

2024
SUSTAINABILITY
REPORTS



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ABOUT THE REPORT

We continue to reach our customers worldwide and **carry our products into the future through our innovative manufacturing approach, industry expertise, and highly skilled workforce.**

At Sarbak Metal Tic. ve San. A.Ş. (Sarbak Metal), we define our sustainability approach as a comprehensive value chain covering our environmental and economic performance as well as the strong connections we maintain with our employees, business partners, and the broader society. In line with this approach, we aim to build trust-based relationships with our stakeholders and create an ecosystem focused on shared success.

This year, we published our third Sustainability Report, which covers Sarbak Metal's sustainability performance for 2024. The report provides transparent disclosure of our activities across environmental, social, and governance (ESG) areas, the practices we developed, our future targets, and our understanding of sustainable value created together with our stakeholders.

This report was prepared in accordance with Global Reporting Initiative (GRI) Standards and covers our activities from January 1, 2024 to December 31, 2024. All data and information disclosed in the report include our production facility in the Çerkezköy Organized Industrial Zone (ÇOSB) as well as our central operations.

We believe that the feedback we receive from our stakeholders plays a guiding role in our sustainability journey. We welcome your feedback, suggestions, and evaluations through sustainability@sarbak.com.tr.

You can access all our publicly available sustainability reports at www.sarbak.com.tr.



FOUNDER OF SARBAK METAL / SARBAK FOUNDATION ANDON ARAKELYAN (1941 – 2022)

Sarbak Metal was founded on a belief in human-centered values alongside professional expertise. Beginning his professional journey at a young age, the late Andon Arakelyan built his work ethic on the values passed down by his father, Stefan Arakelyan. He embraced craftsmanship, labor, and production as a way of life and transformed this mindset into not just an organization, but a community.

When he founded Sarbak Metal in 1976, the steps he took reflected not only an investment in industrial production but also a concrete expression of an approach that trusts its employees and embraced contributing to the country's development as a responsibility. His investments in technology and efficiency were guided by a strong and unwavering belief that people remained the top priority.

His strong commitment to the Republic and to the principles and values of Mustafa Kemal Atatürk was reinforced by his determination to embed a culture of solidarity within an institutional framework. This vision is also the basis of the social responsibility approach carried forward today by Sarbak Kayra Education Foundation.

The legacy of Andon Arakelyan is rooted in integrity, diligence, courage, and the collective strength of working toward a common goal. Every employee of Sarbak Metal continues to embrace carrying his "people first" approach into the future as a responsibility.

We honor his memory with respect, gratitude, and a deep sense of remembrance.

“
His strong commitment to the Republic and to the principles and values of Mustafa Kemal Atatürk was reinforced by his determination to embed a culture of solidarity within an institutional framework. This vision is also the basis of the social responsibility approach carried forward today by Sarbak Kayra Education Foundation.”



MESSAGE FROM THE CHAIRMAN OF THE BOARD GENERAL MANAGER



Meliha HALIGÜR
*Chairman of the Board
General Manager*

“
**Creating more value with fewer resources,
we are shaping the future today through
a holistic sustainability approach**
spanning from renewable energy to social
responsibility.”

Dear Stakeholders,

At Sarbak Metal, sustainability goes beyond managing environmental impacts and serves as a strategic roadmap that defines the future of our business. The year 2024 represents a period in which we advanced this approach further and reshaped our corporate culture in line with sustainability principles. This year, we addressed all our processes, from production to governance, with a focus on creating more value with fewer resources. Completing our transition to renewable energy reduced the direct environmental impact of our production activities while making our climate-related corporate risks more manageable. Our emission reduction is not only a success reflected in our performance indicators but also a testament to the responsibility we assume for future generations.

Sarbak Metal's sustainability targets are shaped through the active contribution of our employees. The competency development programs introduced in 2024 contributed not only to individual development but also to building a more agile and innovative organizational structure. Our occupational health and safety approach was reinforced as a fundamental component of operational excellence.

With respect to social contribution, we continued to uphold the culture of solidarity and sharing, which represents one of the strongest aspects of our corporate identity. Through our Sarbak Kayra Education Foundation, we developed projects that support access to education, while continuing to invest in shared societal values through our initiatives in environment, safety, and social well-being. We believe that the society we evolve together extends toward a future where we grow together.

Our governance model, guided by transparency, accountability, and ethical principles, ensures the sustainable growth of our company. We aim to promote a sense of trust and responsibility across our entire ecosystem, from the supply chain to our business partnerships. We will continue to strengthen our collaborations with all segments of society for a more resilient world.

