We are committed to providing comprehensive training programs to our employees, designed to enhance skills and increase awareness of risk management practices, empowering them to contribute effectively to our social compliance efforts.

By implementing these comprehensive risk management practices, Cevher ensures that we not only mitigate potential risks but also leverage opportunities to enhance our sustainability performance. Our commitment to rigorous risk management helps us maintain operational continuity, safeguard our stakeholders, and contribute positively to the environment and society.



STAKEHOLDER ENGAGEMENT



We believe that creating sustainable value requires effective communication with all our stakeholders. As an important part of developing our business, we prioritize being in regular contact with our stakeholders on various platforms. To this end, we aim to establish a stronger communication network with our stakeholders by collaborating with different associations and working groups. We also continuously develop improvement methods to get feedback from our internal and external stakeholders more quickly and effectively.

Stakeholder Groups	Selection Process of Stakeholder Groups	Relationship with Stakeholder	Important Issues and Our Responsibilities
Employees	We attach importance to the proactive feedback provided by all our colleagues in order to make our working system and the processes we create more sustainable.	Periodic and upon request of our employees, face-to-face and online meetings, periodic surveys, employee performance and satisfaction evaluations, online (website providing feedback 24/7) and on-site request/complaint/suggestion boxes, social media channels and periodic trainings.	Monitoring and improving employee rights, ensuring occupational health and safety, retaining employees, increasing employee participation, paying employee wages on time and in full, improving the complaint mechanism and tracking feedback, career development and talent management, providing social benefits, protecting ethical values, diversity, giving importance to employees, creating a sense of belonging to employees, and carrying out sustainability studies.
Customers	We work with Europe's largest automobile manufacturers. Customers producing in Europe are preferred due to the logistics advantage. Customer selection is made according to production quantities, the width of the current supplier portfolio, the features and standards of the product requested and the price strategy.	Periodic and spontaneous meetings and visits to share new RFQs, discuss open issues in existing projects, discuss business expansion and new business.	To provide goods and services at the right time and in the right quantity, without causing any supply problems, while maintaining the desired quality and price level (competitiveness).

STAKEHOLDER ENGAGEMENT

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Stakeholder Groups	Selection Process of Stakeholder Groups	Relationship with Stakeholder	Important Issues and Our Responsibilities
Suppliers	In addition to price, we prefer to work with suppliers who have quality certificates, sustainability reports and awareness in this regard.	We give feedback to our suppliers online and face to face, based on performance evaluations, and attach importance to mutual development.	We care about ethical values and attach importance to being transparent and fair in order to work with suppliers as business partners.
Certification Institutions	We work with TÜV Nord as the management systems certification body. We have been working since 2006, we cooperate fully on audit history, auditors, etc. Additionally, the fact that our main customers (VW, Skoda, Audi, Mercedes) are of German origin can be considered as a gesture.	Annual audits, new contract every 3 years, satisfaction survey	To ensure the continuity of our certifications, to avoid major errors, to close our corrective actions on time and with accurate evidence.
Non Governmental Organizations	We are eager to work with all NGOs to prove our corporate identity.	Share My Dream, to cooperate in solidarity with the Aegean Forest Foundation and Darüşşafaka Society	Within the scope of the project, participation in the Marathon Izmir event with the "Share My Dream" association, donation of saplings to the Aegean Forest Foundation for each employee on their birthday, and donation/support to Darüşşafaka for our newly hired employees.
Academies and Universities	We discuss and develop new projects with our academic stakeholders regarding our academic knowledge and technological developments, which change every second. We design our projects with an environmental focus for a sustainable world by evaluating traditional norms or innovative information.	We develop various R&D projects with the universities with which we have bilateral cooperation, and we support the development of our universities' students by providing them with opportunities while studying in various positions such as interns and part-time engineers. In addition, we strengthen the bridge we have established between university and industry by carrying out both academic and production-oriented studies together with academics from national and international universities.	In line with the needs of our universities, we provide the opportunity to test the projects of academy members in the field in the R&D environment and provide software and information transfer. In addition, we develop projects by taking into account the dynamics of the automotive industry through the protocols we have developed with universities. Thus, we create projects in more environmental manner.
Government and Ministries	We are eager to work with our government and all possible ministries to contribute public wellbeing.	We develop various projects to minimize ESG impacts.	As Cevher Jant, we are obliged and committed to obey the local regulations.

APPROACH TO ENVIRONMENTAL MANAGEMENT

As Cevher, we are acutely aware of the importance of natural resources in our operations and are committed to ongoing evaluation and enhancement of our environmental practices. We conduct comprehensive assessments of all processes, maintaining a steadfast commitment to prioritizing environmental considerations. Our continuous efforts to enhance environmental performance are integrated across all operations. Our commitment to environmental sustainability was recognized when we received the first prize in the EBSO Environment-Friendly Industry Facility competition in 2013.

Our Environmental Sustainability main focus areas are found below.



Envirmomentnal Management Approach



Emission Management



Energy Management



Waste Management



Water and Wastewater Management



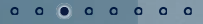
Biodiversity

Dedication to Environment and Energy Efficiency

**CEVHER
ENVIRONMENTAL
POLICY**

- At Cevher, we are dedicated to adopting and executing vital measures, including comprehensive training initiatives and meticulous monitoring of our environmental management system. This commitment focuses on fostering a sustainable and livable environment for future generations, engaging all stakeholders within the automotive industry across all production and service activities.
- We uphold the principles of lean methodology and continuous improvement in our efforts to meet our environmental goals. To advance environmental protection and encourage clean production, we allocate essential resources effectively.

PRINCIPLES AND TARGETS IN ENVIRONMENT AND ENERGY



Cevher management is dedicated to establishing and maintaining a sustainable and continuously improving environment and energy management system. This system will involve all stakeholders in the automotive industry across all production and service processes. We pledge to adopt and implement essential measures, including training initiatives and monitoring the execution of our environmental and energy management systems, to ensure a livable environment for future generations.

As an eco-friendly industrial facility, we support environmental protection, clean production, and sustainability. We provide the necessary information and resources to achieve our goals within the framework of our Environment and Energy Policy. All our activities adhere to the principles of lean and continuous improvement.

By embedding these principles into our operations, we strive to promote sustainability and energy efficiency, securing a better future for the next generations.



PRINCIPLES AND TARGETS IN ENVIRONMENT AND ENERGY



As Cevher, our principles are as follows:

Adhering to environmental and energy-related laws and other requirements.

Acting as a solution partner to our suppliers and raising their awareness about environmental and energy issues by considering the demands of private and public entities we interact with, ensuring their operations align with the goals of Cevher Environment and Energy Management Systems.

Designing and executing activities with energy efficiency in mind across all operations to reduce greenhouse gas emissions and increase the use of renewable energy sources.

Prioritizing energy efficiency in the development of new products, processes, planned investments, and activities to protect the environment.

Ensuring a sustainable environment by promoting the effective use of natural resources and fostering a culture of environmental and energy awareness among our employees.

Continuously enhancing our system to maintain our position as a leading organization in environmental and energy management within our industry, in line with our environment and energy policy and commitment to ongoing improvement.

Our targets include:

- *We will ensure the protection and efficient utilization of natural and energy resources.*
- *We will undertake activities that support sustainable development by mitigating climate change impacts, preventing direct harm to biodiversity and ecosystems, and addressing risks and opportunities affecting future generations.*
- *We will control and manage our environmental and energy aspects to foster continuous improvement and set a leadership example for our suppliers.*
- *We will enhance the performance of our Environment and Energy Management Information Systems, which provide access to all environmental information and data, to boost our environmental and energy performance and promote ongoing development.*
- *We will allocate necessary resources, including personnel, technology, infrastructure, and finances, to reduce the consumption of natural resources, protect the environment, and ensure energy efficiency.*

ENVIRONMENTAL ACHIEVEMENTS



Environmental considerations play a crucial role in the strategic planning phase of new equipment, facilities, units, or similar projects. Evaluating the environmental impact is a key factor that is carefully assessed during this process.

We are dedicated to reducing our environmental footprint across all projects by implementing Lean 6 Sigma methodologies. We conduct both internal and external evaluations within our Environmental Management System to ensure compliance with our processes, consistently monitoring and assessing adherence.



In line with the Directive on Controlling Industrial Air Pollution, we perform mandatory validation measurements every two years and proactively implement measures to eliminate pollution.

We meticulously monitor all aspects related to legal and other requirements, including customer requests, to ensure strict compliance in areas such as air quality, water management, and waste management.



We undertake numerous projects that align with waste minimization principles established by the Ministry of Environment, Urbanization, and Climate Change. Our "Temporary Waste Storage Area" has been officially recognized by the İzmir Directorate of Environment, Urbanization, and Climate Change.

Additionally, we evaluate the environmental impact of our suppliers and incorporate them into our environmental training programs to enhance their understanding and contribute to our goal of establishing a sustainable environment. We support commission work led by the İzmir Directorate of Environment, Urbanization, and Climate Change.



We regularly provide training sessions to our employees on environmental sustainability and actively participate in training programs and events on World Environment Day to further enhance environmental awareness among our workforce.

We actively engage in environmental activities and committee initiatives organized by associations we are affiliated with, such as the Turkish Foundry Association and the Aegean Region Chamber of Industry, providing our full support to these efforts.



On a monthly basis, we generate environmental reports and share information about our activities with internal staff and relevant stakeholders.

We contribute to the research and development efforts of the Environmental Engineering Department at Dokuz Eylül University by offering practical experience to students through internships and graduation projects, allowing them to apply their theoretical knowledge in real-world settings.



ENERGY OPTIMIZATION AND CLIMATE GOALS



We operate within an energy-intensive industry, necessitating a strategic focus on energy consumption. Our primary mission is to secure a sustainable environment for future generations, emphasizing energy efficiency throughout all production processes.

ENERGY MANAGEMENT SYSTEM

Energy Management at Cevher

At Cevher, our Energy Management System is operated in line with the ISO 50001 Energy Management System standards. The Cevher Energy Management Procedure has been formulated according to the guidelines of ISO 50001.



Purpose and Responsibilities

This procedure aims to ensure the effective execution of energy-related activities, including energy reviews, energy performance indicators, energy monitoring and measurement, and the calibration/verification of measurement devices at Cevher. The Energy Management Representative and the Energy Manager are tasked with implementing and modifying this procedure. Department managers and supervisors are responsible for enforcing control methods, while all employees are responsible for its execution. This procedure encompasses all activities associated with alloy wheel manufacturing, beginning from the design phase.



Energy Management Organization

Our energy management organization scheme mandates the establishment and maintenance of energy objectives and targets. These objectives and targets are designed to enhance the Energy Management System and energy performance. They must align with our energy policy, be measurable/verifiable upon implementation, and focus on significant energy uses wherever possible. Additionally, opportunities for improvement should be identified and pursued.