On behalf of the Sarbak Metal family, I would like to thank all our stakeholders with whom we create value for their contributions and trust. I believe that every step we take together forms a building block of a stronger and more sustainable future.

Kindest regards,



MESSAGE FROM THE VICE CHAIR OF THE BOARD IMPORT & EXPORT MANAGER



Arzu KANTAY
Vice Chair of the Board
Import & Export Manager

“
Our digitalization initiatives have accelerated decision-making processes in foreign trade and established a proactive management culture across our traceability, quality assurance, and planning activities.”

Dear Stakeholders,

At Sarbak Metal, we align our end-to-end journey from production to market with global competitive conditions and strengthen our presence in international markets through an innovative, agile, and customer-focused approach. The year 2024 marked a phase of this strategic journey that delivered transformation and created new opportunities.

By closely tracking our customers' evolving demands, we achieved value-driven differentiation in our product and service structure. Technical improvements and increased product diversity strengthened Sarbak Metal's position as a reliable supplier, making it indispensable for broader markets. Long-standing partnerships with our international customers supported our commercial growth while reinforcing our global brand reputation.

Our digitalization initiatives accelerated our decision-making processes in foreign trade and established a proactive management culture across our traceability, quality assurance, and planning activities. This enabled us to enhance our competitive advantage while building a business model that supports resource efficiency.

While integrating sustainability principles into our export strategy, we continue to advance our production approach aligned with the circular economy through steady yet impactful steps. We aim to position ourselves not only as a product exporter but also as a company that promotes a responsible production approach across global markets.

Our goals for 2025 and beyond include expanding into new markets, developing strategic partnerships, delivering environmentally friendly solutions, and scaling innovation across every stage of the value chain. While reflecting Türkiye's manufacturing strength to the world, we remain fully committed to being an active player in the next-generation economy shaped by environmental responsibility.

With the trust of our stakeholders, the contributions of our colleagues, and a culture that focuses on continuous development, we will continue to advance Sarbak Metal's international success story together.

Kindest regards,



MESSAGE FROM FACTORY MANAGER | R&D DIRECTOR IMS DIRECTOR



Tuğhan ÖZÇAMSIRTI

*Metallurgical Engineer | Factory Manager | R&D Director | IMS Director
Member of Sarbak Foundation of the Board of Trustees
Vice President of Sarbak Foundation Board of Directors*



At Sarbak, we will continue to create sustainable value by supporting our quality, environmental, and safety-oriented approach with advanced technologies. I would like to thank all our colleagues and stakeholders who contribute to this journey. ”

Dear Stakeholders,

At Sarbak, while continuing to develop our production activities in line with sustainability principles, we consider technological transformation as a strategic priority. The year 2024 has been an important period in which we focused on increasing our operational efficiency, reducing our environmental impacts, and creating a safer working environment for our employees.

In addition to our efforts in resource efficiency, energy management, and emissions reduction, we aim to further accelerate our environmental initiatives through measures addressing climate change and the protection of biodiversity. At the same time, our systematic approaches to continuously improving our Occupational Health and Safety (OHS) performance remain ongoing.

In order to maintain our competitiveness and continue to drive innovation in a rapidly changing business environment, we are continuing our efforts to establish systems that enable the effective sharing and dissemination of the knowledge accumulated within the company.

In this context, as part of our digitalization and data-driven management approach, we have begun integrating artificial intelligence applications into our processes. Artificial intelligence offers significant opportunities in areas such as efficiency analysis in production processes, predictive maintenance, quality control, and resource optimization. It is also considered an effective tool in sustainability practices for analyzing energy consumption and emission data, identifying improvement areas, and monitoring performance.

In the field of Occupational Health and Safety, AI-supported solutions are expected to contribute to the early identification of risks, the development of behavior-based safety practices, and the proactive management of potential hazards. In line with this objective, pilot studies have been initiated to explore the use of artificial intelligence in OHS practices, and efforts to continuously improve these systems are ongoing.

In the coming years, we plan to prioritize investments in AI-supported automated and autonomous transfer systems that will enable internal transportation, storage, and loading processes to become more environmentally friendly, less risky, more efficient, and safer.

Looking ahead, the broader deployment of AI-supported systems, strengthening data integration, and enhancing the predictability of decision-making processes are among our key priorities.

At Sarbak, we will continue to create sustainable value by supporting our quality, environmental, and safety-oriented approach with advanced technologies. I would like to thank all our colleagues and stakeholders who contribute to this journey.