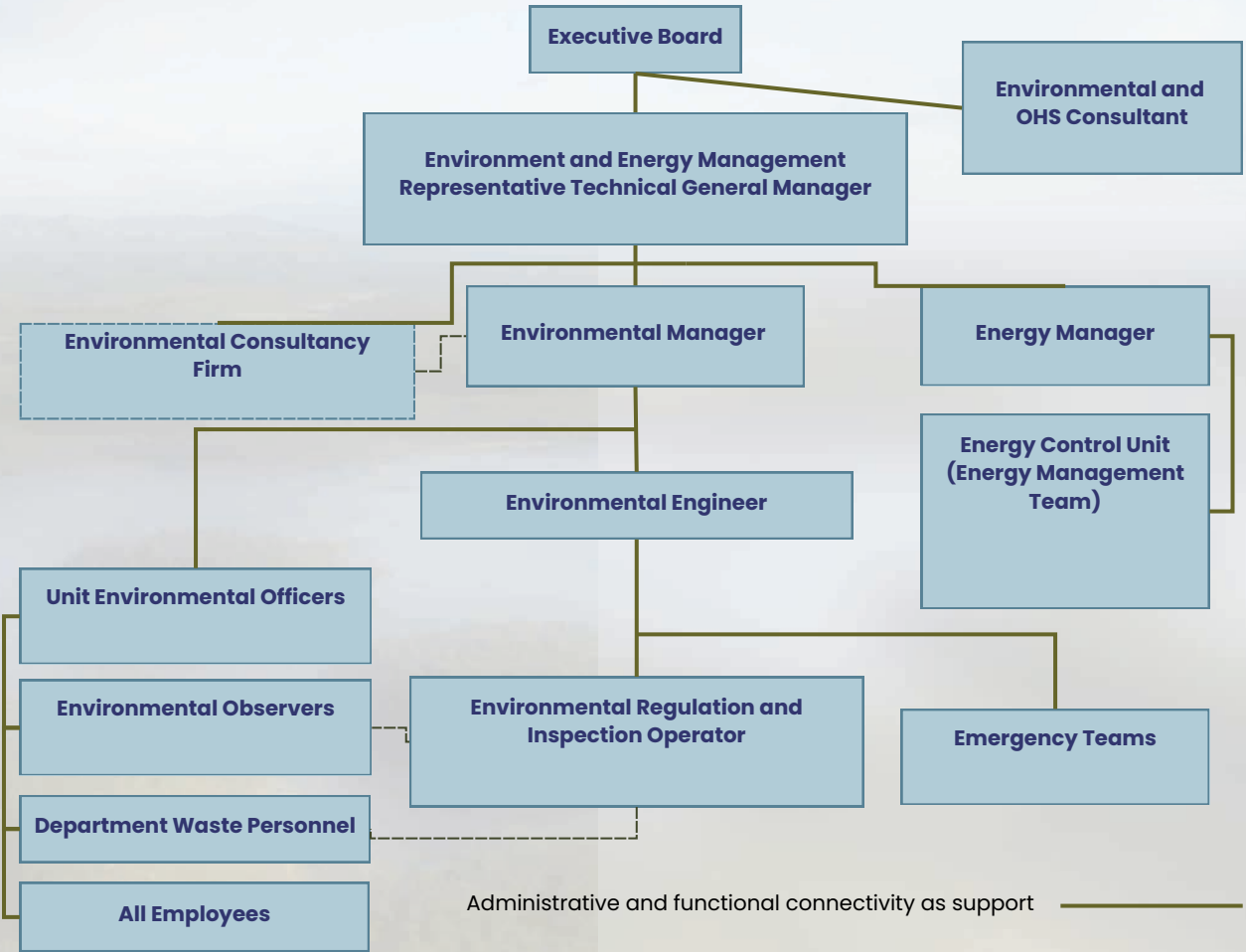


Transition to Climate Change

As Cevher, we are adapting our strategies to climate change. We are targeting to implement a carbon reduction roadmap in foreseeable future, and by that study ; we are targeting to achieve Net Zero in 2050.

We have acquired I-REC certificates for both of our facilities. Facility 1 has been certified for 36,569,000 kWh of energy, while Facility 2 has been certified for 9,843,000 kWh. The I-REC Certificate, first obtained in 2021, underscores our commitment to a complete transition to renewable energy. Furthermore, we are continuing our investments in Energy and Climate Management by integrating a new Environment and Energy Policy.

Through these efforts, we strive to continuously improve our energy performance and contribute to a sustainable future.



The administrative and functional connection. -----



EFFICIENT WATER USE AND WASTEWATER PRACTICES

Responsible Water and Wastewater Management at Cevher

We prioritize the efficient use of water, acknowledging its significance as a crucial natural resource. In this context, we are actively pursuing initiatives to enhance our water and wastewater processes, ensuring effective management and reducing water consumption across our operations.



Water and Wastewater Management Procedure

Our Water and Wastewater Management Procedure is designed to decrease water usage and encourage the reuse of water. This directive outlines the methods for managing and controlling the environmental aspects that may result in the generation of water and wastewater during production activities at Cevher within the framework of the Environmental Management System and Environmental Legislation. The Environmental Management Representative and the Environmental Manager are tasked with the implementation and modification of this directive, while all employees are responsible for its execution.



Water Usage at Cevher

Water usage at our facilities includes the following categories:

- Domestic water use by staff
- Water usage in production processes
- Cooling water usage
- Water for garden irrigation
- Water used in washing machines and cleaning oily parts
- Water for washing vehicles, separators, and iron pallets
- By adopting these measures, we aim to optimize water efficiency and uphold our commitment to sustainable practices.

Another critical element of our Water and Wastewater Management strategy is water consumption. Our primary objective is to minimize water usage and foster a culture of using treated water, emphasizing reuse. Through our Green Journey Project, we are committed to reducing the amount of water consumed in our facilities.

YEAR	WATER INTENSITY (m ³ /ton product)
2020	6.90
2021	7.40
2022	7.69
2023	6.38

Wastewater Characteristics

Our factory has a chemical wastewater treatment plant where wastewater is sent for treatment. Located within the Aegean Free Zone, our factory is controlled by ESBAŞ, and a monthly wastewater sample is taken and analyzed in an accredited laboratory. In this context, we hold a "Connection Quality Control Permit."

Under this permit, the parameters of COD, TSS, pH, Oil and Grease, and sulfate (SO4) are monitored. Based on these pollutants, calculations for the year 2023 are provided in the table below.

Parameter	Unit	Annual Pollutant Amount
TSS	kg/year	7,311
COD	kg/year	24,539
Oil and Grease	kg/year	1,328
Sulphate	kg/year	3,395



As Cevher Jant, we are working in collaboration with Aegean Free Zone (ESBAŞ) to decrease our pollutants in our foreseeable future.

For that, we regularly review our Water and Wastewater Management Procedure, and we follow the latest technologies for minimizing the water usage, and also for water recovery.

We comply with local and global legislations for water and wastewater treatment.



Emission Management at Cevher

Emission management is a crucial aspect of operations at Cevher. We actively monitor Scope 1, 2, and 3 emissions through the implementation of the ISO 14064-1 Greenhouse Gas Management System.

Also, we comply with national regulations to measure our air polluting emissions. In every 2 years, an emission measurement occur in our facilities.

ISO 14064 Compliance

The ISO 14064 Greenhouse Gas Calculation and Verification Management Procedure at Cevher guarantees adherence to the **"ISO 14064-1:2006 - Specification with Guidance at the Organization Level for Quantification and Reporting of Greenhouse Gas Emissions and Removals"** standard. This procedure aims to ensure accuracy and completeness through continuous and appropriate controls, identify and rectify errors and omissions, and maintain detailed inventory records, including information management. It ensures continuity and documents all activities undertaken.

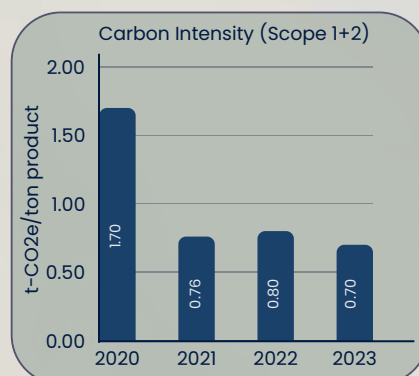
Maintenance and Energy Efficiency

The Maintenance and Energy Department, together with the Special Projects and Investment team, is tasked with the maintenance and regular operation of all equipment and machinery affecting energy efficiency. This is carried out according to the "Maintenance and Repair Process" and the **"Machine Commissioning and Relocation Process."** Records of machine/device identification, maintenance activities, and breakdown situations are carefully preserved and monitored.

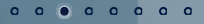
Annual Internal Audits

Greenhouse gas emission sources are scrutinized during annual internal audits, conducted in accordance with the "Internal Audit Procedure." These audits examine emission sources and verify their consistency with consumption levels.

By following these comprehensive procedures, Cevher ensures effective emission management, contributing to our overall sustainability objectives.



SUSTAINABLE WASTE MANAGEMENT PRACTICES



Effective Waste Management at Cevher

Recognizing the vital importance of effective waste management, we strive to enhance sustainable production and consumption practices, thereby moving closer to a circular economy. We are dedicated to integrating the principles of responsible production and consumption within our operations. By implementing comprehensive waste management strategies, we aim to minimize waste generation at its source, encourage recycling, and ensure proper disposal, all while maintaining our commitment to environmental stewardship.

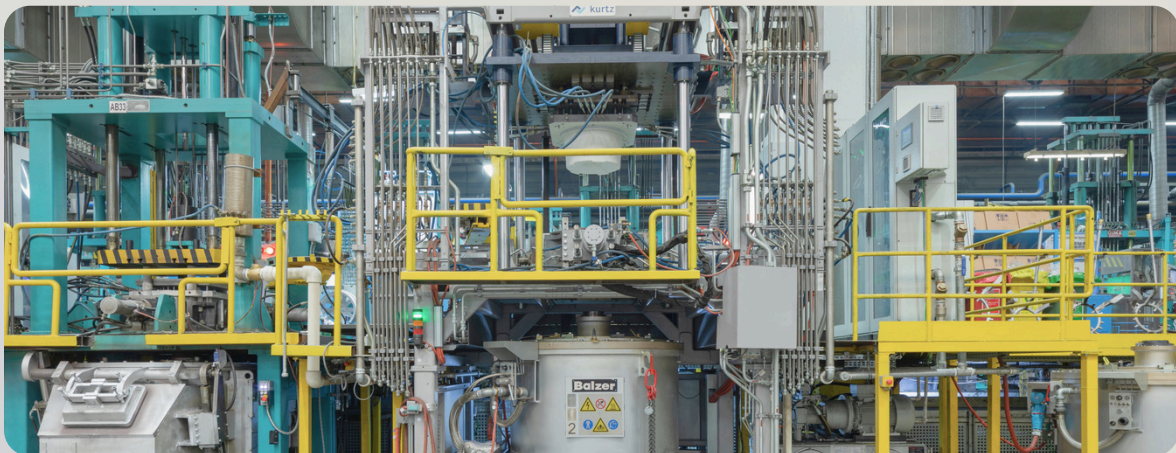


Detailed Waste Management Plans

Throughout the year, we develop detailed waste management plans and legal documents, which are submitted to the Directorate of Environment and Urbanization. We adhere to regional laws and consider the specific characteristics of the area to implement effective waste management practices. Authorized vehicles transport waste to licensed disposal facilities. For new waste types, we collaborate with stakeholders to meet all necessary requirements and ensure legal compliance. Additionally, we work with accredited laboratories to perform required analyses.

Environmental Protection Measures

To prevent any environmental harm, we ensure the identification, control, and proper disposal or recovery of the various types of waste generated by our operations, in compliance with all applicable laws and regulations. Our "Environmental Activities Control Procedure" outlines the necessary actions and responsibilities for effectively managing waste processes, covering solid, liquid, and gaseous wastes produced at Cevher plants.



SUSTAINABLE WASTE MANAGEMENT PRACTICES



Classification of Waste Management Practices

We have classified our waste management practices based on the waste generated during wheel production and relevant legal regulations. These classifications are:

- Municipal waste
- Hazardous waste
- Packaging and non-hazardous inert waste (including packaging waste)
- Special waste (such as end-of-life tires, batteries, accumulators, medical waste, and excavation and construction waste)
- Pandemic-related waste (such as disposable masks, gloves, etc.)



The Environmental Activities Control Procedure primarily focuses on managing municipal, special, and pandemic-related waste. This procedure outlines the methods for disposal, categorization, and handling of these waste types. Meanwhile, Cevher manages hazardous wastes and packaging/non-hazardous inert wastes through separate procedures: the **"Hazardous Waste Procedure"** and the **"Packaging and Non-Hazardous Inert Waste Procedure."**



Waste Collection and Management

Domestic waste is collected by ESBAŞ using the necessary vehicles, with a collection frequency of 1-2 times per day. Special wastes are managed according to their specific types. The MOTAT procedure (Mobile Waste Tracking System) is used for managing end-of-life tires and medical wastes.

By adopting these measures, we ensure that our waste management processes are efficient, compliant, and environmentally responsible, contributing to our overall sustainability goals.

SUSTAINABLE WASTE MANAGEMENT PRACTICES



Hazardous Waste Management

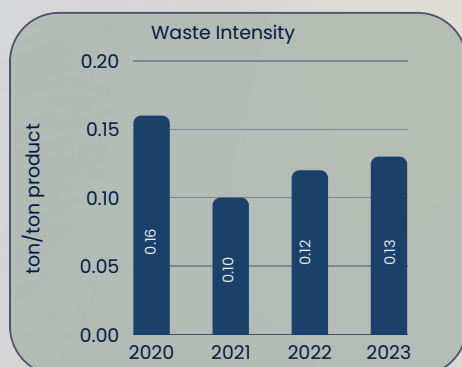
Hazardous Waste Types and Handling Procedures at Cevher Plants

At Cevher plants, a significant volume of hazardous waste is produced. This encompasses a wide range of materials, including:

- Waste filters, felts, and electrodes
- Paints and mineral oils
- Cutting (cooling) fluids, including oils removed before pre-processing
- Waste diesel, expired cartridges, and toners
- Chemicals such as waste sulfuric acid
- Contaminated cardboard, paper, fabric, and personal protective equipment materials contaminated with paint, varnish, chemicals, or oil
- Pallets and leveling materials (contaminated waste)
- Sprays and mixed alloy aluminum chips (including those with iron or diamond-cut chips)
- Iron-steel chips
- Finished X-ray tubes from X-ray units
- Fluorescent lamps and electronic waste
- Waste cables and powder paint waste
- Wet paint waste and sludge from chemical wastewater treatment plant filter presses
- Blasting waste from steel and sandblasting plants
- Filter dust from gas purification units
- Expired chemicals and refractory waste
- Gelatinous and dried paints
- Glass wool and insulation materials

Handling and Disposal Procedures

Each type of hazardous waste generated at Cevher plants requires specific handling and disposal protocols. These protocols are meticulously outlined in the Cevher Hazardous Waste Procedure. The procedure ensures that all hazardous materials are managed in compliance with environmental regulations and safety standards.

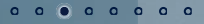


Access to Procedures

For detailed information on handling and disposal regulations for each type of hazardous waste, please refer to our Waste Management Procedures, follows legal regulations.

By adhering to these structured procedures, Cevher ensures that hazardous waste is managed responsibly, minimizing environmental impact and promoting workplace safety.

SUSTAINABLE WASTE MANAGEMENT PRACTICES



Non-Hazardous, Inert and Packaging Wastes

Non-Hazardous, Inert, and Packaging Waste Management at Cevher

Types of Non-Hazardous and Inert Wastes

Our facilities produce a variety of non-hazardous, inert, and packaging wastes. Examples of non-hazardous and inert wastes include:

- Scrap iron and steel
- Cardboard cups and spoons
- Aluminum dross (foundry residues)
- Waste cables
- Aluminum chips and swarf
- 61 and 67 S turnings
- Iron-steel chips



Waste Handling Procedures

The methods for handling, disposing, and storing these wastes are comprehensively outlined in the Cevher Non-Hazardous, Inert, and Packaging Waste Procedure.

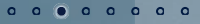
Recycling and Environmental Contributions

We actively support environmental initiatives. For instance, our donations to the Ege Orman Vakfı (Aegean Forest Foundation) have facilitated the recycling of electronic wastes, leading to the planting of 130 saplings. Through our involvement with Non-Profit Organizations, we aim to promote recycling and the reforestation of natural areas, thus contributing to biodiversity.

Commitment to Sustainability

At Cevher, we are committed to advancing Green Economy, Zero-Waste, and Recycling initiatives. Our efforts are aligned with fostering environmental sustainability and supporting global ecological goals.

WASTE MANAGEMENT



For a wheel manufacturer like Cevher, effective waste management is crucial to maintaining environmental sustainability. Properly handling waste not only mitigates environmental impact but also ensures compliance with regulatory standards and promotes responsible manufacturing practices. The Waste Commission plays a pivotal role in overseeing waste discharge processes from ESBAŞ facilities.



Waste Commission Procedures

The Waste Commission, established to oversee the discharge of waste from ESBAŞ facilities, holds meetings on the 1st and 3rd Tuesday of each month. Announcements for these meetings are made by the Free Zone Directorate a week in advance. Prior to each meeting, commission officials conduct site visits to inspect waste and may request additional information or waste reduction measures.

Approval Process

Once all signatures are obtained, the minutes are submitted to the Izmir Provincial Directorate of Environment and Urbanization for approval. Upon receiving the official approval letter for hazardous and solid waste from the Free Zone Directorate and distributing the necessary cover letter, waste can be discharged from the Free Zone. For excavation/debris waste, it is not necessary to send a letter to the Provincial Directorate of Environment. Once the commission is signed by other participants, the waste can be discharged.

Application Process

A formal application letter, detailing the quantity and code of hazardous waste, is required from the waste-generating company. This letter is prepared by the Environmental Operator or Environmental Manager, who checks, edits, prints, stamps, and signs it. The application must include the Ministry of Environment license and license letter, contract, and other relevant documents from the company responsible for waste disposal or recycling. These documents are attached to the letter and submitted to the Ege Free Zone Directorate by the end of the previous week on Thursday.

Discharge and Tracking

During the waste discharge, a delivery report document is prepared. The Mobile Waste Tracking System (MOTAT) is used for the transportation and disposal of hazardous and certain special wastes, with entries made through the Ministry of Environment - EÇBS portal. The carrier and licensed company handle the procedures based on the received tracking number (TKN).

Effective waste management is a testament to Cevher commitment to environmental sustainability. By adhering to these structured procedures, the company ensures that its waste discharge processes are efficient, compliant, and environmentally responsible.



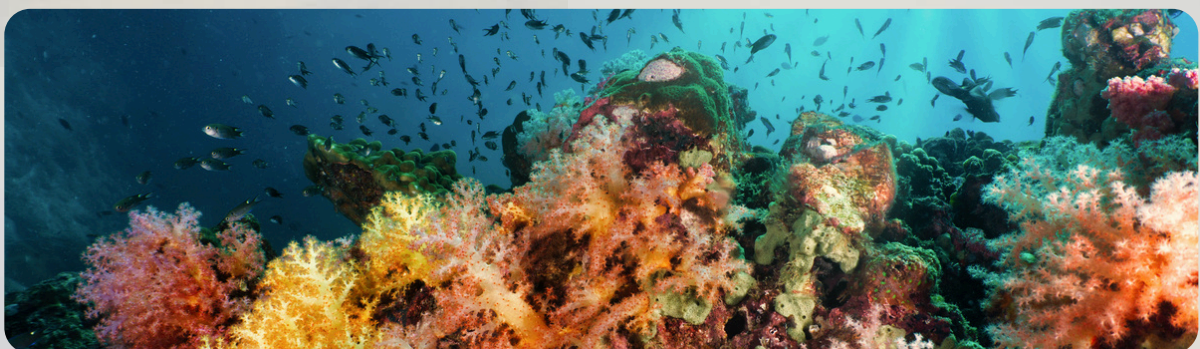
At Cevher, our commitment to sustainability is paramount. We strive to lessen our ecological footprint and conserve natural habitats, adhering strictly to sustainable practices.

Through detailed environmental impact evaluations, we assess and minimize the influence of our operations on biodiversity.

The location for Plant 1 lies within the "Free Zone" as defined in the 1/100,000-scale Environmental Plan and does not coincide with forest areas. According to the Appendix-I list of the "Convention on the Conservation of European Wildlife and Natural Habitats" (Bern Convention), no plant species within the project site or its immediate vicinity are classified as rare, endangered, or in need of protection. Additionally, there are no endemic species present in this region.

For Plant 2, the Mediterranean climate's effect on the Gaziemir District and the presence of Mediterranean flora confirm that the area belongs to the Mediterranean floristic zone. The district is characterized by the Maquis vegetation type. In terms of fauna, the Gaziemir District exhibits typical features of the Aegean Region. Nevertheless, the project site within the ESBAŞ boundaries has seen significant changes in flora and fauna due to intensive industrial activities.

The project area is situated within the ESBAŞ boundaries and does not fall under any Wetland, Forest Area, Agricultural Land, National Park, or Special Protection Area. There are no Historical, Cultural, or Archaeological Sites within the project vicinity. Furthermore, it is not located in areas susceptible to erosion, landslides, or designated for afforestation, nor is it above aquifers requiring protection under the Law on Underground Waters (Law No. 167).



Cevher undertakes deforestation projects both within our company and the surrounding community to bolster biodiversity. We collaborate with non-profit organizations and support recycling initiatives through donations, reinforcing our dedication to environmental protection.

SOCIAL SUSTAINABILITY APPROACH

As Cevher, we ensure Social Sustainability; It is one of our top priorities in our business processes, all our processes and all the projects we are involved in. We accept that ensuring Social Sustainability has an important place in our business processes and future goals, and we develop our actions in this context.

Occupational Health and Safety, Human Rights Approach, Human Resources Management, Employee Loyalty and Employee Rights, Social Investments and Talent Management, which are the basic components of Social Sustainability, are improving every year within Cevher, and with the steps we take in this regard, we provide our employees with a pleasant and safe workplace. We are committed to providing a business environment.



OCCUPATIONAL HEALTH & SAFETY

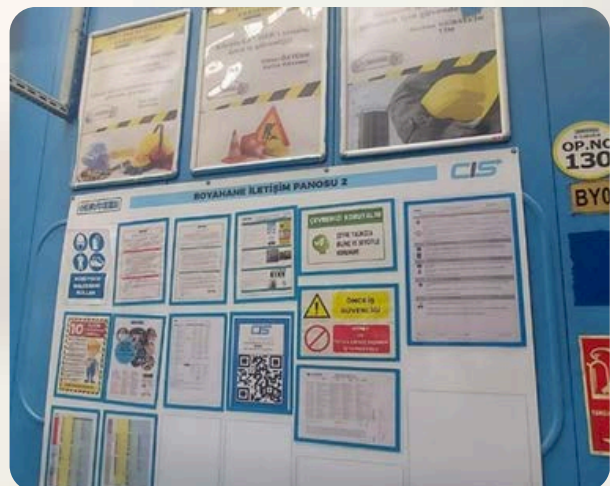
Occupational Health and Safety is one of the most fundamental issues that we pay attention to and prioritize in our business processes and operations, and it is declared as a very high material topic in our Cevher Materiality Analysis. As Cevher, it is part of our mission and vision to ensure that our employees work in a healthy and safe environment and to ensure their safety. We want to create a strong OHS culture that improves itself every year in our production processes and the work we do within our company and take firm steps towards our goal of zero work accidents throughout our targeted processes.

In line with the ISO 45001 Occupational Health and Safety Management system certificate, in our factories under the management of our expert teammates; we pay attention to OHS principles in our production processes and workplace and take the necessary precautions in this regard. Our OHS committee meets every month to evaluate OHS activities within Cevher. The purpose of these meetings is to make an OHS-based evaluation throughout the month and discuss possible actions and future plans. The biggest aim of our committee's meetings is to regularly revise our.



OHS procedures and OHS management system and minimize work accidents as much as possible. During the ASI audit we carried out in 2023, our headquarters, Fab-1 and Fab-2 were audited in terms of operation and procedures, and no negative findings were found. Audits are of critical importance in terms of showing us the level of our OHS practices and providing us with a light for the future.

OHS is also a part of the training we provide to our employees regularly. Through regular training on this subject, we convey to our employees the importance of OHS and that it is a very important point regarding the integrity of our workplace.



OCCUPATIONAL HEALTH & SAFETY

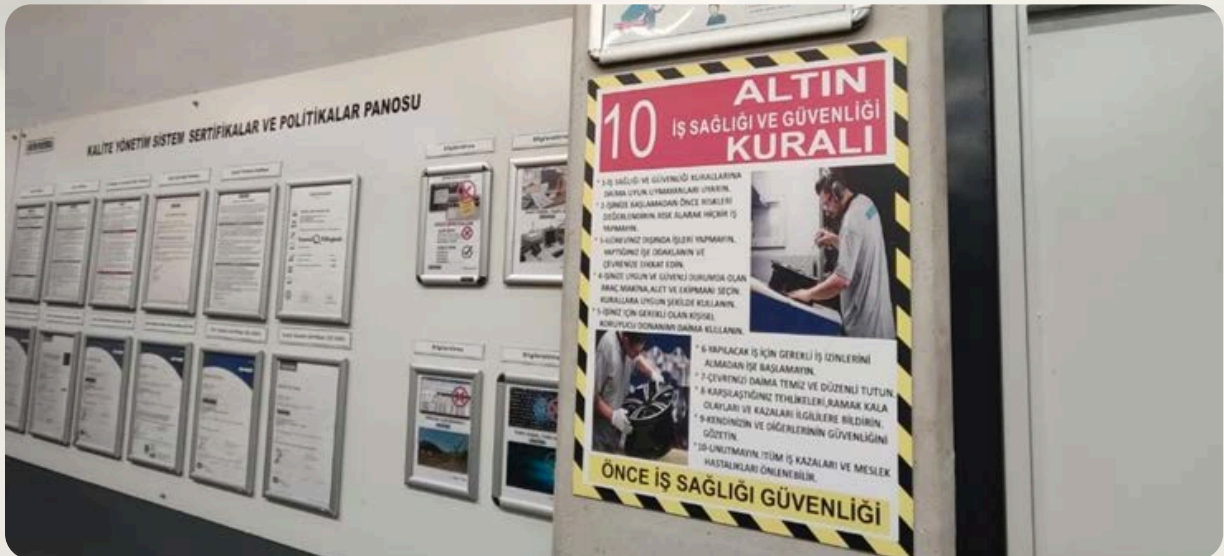


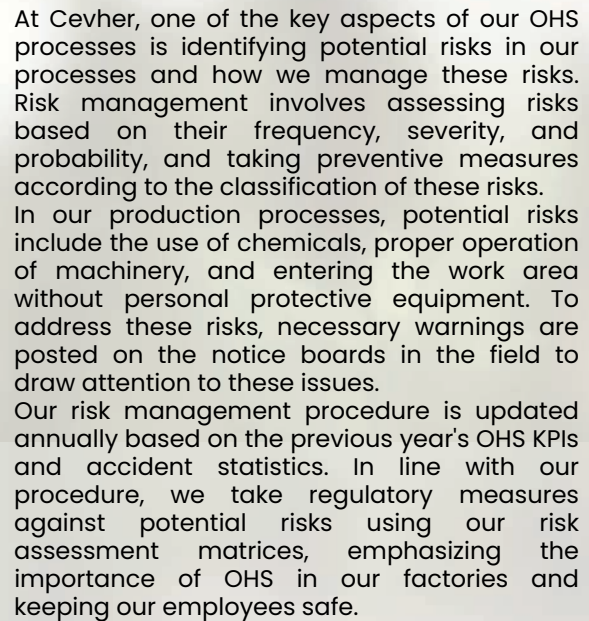
The health and safety of our employees is the top priority for our company. We strive to make continuous improvements in the field of occupational health and safety to protect the health of each employee and provide a safe working environment. In this way, we not only aim for a sustainable business, but also support the happiness and productivity of our employees.

Throughout 2023, we revised our Occupational Health and Safety procedures and internal company documentation and introduced the new version of our policy to our stakeholders by adapting to new regulations and regulations. Likewise, we have updated our OHS handbook, in which the basic OHS rules are declared, which we give to every stakeholder who comes to our factory and workplace. In this way, our stakeholders sees our company's actions regarding OHS directly.

Our OHS management system regularly inspects our suppliers and subcontractors. While creating our supply chain, compliance with OHS criteria and ISO 45001 OHS management system certificate are among our criteria, and we build our supply chain with quality and trust.

We have an Incident and Near Miss Accident Procedure during our activities within the scope of Occupational Health and Safety to identify the root causes of potential hazards, near misses and accidents. This procedure defines the conditions for investigating and analyzing incidents and near-misses and taking the necessary corrective and preventive measures to prevent their recurrence. Through this procedure, we list and analyze corrective actions for dangerous events, potential accidents and near misses, and inform our employees about these issues.

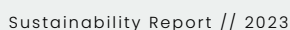




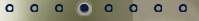
At Cevher, the importance of OHS training within our OHS management system is paramount. Due to the nature of our work and processes, our employees are required to be present in the field. The most fundamental requirement for their presence in the field is the complete and thorough acquisition of OHS knowledge and training. Our employees, who receive training on the use of personal protective equipment, basic OHS rules, and procedures to follow in case of a workplace accident, are responsible for both their own safety and that of their colleagues.

One of the key components of the Occupational Health and Safety management system is emergency situations and emergency action plans. Cevher is located in a first-degree earthquake zone. Emergency situations such as earthquakes, natural disasters, and environmental catastrophes can occur at any time due to our region. As a company, our goal is to take all necessary precautions against these emergencies and mitigate them with minimal damage.

To prepare for these situations, we regularly conduct drills to assess our employees' awareness of these sudden events. Based on the outcomes of these drills, we provide the necessary training to ensure our employees are well-prepared.



EMERGENCY SITUATIONS



HUMAN RIGHTS APPROACH

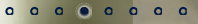
At Cevher, we always show respect for people and labor in line with our values. In this context, we consistently take steps to support our employees' human rights in collaboration with our relevant departments, prioritizing their rights above all else.

We center the United Nations Sustainable Development Goals in our human rights perspective, integrating these goals into our business processes to maintain a business model that prioritizes human rights. Our commitment to valuing people continues to grow with the efforts we have undertaken in 2023.

- Human Rights Impact Assessment
- Revisions to Our Policies and Publication on Our Website
- ASI Audit
- Recruitment Instruction
- Employee Handbook
- Code of Conduct



CODE OF CONDUCT



The Cevher Code of Conduct is a guiding document that outlines the behavior of our employees within our company and what is expected of them in the workplace. Alongside our Code of Conduct, we expect our employees to adhere to our values and contribute to them.

Our Code of Conduct is updated annually and is one of the elements questioned during our ASI audits, and it is revised based on the audit findings.

- Legitimate and Compliant Legal Proceedings
- Social Responsibility
- Customer Relationship
- Supplier Relations
- Rivalry
- Corporate Briefing
- Quality
- Environmental Responsibility
- OHS
- Global Responsibility



GENDER EQUALITY

At Cevher, we place great importance on female employment and strive for gender equality through initiatives such as awareness-raising training, workshops, and women's leadership programs. We actively work on these initiatives to promote gender equality.

Our female representation in executive management and upper management positions increased from 33% last year to 40% this year. We support our female executives and leaders at every opportunity and aim to be part of their career journey.



SOCIAL COMPLIANCE

We inform our employees about our social compliance policy, which reflects our perspective on social sustainability and shapes our identity in social matters at Cevher. We instill our organizational culture in them through this policy.

Our policy creates subcategories for us in social sustainability issues, and we take the necessary measures for these categories.

- Prevention of Child Labor
- Ensuring Occupational Health and Safety
- Respect for Freedom of Association and Collective Bargaining Rights
- Prevention of Discrimination
- Working Hours
- Supplier Relationships & Gradual Impact
- Management System
- Compensation and Payments
- Protection of Environment
- Supplier Relations & Cascading Impact
- Ethical Business Conduct
- Management System

SOCIAL IMPACT ASSESMENT - PREVENTION OF DISCRIMINATION



As Cevher Jant, we analyse the social sustainability topics with our HR department and our board of directors. For that, we have an Human Rights Impact Assesment, in line with the principles of SA8000 - Social Accountability International Standard. We asses following social risks, and mitigating opportunities.

- Child Labor
- Prevention of Discrimination
- Diversity, Equality and Inclusion
- Employee Engagement
- Freedom of Association
- Diciplinary Practices
- Extra Working Hours

Our Human Rights Impact Assesment study and Social Risk Evaluation form was audited in our ASI Performance Audit, and we have conformed our study in ASI scope.

We provide regular trainings of our SA8000 Human Rights Impact Assesment to our employees and stakeholders, to emphasise of the criticalness of these topics for our sustainability governance and vision.



TALENT MANAGEMENT



At Cevher, we aim to value our employees and ensure they have a quality and enjoyable time within the Cevher family, striving to keep them satisfied in the workplace as much as possible. Our expert Human Resources department, along with our HR management procedures, works in this area.

With the contribution of our HR department, our Cevher Human Resources policy was developed after our ASI audit in 2023. The primary objective of our policy is to prioritize the well-being and satisfaction of our employees, encouraging them to showcase their talents within a respectful environment that embraces individual differences. Aligning with our company's sustainability goals, making Cevher a prestigious company to work for is one of our main objectives. In this context, international and local labor standards and professional ethics are adhered to, legal rights are applied in favor of employees, and discrimination is strictly prohibited.

Employee professional and personal development are supported, their performances are monitored, and their successes are rewarded. Career planning, promotions, and lateral moves are made, teamwork is encouraged, and working conditions are made compliant with legal regulations. Employee union rights are respected, and the management board is responsible for implementing the Human Resources Policy. Cases of non-compliance with policies are evaluated by the Ethics Committee.

At Cevher, we seek customer-centric work, positive thinking, knowledge sharing, and teamwork consciousness, and we ensure our existing employees develop in these areas. We aim to create a corporate culture with high employee loyalty through continuous training, performance evaluations, a flexible organizational structure, and internal customer satisfaction measurements.

CEVHER ACADEMY

An important part of our Human Resources management system is to provide training to our employees at regular intervals and to support them on their career path. In this context, Cevher Academy, which we established in 2018, accompanies employees on their career path and provides them with the necessary support. Various trainings are provided in our academy, which has deepened its training content every year since its establishment.

- Vocational and technical training
- Quality training
- Continuous improvement training
- Personal development training
- Occupational Health, Safety, and Environment training
- Interactive training sessions with experts
- Online e-learning programs





Cevher employees join our family after going through a recruitment process under equal conditions, without being discriminated on the basis of religion, language or race. The recruitment process is carried out by our HR department, and it is determined whether candidates will be hired or not after the testing process and interview process.

In our ASI audit, recruitment processes and legal regulations on this subject were also audited. As Cevher, we conduct a legal, transparent recruitment process and recruit the most optimal candidates for our company.



Our employees, whose recruitment process is completed, complete the necessary health examinations and paperwork process before the first working day. Then, through processes such as employment training and orientation, Cevher takes the first step into their career.

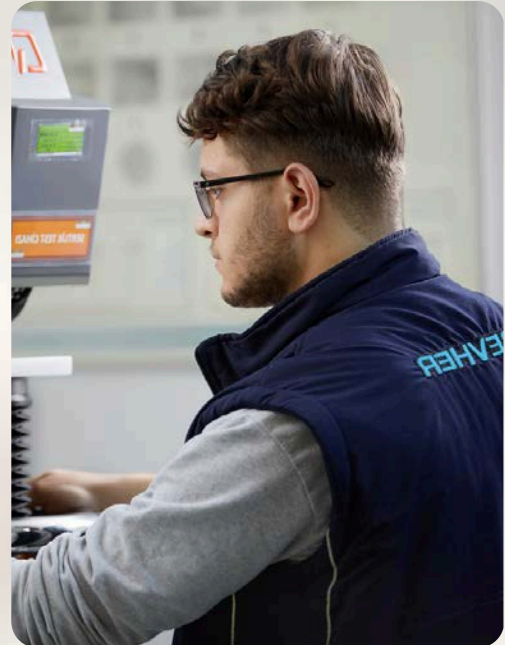
As Cevher, we also attach great importance to the employment of disabled employees. In accordance with legal regulations, we work in partnership with our state and hire our disabled employees within the regulations, and we work to benefit from their special abilities in our business processes, while respecting their disabilities.



FIRST STEP OF CAREER

At Cevher, we greatly value the enthusiasm for learning, curiosity, energy, and unique ideas of young individuals. As a leading company in the Turkish foundry industry, we strive to help young people take their initial steps in their professional careers by transforming the theoretical knowledge they acquire during their education into practical, real-life experiences. To support this, we offer various student programs:

- High School Internship Program (Vocational High School)
- Apprenticeship Training Program
- Journeyman Training Program
- University Internship Program
- Part-Time Employment Opportunities
- Graduate Thesis Projects



These initiatives are designed to provide students with hands-on experience and opportunities to develop their skills and knowledge in a real-world work environment.

As Cevher, one of our missions is to provide our employees with conditions where they can be at peace within the company and have a smile on their faces when coming to and from work. In this context, we increase our employee satisfaction with the opportunities we offer to our employees.

- **Transportation** – Our company offers a shuttle service so that Cevher employees can reach our company easily. Our employees can use the necessary services 10 minutes after the end of work and at the time notified to them before work.
- **Annual Leave** – Our employees can benefit from annual leave according to their years of seniority. Our employees with 0-5 years have 18 working days of annual leave, our employees with 5-15 years have 22 working days, and our employees with 15+ years have 26 working days of annual leave.
- **Excused Leave** – As Cevher, we always give our employees leave and support them in important situations within the scope of legal regulations.
- **Food and Heat Aid** – We want to make our employees' lives easier by regularly providing food and fuel aid.
- **Remuneration and Promotion** – Cevher makes salary payments to its employees on the first working day of the month, and advance payments, which are 1/3 of the gross salary, are paid to employees on the 15th of the month. With our payment and promotion procedure, the salaries of employees increase according to the promotions received, and this promotion period takes place in January.
- **Performance Meetings** – Every 6 months, we hold performance meetings with Cevher employees, discuss the strengths and weaknesses of the employees and set KPIs and targets for them for the future.
- **Occupational Physician** – An occupational physician works 6 days a week within Cevher and provides first aid to our employees who feel unwell.
- **Freedom of Association** – As Cevher, we are committed to upholding and safeguarding our employees' rights to collective bargaining and freedom of association. Our goal is to foster a trusting relationship with our employees and unions. This bargaining agreement covers the topics of child labor, employee trainings and primarily employee's health and safety.



TRAININGS IN CEVHER

Within Cevher, it's crucial for us that our employees continuously develop themselves and become experts in their roles. In line with this goal, our primary action is to prioritize training and update the content of these trainings annually to add value to our employees. Our training procedure encompasses all the trainings we provide, as well as external trainings supported by our company upon employees' requests.

Orientation Trainings

These are provided to newly hired on-site personnel before entering the work area, introducing them to the factory and its departments. Additionally, training is given on Human Resources Practices, ISO 14001-Environmental, ISO 45001-Occupational Health and Safety, and ISO 14064-GHG systems, product knowledge, customer specific requests and characteristics, potential problems caused by not meeting quality standards, the importance of branding, calibration, traceability, product/material flow, and wheel product safety. Moreover, trainings listed in the annual quality training table, such as IATF 16949 and KYS, ISO 27001-Information security, are also provided.

On-the-Job Trainings

These trainings are conducted at least once a year for workers and technicians involved in production and production-related services to enhance productivity and remind them of safety measures. These trainings may directly relate to the performed job or be in the form of developmental training on any work-related topic.

Quality Trainings

Total Quality Management System trainings are aimed at sharing topics revised annually according to needs and prepared in line with the current plan with all employees to increase awareness of product quality. These trainings are provided by qualified personnel. For newly hired white-collar employees, the aim is to organize collective quality training every 3 months. However, this three-month period is not awaited if the number of newly hired white-collar employees exceeds 10.



Environmental and OHS Information Trainings

It is a weekly information training where topics such as quality errors, customer complaints, wastage, corrective actions, environment, energy, occupational health and safety and negative situations, risks, near-misses, work accidents, OHS Board decisions, new practices, legal changes, standards, policies, etc. that occur within the scope of SGHD are shared and disseminated with all employees of the 08:00-16:00 shift. If needed; experts or consultants on the subject can also be invited to the training. Training documents are kept in the Quality and training records are kept in the HR department.

Training Given to Interns and Apprentices

Legal regulations and related provisions apply to our interns and apprentices, and training programs are created accordingly.



ISO 14001 and ISO 14064 Trainings

Visitors to Cevher receive Turkish-English handbooks detailing the rules and environmental policy related to the environmental management system. The guides accompanying the visitors are responsible for ensuring adherence to these environmental rules. Additionally, documents designed to enhance environmental awareness are posted on notice boards throughout the factory.

Contractors who will work in the factory receive a briefing from the Environment and OHS department staff about the environmental management system and applicable rules, with records of these briefings maintained.

EMS training and awareness for approved suppliers are conducted by the Environment, Quality Continuous Improvement, and Purchasing departments, often by inviting suppliers to participate in supplier audits or environmental training sessions. Waste management companies are specifically informed through discussions held during waste collection or application processes. When engaging with a new company, information regarding requirements and process operations is provided during the pre-contract meeting.

Information Security Trainings

The Information Security Management System awareness training is conducted in collaboration between the Information Technology department and the Human Resources & Industrial and Administrative Relations department. This training aims to raise awareness about the Information Security Management System (ISMS) policy, its contributions to the organization, and the potential consequences of non-compliance with the system.



IMPLEMENTATION OF CODE OF CONDUCT

If employees learn of or suspect any violations of the laws, regulations, or rules to which the company is subject, they must report this to their top manager or the Human Resources Manager. We formed an ethics hotline, which are assured by a third party organisation. Our employees could reach this hotline via "cevher@etikhat.com", and could scan the QR code in our website to reach directly our ethics hotline. You can reach our ethics hotline from [here](#).

It is crucial that the reporter's intentions are free from motives such as gossiping or negatively impacting their career. Therefore, confidentiality, impartiality, and adherence to ethical rules are paramount in the reporting and investigation process. Retaliation against an employee who honestly reports a problem or violation is considered a breach of the Code of Ethics. Conversely, any deliberate false or slanderous reports are regarded as violations of the Code of Ethics by our company.



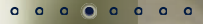
EMPLOYEE ENGAGEMENT

As Cevher, we value our employees and adopt the principle of growing together with them. The satisfaction of our employees increases the quality of the workforce we employ, and at the same time, we make our brand more globally recognized. Our HR department constantly takes action regarding employee satisfaction and holds regular meetings with our employees.

In this regard, we conduct an anonymous employee satisfaction survey to our employees every year, and according to the results of this survey, we identify areas for improvement, conduct a comprehensive study on those areas, and aim to improve our score in next year's survey. In 2023, we won the Respect for Humanity award given by Kariyer.net in this regard.



ENGAGING TALENTS



We organized many events throughout the year to both please our customers and benefit our society.

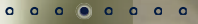
As Cevher Jant family, making our employees happy and contributing to their workforce is a cornerstone of our social sustainability vision. In this context, we undertake various initiatives to allow our employees to rest amid intense work processes and to protect their mental health. Through these activities, we not only increase our employees' loyalty to the company but also raise awareness of our social responsibility. In this way, we create a more sustainable structure.

With these activities, we engage in the matter of social sustainability and we create value with our local community.

- Summer farewell party
- Pizza Making Activity
- New Year Party
- You can quit smoking seminar
- 29 October Event
- Women's day events
- Izmir Share My Dream Marathon
- Blood Donation Event



SOCIAL INVESTMENTS



- Career Day Participation
- Personal Development Trainings
- Lösev Tangerine picking event for children with leukemia
- Donation to Darüşşafaka
- Participation in the Basketball Tournament as Cevher
- Donation of saplings for birthdays

As Cevher family, we invest and we matter our social identity, and we regularly organise and participate in social events and make social investments in order to raise awareness in our local community, and also benefit from social values. These investments contribute our social sustainability governance, and our goal is to produce more social value year by year.



Talent Engagement and Social Investment activities and events also contributes our stakeholder engagement, because we strenghten our relationships in every event, and we create a sustainable value with our stakeholders. Our ambition is to contribute to our community and to environment, and we will eagerly continue in this ambition.



05 SUSTAINABLE PRODUCT MANAGEMENT

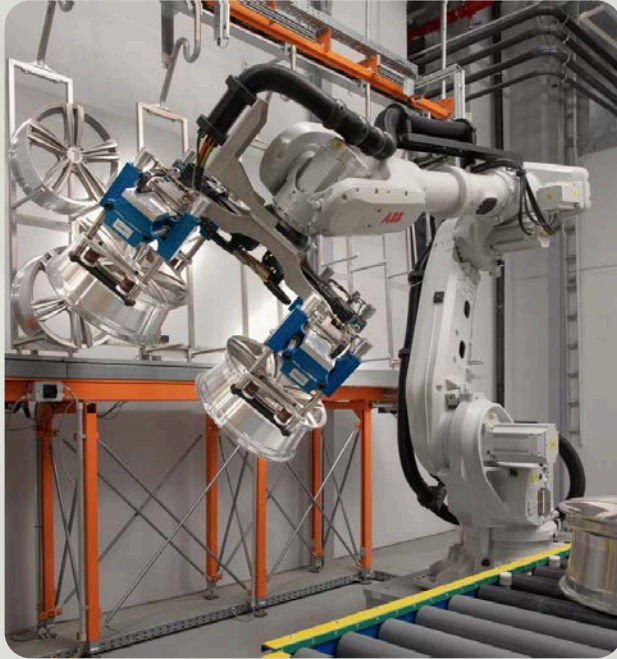
SUSTAINABLE PRODUCT MANAGEMENT APPROACH

At Cevher, we place our sustainable product management approach at the core of our corporate strategy, aiming to minimize our environmental and social impacts. This approach is designed to maximize environmental sustainability throughout the lifecycle of our products. From design through manufacturing and distribution to use and end-of-life, we implement sustainability principles at every stage.



This process encompasses the use of eco-friendly materials, enhancement of energy and resource efficiency, reduction of waste production, and promotion of recycling and reuse. Additionally, this approach supports customer satisfaction by enabling our consumers to choose products that are environmentally conscious without compromising on quality or performance.

As a company, we are committed to offering sustainable product options that align with environmental values and meet the needs of our customers. By adopting this approach, we reflect our commitment to leaving a more sustainable world for future generations. We are on a path to becoming a socially and environmentally responsible enterprise. Our sustainable product management approach is reinforced through regular training sessions for our staff. These sessions help enhance the sustainability awareness and practices of all our employees.



HIGHLIGHTED INNOVATIVE ACTIVITIES

Cevher's strategy, focused on innovation, revolves around digital transformation and ongoing improvement through Cevher Digital. Established in 2021, this initiative aligns with Cevher Group's sustainable growth vision, specializing in software development, automation, robotic processes (RPA), IoT, and Industry 4.0. Originating from the digital transformation needs within the production processes, Cevher Digital provides globally competitive software solutions.

SUSTAINABLE PRODUCT MANAGEMENT APPROACH



Recent Technological Projects and Innovations

QRS and Kaizen Modules: These modules, developed to optimize internal processes and enable continuous improvement, manage employee feedback and improvement suggestions in a digital format, enhancing operational efficiency.



Investment Approval Form (YOF) Project

This web-based platform, developed under the "From Paper to Digital" initiative, digitizes procurement and budget management processes. Introduced in late 2023, YOF has become an essential tool for managing the 2024 budget processes.

Robotic Process Automation (RPA)

Utilized across various departments such as production, finance, and logistics, RPA technology automates repetitive tasks, securing business continuity and minimizing error rates.

AI-Enabled Wheel Defect Detection

This system employs artificial intelligence to identify defects in the wheel manufacturing process, thereby increasing product quality while reducing costs and environmental impact.

International Achievements and Collaborations

In 2022, Cevher Digital completed its first software export, developing a Product & Process Tracking Solutions program for a leading Spanish firm. This milestone showcases Türkiye's software engineering prowess on an international stage. Additionally, robust collaborations have been initiated in Izmir and the Aegean region, facilitating the effective exchange of knowledge and expertise.

Educational and Community Contributions

Cevher Digital merges technology and education by mentoring students from Dokuz Eylül University and participating as jurors in the #WE4GAME GameJam at Izmir Technopark. These efforts assist in integrating young talents into the industry.

These extensive activities not only position Cevher Digital as a leader in digital transformation but also as a provider that goes beyond merely supplying technology. The company's innovative solutions bolster sustainable growth strategies and enhance its competitive standing in the global market.

AUTOMATION AND DIGITALIZATION STRATEGIES

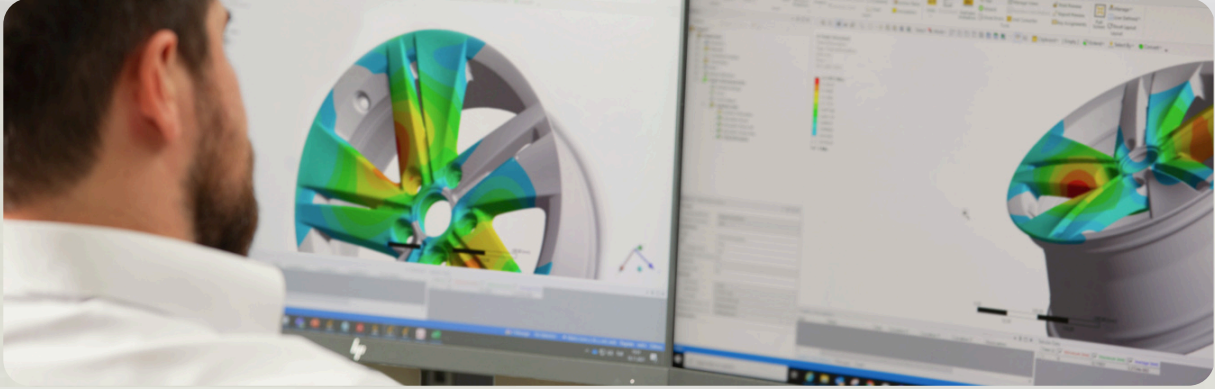
In the 2022 sustainability report of Cevher, the Sustainable Product Management section emphasizes the importance of automation and robotic production processes. These processes, especially integrated for repetitive tasks and transportation jobs, play a critical role in enhancing operational efficiency. To preserve as much expertise as possible within the company and continuously improve our processes, we utilize our in-house Automation project team.

Automation and Robotic Solutions

Through conveyor systems, we facilitate product transportation and sorting, while updating casting machine PLC software and making digital enhancements to SCADA software. These improvements standardize the production of identical products in series manufacturing. For more complex robotic solutions, we typically collaborate with external integrator firms.

Digitalization and Traceability Advances

The integration of ERP (SAP) and MES (Promanage) systems has marked significant progress in our internal software development and enhancement processes. Barcode and QR code systems developed for product and batch identification enable the scanning and processing of this information within the production process. Additionally, traceability software being developed to cover the entire production area stores traceability and process information from production machines in a Relational Database, facilitating information sharing and correlation.



This software has been developed and implemented by our company's Digitalization Team, with all improvements continually made by this team and the experienced engineers involved in the process. Our primary goal is to collect all production data related to products as big data, analyze and interpret this data, and ultimately develop Machine Learning Algorithms that will reduce scrap and rework rates. A key feature of the software we have developed is the ability to utilize and share ready-made data through agile approaches in both MES and ERP software integrations.

The use of automation and robots in production processes is vital; approximately 30-40% of the production involves automation. Due to the increasing weights of products, automation has become essential. Automation and robotic solutions are implemented as extensively as possible in the field. In our Paint Shop, six robots each with six axes, and one robot in machining operations are actively used. These technological integrations play a significant role in helping Cevher achieve its sustainable production goals and stand out in global competitiveness.

R&D AND INNOVATION STRATEGIES

In the 2023 Sustainability report of Cevher, the Sustainable Product Management section emphasizes the importance of automation and robotic production processes. These processes, especially integrated for repetitive tasks and transportation jobs, play a critical role in enhancing operational efficiency. To preserve as much expertise as possible within the company and continuously improve our processes, we utilize our in-house Automation project team.



AluWHEEL Project

This project focuses on developing high-performance Al-Si alloys for electric vehicles. It aims to refine aluminum obtained from secondary sources and develop new composite materials. By using innovative cleaning methods and in-situ/ex-situ composite techniques, the project seeks to eliminate harmful Fe intermetallics and other impurities in the production processes. These efforts represent significant advancements in material science and environmental sustainability.

Bio-Based Eco-Friendly Aluminum Wheel Hubcap Project

This project focuses on replacing petroleum-based polymeric materials used in wheel hubcaps with environmentally friendly, bio-based materials. The natural materials are tested through plastic injection methods and evaluated using thermal analysis, mechanical tests, and coating tests. This approach aims to increase the use of sustainable materials, thereby reducing the environmental footprint in the automotive industry.

Sustainable Green Wheel Project

This project aims to produce new wheels from scrap materials, building on sustainable production methodologies. The goal is to achieve 100% secondary aluminum wheel production from pre- and post-consumer scrap materials. The development of new cleaning methods and optimization of liquid metal cleaning conditions enhances process efficiency. The results of this project are crucial for reducing environmental impact and improving waste management. This project initiated in 2023, and our goal is to continue and successfully finish this project in following years.

Natural Gas Consumption Improvement Project

Aimed at increasing energy efficiency and reducing operational costs, this project seeks to lower natural gas consumption in melting furnaces and paint shops. The project involves strategic improvements to reduce energy consumption and enhance environmental performance, resulting in significant cost savings for the operations.

These projects play a critical role in Cevher's strategic goals of promoting sustainable production practices and innovative solutions. Each project strengthens the company's commitment to fulfilling its environmental and social responsibilities while integrating industrial sustainability practices.

R&D AND INNOVATION STRATEGIES

Industrial Internet of Things (IIoT) and Big Data Analysis Projects

Cevher utilizes Industrial IoT technologies and big data analysis to optimize production processes. These projects enable real-time data collection from production lines, which are then analyzed using artificial intelligence and machine learning algorithms. This helps reduce downtime through predictive maintenance and fault detection, thereby increasing operational efficiency.

Eco-Friendly Production Technologies

Cevher employs various innovative technologies to reduce water and energy consumption in production processes. Water recycling systems and waste management solutions are integral to achieving sustainability goals in production. These projects not only reduce production costs but also minimize environmental impact.

Digital Transformation and Integration Projects

As part of the company's digitalization strategy, the integration of ERP (SAP) and MES (Promanage) systems is crucial. These systems are used to enhance efficiency in production processes and ensure full traceability. Product and batch identification systems (Barcode/QR code) have been developed and are effectively used in production processes. Additionally, traceability software stores data from production machines in relational databases, allowing for comprehensive analysis and process improvements.

University-Industry Collaborations

The company collaborates with academic institutions to support R&D activities and develop innovative projects. Partnerships with universities such as Izmir Institute of Technology enhance knowledge and experience sharing, providing internship opportunities and supporting academic research.

These projects and initiatives highlight Cevher's commitment to innovation and sustainability, reinforcing its leadership in the sector. Through these efforts, the company aims to reduce its environmental footprint and maintain a competitive edge in the market. Each project contributes to fulfilling environmental and social responsibilities, supporting sustainable growth strategies. These comprehensive R&D and product development activities reflect Cevher's dedication to sustainability and its vision for the future.



CUSTOMER CONNECTIONS AND SERVICE STRATEGIES



Customer Relationship Management

At Cevher, we consider customer relations to be an integral part of our sustainability strategy. We have developed various processes and procedures to enhance customer satisfaction and meet their expectations.

New Product Launch Process

We manage the new product launch process in detail to ensure high quality and cost efficiency in line with customer demands. This process covers all stages from design to mass production and includes continuous improvements throughout the product's lifecycle.

Evaluation of Customer Complaints

We implement a comprehensive procedure to systematically address and resolve customer complaints. Customer complaints are received in written or verbal form and evaluated by the relevant departments. We utilize the 8D problem-solving method to resolve complaints and track all processes through the customer portal.

Laboratory and Testing Procedures

Our production facility laboratories are managed in accordance with ISO/IEC 17025 standards. The tests and analyses conducted in our laboratories are performed with high accuracy to meet customer demands. Various tests, including mechanical tests, metallurgical tests, and paint durability tests, are conducted, and results are communicated to our customers through detailed reports.

Mechanical Testing and Simulation Capabilities

We perform mechanical durability analyses according to customer requirements, using various simulation software before production. Equipment such as dynamic fatigue test machines, radial and axial fatigue test machines, and impact test machines are used to test the durability and reliability of our products.

Customer Complaint Rate and Improvement Efforts

We continuously monitor and analyze customer complaint rates. Based on these analyses, we make continuous improvements in our processes and product quality. We conduct various corrective and preventive actions to reduce customer complaints and enhance satisfaction.

University-Industry Collaborations and Customer Satisfaction

We support our R&D activities through collaborations with universities, developing innovative projects that are customer-focused. These collaborations enable us to meet customer expectations more effectively and bring innovative solutions to the industry.

At Cevher, we have placed customer relationship management and customer satisfaction at the core of our sustainability strategy. We implement comprehensive processes and procedures to meet customer demands, resolve complaints quickly and effectively, maintain high-quality standards, and continuously improve customer satisfaction. These efforts reinforce our leading position in the industry and help us achieve our sustainability goals.

Year	Number of Complaints	Closure Rate
2020	13	100
2021	19	100
2022	8	100
2023	8	100



SUSTAINABLE SUPPLY CHAIN AND COMPANY PRACTICES

At Cevher, we consider our supply chain to be a crucial part of our sustainability strategy. We implement various procedures and policies to fulfill our environmental and social responsibilities. Below is detailed information about our sustainable supply chain management.

Modern Slavery Policy

Cevher adopts a transparent management and zero-tolerance approach to prevent modern slavery within our supply chain. Our policy, established under the UK Modern Slavery Act 2015, aims to ensure that both our company and our suppliers adopt this awareness. The main elements of our policy are as follows:

- Continuously assessing our activities and supply chain for risks of modern slavery.
- Providing necessary training and raising awareness among our employees and suppliers to ensure compliance with the Cevher Code of Conduct.
- Reviewing and auditing our suppliers' practices.
- Verification of Greenhouse Gas Emissions

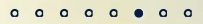
Cevher operates in accordance with international standards in the verification and reporting of greenhouse gas emissions. The 2020 greenhouse gas inventory was developed in compliance with the ISO 14064-1:2018 standard and common industry practices. This includes the verification and reporting of direct and indirect greenhouse gas emissions. This process was conducted to meet the requirements of the Carbon Transparency Project.

Safety Measures

We prepare Safety Data Sheets (SDS) for the materials used in our supply chain and regularly update them. These forms contain necessary information for the safe use and storage of materials, ensuring that our suppliers comply with these guidelines. The SDS are prepared in accordance with relevant national and international regulations and shared with our suppliers.



SUSTAINABLE SUPPLY CHAIN AND COMPANY PRACTICES



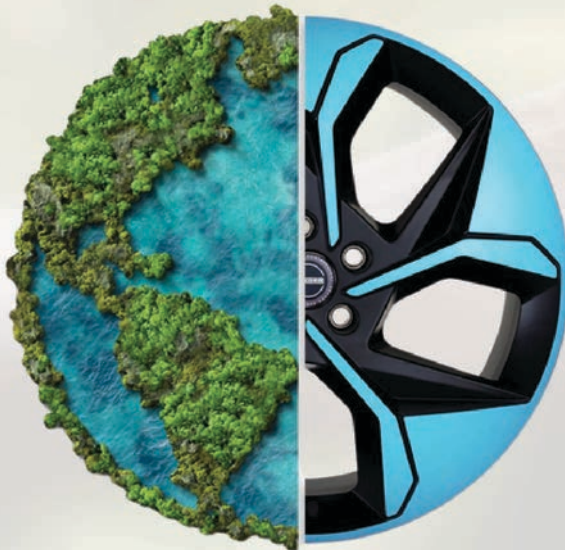
Procurement Processes

Cevher procurement processes are managed in detail in line with our sustainability goals. The processes for direct and indirect procurement aim to enhance sustainability and quality within the supply chain. The main steps followed in procurement processes are:

Soliciting and evaluating bids from the approved supplier list.
Continuously monitoring and evaluating supplier performance.
Rigorously applying quality control processes for procured materials.
Obtaining and submitting Safety Data Sheets (SDS) from suppliers for medical review.
Supplier Selection Criteria and Evaluations

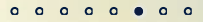
Cevher considers various criteria when selecting and evaluating suppliers. The main steps in the new supplier selection process are:

- Sending a supplier introduction form to the candidate supplier and conducting a preliminary assessment.
- Requesting IATF 16949, ISO 14001, and other sustainability certificates from the supplier.
- Requesting sample parts and trial batches along with PPAP/PPF documents.
- Conducting process audits and including the candidate in the supplier list.
- Adding suitable suppliers to the approved supplier list based on audit results.
- Supplier sustainability policy



Cevher has adopted a Supplier Sustainability Policy to ensure that our suppliers comply with environmental, social, and governance (ESG) criteria. This policy encourages suppliers to work on reducing water consumption, CO2 impact, and natural resource usage. Additionally, training is provided to ensure that suppliers adopt and implement these policies.

SUSTAINABLE SUPPLY CHAIN AND COMPANY PRACTICES



Green Procurement Policy

Cevher adopts a green procurement policy, selecting all suppliers and business partners according to these principles and collaborating towards sustainable development goals. This policy includes principles such as preferring environmentally friendly, recycled, or refurbished resources, optimizing routes in logistics operations, using energy-efficient equipment in energy-consuming operations, and selecting local suppliers.

Environmental and Energy Management

To minimize the environmental impacts of our supply chain, we take various measures in environmental and energy management. Under the Environmental Management System (EMS) and Energy Management System (EnMS), we evaluate the environmental and energy performance of the materials we procure from our suppliers. These evaluations ensure the preference for environmentally friendly and energy-efficient materials.



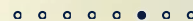
Sustainability Self-Assessment Questionnaire

To assess the sustainability performance of our suppliers, we implement sustainability self-assessment questionnaires. These questionnaires allow us to evaluate suppliers' compliance with environmental, social, and governance (ESG) criteria. The results of the questionnaires provide feedback for improving supplier performance.



At Cevher, we are diligently working on sustainable supply chain management, focusing on modern slavery, greenhouse gas emissions, safety data sheets, procurement processes, and environmental management. These efforts enhance sustainability and environmental responsibility within our supply chain, reinforcing our leading position in the industry.

PRODUCT EXCELLENCE AND SAFETY



At Cevher, we have cultivated a customer-centric approach to defining quality, with sustainable practices at the heart of our philosophy. Our Quality Policy, which is accessible through our internal systems, outlines our vision, mission, and values throughout our supply chain.

Our quality procedures are pivotal to our operations, serving as a robust framework to ensure that our products and services consistently meet or exceed customer expectations. By adhering to stringent quality standards, we build trust and maintain loyalty among our clients. This commitment to quality not only enhances our business but also positively impacts the environment and society.

Our dedication to sustainable quality drives continuous improvement and innovation, positioning us as a leader in the industry. In our facilities, the Quality Policy is disseminated by the Quality System Unit through the Quality Document Management System (QDMS) to ensure its understanding, implementation, and continuity at every level. It is prominently displayed in common areas and on designated boards within the factory. Additionally, the policy is accessible through EPC screens at production workstations and quality control points.

Quality training sessions within the company include discussions about the Quality Policy, and employees are regularly questioned about it during internal audits. Our Quality Management System Communication Procedure outlines the distribution and communication of the Quality Policy, ensuring comprehensive coverage and understanding.

Product Quality and Safety

At Cevher, product quality and safety are paramount. We implement rigorous quality control measures throughout the production process to ensure that every product meets the highest standards. Our quality control points are strategically placed throughout the production line to monitor and verify product specifications continuously.

We utilize advanced technologies and methodologies, such as statistical process control (SPC) and failure mode and effects analysis (FMEA), to identify and mitigate potential quality issues proactively. Our commitment to quality is supported by our ISO 9001 and IATF 16949 certifications, which demonstrate our adherence to international standards for quality management systems.

Continuous Improvement and Innovation

Continuous improvement is embedded in our culture at Cevher. We employ lean manufacturing principles to enhance efficiency and reduce waste. Our Kaizen teams work tirelessly to identify opportunities for improvement and implement innovative solutions to optimize our processes and products.



Employee Training and Development

We recognize that our employees are crucial to maintaining high-quality standards. Therefore, we invest significantly in their training and development. Regular quality training sessions ensure that all employees are aware of the latest quality standards and practices. Additionally, we foster a culture of accountability, where every employee is responsible for quality assurance in their respective roles.

Customer Feedback and Satisfaction

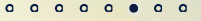
Customer feedback is vital to our quality assurance process. We actively seek input from our customers to understand their needs and expectations better. This feedback is used to make continuous improvements and ensure that our products consistently meet or exceed customer requirements.

Sustainable Practices

Sustainability is integrated into our quality management approach. We strive to minimize our environmental footprint by adopting eco-friendly materials and processes. Our sustainability initiatives include reducing energy consumption, minimizing waste, and promoting recycling throughout our operations.

In summary, at Cevher, we are committed to maintaining the highest standards of product quality and safety. Our robust quality management system, continuous improvement efforts, employee training programs, and sustainable practices collectively ensure that we deliver superior products that contribute positively to the environment and society.

PRODUCT EXCELLENCE AND SAFETY



Our Quality Vision

At Cevher, we are dedicated to ensuring our suppliers' compliance with environmental regulations, such as obtaining ISO 14001 certification. Relevant documents are thoroughly reviewed and obtained to verify this compliance. If a supplier's performance evaluation score falls below 70 (C Grade), we do not pursue further collaboration. However, if the score exceeds 70, the supplier is added to our approved supplier list as needed.

Our Quality Mission

Our mission encompasses the following core values and objectives:

Integrity and Ethics: Upholding the highest standards of integrity and ethical behavior in all our operations.

Customer and Employee Satisfaction: Ensuring high levels of satisfaction among both our customers and employees.

Lean Communication and Transparency: Promoting clear, efficient communication and maintaining transparency in all our dealings.

Sustainable Profitability: Achieving sustainable profitability through sound business practices.

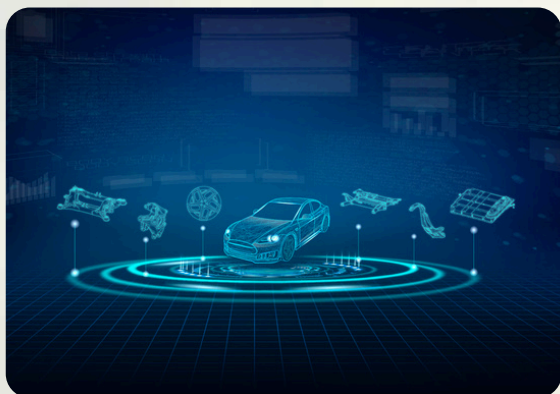
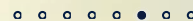
Reliable Partnership: Building and maintaining trustworthy partnerships.

Teamwork: Fostering a collaborative environment where teamwork thrives.

As a specialist in our field and a trusted solution partner for our customers, we are committed to delivering safe, high-quality products that meet our customers' expectations and comply with all legal requirements. We aim to expand our customer base and grow sustainably through new customers and next-generation projects.



PRODUCT EXCELLENCE AND SAFETY



To stay ahead in an intensely competitive environment where products and expectations continually evolve, we focus on strengthening our R&D and product design development capabilities by embracing cutting-edge technology.

Our goal is to become a benchmark in the automotive wheel sector by excelling in product development and contributing to national and international academic research and publications.

We prioritize activities that create added value through lean business processes and ensure controlled access to information. Our future strategies are shaped by new technologies, meeting the needs and expectations of both internal and external stakeholders.

To ensure continuous improvement, we set measurable, realistic targets for quality, process, and product suitability, aiming for ever-increasing customer satisfaction.

Recognizing that our employees and stakeholders are integral to our processes, we promote their participation in an ethical, transparent, and safe working environment. We encourage teamwork and a culture of continuous learning and development.



In line with our commitment to continuous improvement, we work to enhance our suppliers' competencies to meet the growing expectations of our customers, end-users, and regulators. We set common goals and strive to work harmoniously.

We are dedicated to fulfilling our responsibilities to society, the environment, and legal requirements by adhering to ethical standards, using resources efficiently, and minimizing waste.

Our commitment extends to creating added value for our shareholders, employees, suppliers, and all stakeholders. Through these efforts, we aim to maintain our position as a leader in the automotive wheel sector and continue to drive innovation and excellence in all our operations.

GRI 305-1

Scope 2 Greenhouse Gas Emissions (tCO2e)			
2020	2021	2022	2023
10,039.7	0	0	0

*Scope 2 emissions have zeroed through I-REC certificates.

GRI 305-2

Scope 3 Greenhouse Gas Emissions (tCO2e)			
2020	2021	2022	2023
-	-	159,233	204,716

*Calculation of Scope 3 emissions has started to calculated as of 2022.

GRI 305-3

Total Greenhouse Gas Emission Intensity (Scope 1+2) (tCO ₂ e)			
2020	2021	2022	2023
1.7	0.76	0.8	0.7

GRI 305-4

Greenhouse Gas Emission Reduction (tCO2e)			
2020	2021	2022	2023
-	12,407.2	16,072.7	22,224.6

*As of the year 2021, greenhouse gas emissions are being reduced through I-REC certification.

GRI 305-5

ENERGY

Energy Consumption Within the Organisation (GJ)					
		2020	2021	2022	2023
From Non Renewable Sources	Natural Gas	162,190	219,024	274,913	335,957
	Diesel	-	76.89	154.08	-
	Total	162,190	219,101	275,067	335,957
From Renewable Sources	Total	0	0	0	0

*In 2020 and 2023, diesel wasn't purchased and consumed within our organisation.

GRI 302-1

GRI 302-3

WATER AND WASTEWATER

GRI 303-3

Water Discharge (m3)				
	2020	2021	2022	2023
Third Party Water (ESBAŞ Sewage)	45,532	61,796	70,140	85,470
Total Discharge Amount	45,532	61,796	70,140	85,470

GRI 303-4

GRI 301-1

GRI 301-2

GRI 301-3

GRI 305-7

GRI 306-3

GRI 306-3

GRI 401-1

GRI 401-1

GRI 401-1

GRI 401-3

07 PERFORMANCE INDICATORS

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PERSONNEL TRAININGS

Average Hours of Training that the Employees Have Undertaken				
	2020	2021	2022	2023
Average (Personnel/Hour)	11	30	13	23
Total (Hours)	10,058	22,116	15,301	25,385
Total Training Hours (Without OHS Training) (Hour)	8,056	9,185	13,181	19,195
Average Hour of Training Per Employee (Hour/Employee)	15	35	18	28
OHS Training (Hours)	2,002	7,529	2,120	6,190
Personnel Taken Ethics Training (Personnel)	-	-	385	-

*Ethics trainings has started in 2022, and planned to be taken in every 2 years.

Trainings Given to Women Employees				
	2020	2021	2022	2023
Average (Personnel/Hour)	11	24	20	45
Total (Hours)	671	1,300	1,208	2,107

Trainings Given to Men Employees				
	2020	2021	2022	2023
Average (Personnel/Hour)	12	26	13	27
Total (Hours)	9,387	20,817	14,093	23,278

Training Hours per Employee Group (Hours)				
	2020	2021	2022	2023
Technical	4,350	6,261	5,404	5,853
Executive	3,517	13,140	5,016	4,159
Production	2,191	2,716	4,880	15,374

GRI 404-1, 412-2, 403-8

Major Types of Work Related Injuries	
1-Crush	
2-Sprain and strain	
3-Cut	

The Number of Fatalites of Work Related Injuries				
	2020	2021	2022	2023
Personnel	0	0	0	0

Number of Recordable Work-Related Illness Cases				
	2020	2021	2022	2023
Personnel	0	0	0	0
Subcontractor	-	-	-	-

GRI 403-9

OHS PERFORMANCE

	2020	2021	2022	2023
Accident Number	64	88	146	224
Fatality Number	0	0	0	0
Absence (Lost Days)	682	1,145	1,647	1,648
Lost Days Due to Work Related Injuries (LTI)	5.9	10.16	9.78	14.83
Accident Frequency Ratio (LTIF)	29.52	50.81	48.88	74.14
Accident Seriousness Ratio	575	709	839	754
Work Related Injury Ratio	-	-	-	-
Lost Days Ratio (LDR)	0.58	0.71	0.84	0.75
Absent Ratio (AR)	8.43	5.83	4.78	4.45

GRI 403-10

GRI STANDARD	DISCLOSURE	PAGE NUMBER REFERENCE AND/OR DIRECT ANSWERS
GRI 2: GENERAL DISCLOSURES 2021	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> Corporate Governance Approach p.15-16 Board of Directors p.17 Board of Directors Committees p.18
	2-12 Role of the highest governance body in overseeing the management of impacts	<ul style="list-style-type: none"> Corporate Governance Approach p.15-16 Board of Directors p.17 Board of Directors Committees p.18
	2-13 Delegation of responsibility for managing impacts	<ul style="list-style-type: none"> Corporate Governance Approach p.15-16
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> Sustainability Committee p.20
	2-15 Conflicts of interest	<ul style="list-style-type: none"> Our Values p.13 Business Ethics Practices p.27
	2-16 Communication of critical concerns	<ul style="list-style-type: none"> Corporate Governance Approach p.15-16 Board of Directors p.17 Business Ethics Practices p.27 Risk Management p. 28
	2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> Board of Directors p.16
	2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> Board of Directors p.16
	2-19 Remuneration policies	<ul style="list-style-type: none"> Life in Cevher p.56-58
	2-20 Process to determine remuneration	<ul style="list-style-type: none"> Cevher Journey p.55 Implementation of Code of Conduct p.56
	2-21 Annual total compensation ratio	<ul style="list-style-type: none"> Confidentially Constraints : Not Public Information: Cevher Jant is not a publicly traded company.
	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> Sustainability Governance p.19 Sustainability Committee p.20
	2-23 Policy commitments	<ul style="list-style-type: none"> Sustainability Governance p.19 Business Ethics Practices p.27

GRI STANDARD	DISCLOSURE	PAGE NUMBER REFERENCE AND/OR DIRECT ANSWERS
GRI 2: GENERAL DISCLOSURES 2021	2-24 Embedding policy commitments	<ul style="list-style-type: none"> Business Ethics Practices p.27
	2-25 Processes to remediate negative impacts	<ul style="list-style-type: none"> Business Ethics Practices p.27
	2-26 Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> Business Ethics Practices p.27
	2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> Business Ethics Practices p.27
	2-28 Membership associations	<ul style="list-style-type: none"> Strategic Memberships & Partnerships p.12
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> Stakeholder Engagement p.30-31
	2-30 Collective bargaining agreements	<ul style="list-style-type: none"> Life in Cevher p.56-58
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<ul style="list-style-type: none"> Materiality Analysis p.21
	3-2 List of material topics	<ul style="list-style-type: none"> Materiality Matrix p.22 Material Topics p.23
CORPORATE GOVERNANCE		
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> Materiality Matrix p.22 Corporate Governance Approach p.15-16 Board of Directors p.17 Board of Directors Committees p.18

MANAGEMENT OF WASTE AND HAZARDOUS MATERIALS

GRI STANDARD	DISCLOSURE	PAGE NUMBER REFERENCE AND/OR DIRECT ANSWERS
INDICATORS/PRACTICES OF LABOR PRACTICES		
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> • Materiality Matrix p.22 • Life in Cevher p.56-58 • Social Impact Assessment - Prevention of Discrimination p.53 • Sustainable Supply Chain and Company Practices p.68-70
GRI 406 : Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> • Life in Cevher p.56-58 • Social Impact Assessment - Prevention of Discrimination p.53
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> • Life in Cevher p.56-58 • Social Impact Assessment - Prevention of Discrimination p.53
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> • Life in Cevher p.56-58 • Social Impact Assessment - Prevention of Discrimination p.53
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> • Life in Cevher p.56-58
LOW CARBON STRATEGY (EMISSION REDUCTION)		
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> • Materiality Matrix p.22 • Emission Monitoring and Management p.40
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	<ul style="list-style-type: none"> • Performance Indicators p.75
	305-2 Energy indirect (Scope 2) GHG emissions	<ul style="list-style-type: none"> • Performance Indicators p.75
	305-3 Other indirect (Scope 3) GHG emissions	<ul style="list-style-type: none"> • Performance Indicators p.75
	305-4 GHG emissions intensity	<ul style="list-style-type: none"> • Emission Monitoring and Management p.40 • Performance Indicators p.75
	305-5 Reduction of GHG emissions	<ul style="list-style-type: none"> • Emission Monitoring and Management p.40 • Performance Indicators p.75

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Sustainability Report // 2023

GRI STANDARD	DISCLOSURE	PAGE NUMBER REFERENCE AND/OR DIRECT ANSWERS
DIVERSITY AND EQUAL OPPORTUNITY (EMPOWERMENT OF WOMEN)		
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> • Materiality Matrix p.22 • Life in Cevher p.56-58 • Social Impact Assessment - Prevention of Discrimination p.53
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> • Performance Indicators p.84
GRI 406: Non Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	<ul style="list-style-type: none"> • Life in Cevher p.56-58 • Social Impact Assessment - Prevention of Discrimination p.53
CODE OF CONDUCT		
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> • Materiality Matrix p.22 • Code of Conduct p.14 • Implementation of Code of Conduct p.59
EMPLOYEE ENGAGEMENT		
GRI 3 : Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> • Materiality Matrix p.22 • Social Sustainability Approach p.47 • Life in Cevher p.56-58 • Cevher Journey p.59 • Implementation of Code of Conduct p.59
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	<ul style="list-style-type: none"> • Life in Cevher p.56-58 • Social Sustainability Approach p.47 • Cevher Journey p.55 • Implementation of Code of Conduct p.59 • Performance Indicators p.80-82
	401-2 Benefits provided to full-time employees that are not provided to temporary or part time employees	<ul style="list-style-type: none"> • Cevher Journey p.55 • Implementation of Code of Conduct p.59
	401-3 Parental leave	<ul style="list-style-type: none"> • Performance Indicators p.82
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> • Engaging Talents p.60 • Social Investments p.61

For more information about the report, your opinions and suggestions;
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