Sincerely,



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01

ABOUT SARBAK METAL

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01. ABOUT SARBAK METAL

1.1. CORPORATE PROFILE

Founded in Istanbul in 1976, Sarbak Metal is an industrial company specialized in the production of brass rods, profiles, and billets. The relocation of production facilities to the Çerkezköy Organized Industrial Zone in Tekirdağ in 2002 marked a transformation that enhanced technological infrastructure and reinforced economies of scale.

With a production structure that includes melting, casting, hot rolling, cold drawing, and heat treatment processes, we deliver brass rods, profiles, and billets suitable for machining and compliant with national and international standards. Sarbak Metal's products are preferred by customers across various sectors, including automotive, electrical and electronics, water and gas fittings, fasteners, engineering applications, and construction.

The company keeps efficiency, traceability, and supply reliability at the core by continuously developing its technical expertise and process capabilities. Production processes operate within a framework of quality assurance, risk-based management systems, and compliance with applicable regulations. Investments in R&D, digitalization, and equipment modernization enhance product diversity and competitiveness. Sarbak Metal continues its efforts to strengthen its solid industrial position in Türkiye by advancing its integration into global value chains.

Sarbak Metal continues its efforts to strengthen its solid industrial position in Türkiye through integration into global value chains.



1.2. HISTORY AND MILESTONES

Founded in a 5 m² shop in Istanbul Karaköy Perşembe Pazarı, Sarbak Metal continued its production activities in its modern factory established on a 21,000 m² site in the Çerkezköy Organized Industrial Zone in 2002 and became one of the largest manufacturers in the sector.

- › **In 1976**, Sarbak Metal was founded at Sazlıbosna village, Arnavutköy district of Istanbul to produce MS58 bars (round, hexagonal, and profile).
- › **From 1986**, we started to produce low-pressure ingot production.
- › **In 1994**, Sarbak Metal made its first export.
- › **From 2001**, ISO 9001:2000 Quality Management System was certified by TÜV SÜD and implemented.
- › **From 2003**, we started to produce CW602N dezincification resistant brass.
- › **From 2005**, we started to produce hollow bars.
- › **From 2006**, ISO 14001:2004 Environmental Management System was certified by TÜV SÜD and implemented.
- › **In 2006**, we produced brass materials conforming to DIN 50930- 6 for use in applications involving contact with drinking water.
- › **From 2006**, we started production conforming to 2002/95/EC ROHS Directive.
- › **In 2007**, we won the Environment Grand Prize in the Environment Awards contest held by Istanbul Chamber of Industry.
- › **From 2008**, we started to produce lead-free Federalloy ingot under the patent of Federal Metal operating in the United States of America (USA).
- › **As of 2009**, Sarbak Metal completed requisite registrations and started to implement the Directive on Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH). In the same year, BS OHSAS 18001:2007 Occupational Health and Safety Management System was certified by TÜV SÜD and implemented.
- › **From 2009**, we started to produce lead-free brass bars and profiles under the brand Ekosarı, and lead-free brass ingot products under the brand Ekodöküm, as new generation lead-free continuous casting brass alloys.

- › **In 2009**, we obtained the hazardous and non-hazardous waste recovery license.
- › **In 2010**, we published the first book titled "Yellow Metal Brass" with contributions from the administrative staff.
- › **In 2011**, the Innovation Awards held by Istanbul Chamber of Industry drew applications from 600 companies mostly operating in information technologies, communications, services sectors; 35 applications were admitted, and our company, almost the only heavy industry participant, managed to get into the top 10 finalists.
- › **In 2011**, at the annual Environment Awards contest held by Istanbul Chamber of Industry, our company participated in the category of Environmentally-Friendly Products and Application Awards, and won the second prize by our "Ekosarı" product.
- › **In 2011**, we published our second book "Copper and Copper Alloys Machinability".
- › **In 2012**, we obtained certifications defined as AD2000 which covered AD2000 Merkblatt - W0 & W6/2 production of brass materials for pressure equipment and certification that committed quality assurance system requirements conforming to Annex 1, Paragraph 4.3 of 97/23/EC (PED), the directive concerning pressure equipment.
- › **In 2014**, we increased our annual production capacity to 100,000 tons.
- › **In 2015**, we started to produce cold-drawn coil, and transitioned to continuous casting production method for ingot production.
- › **In 2015**, we published our third book "Copper-Based Alloys Casting Defects".
- › **In 2015**, CC773S (CuZn42Al) alloy was added to the UBA (Federal Environment Agency) 4MS list and the TS EN 1982 Copper and Copper Alloys – Casting and Ingot Standard.
- › **In 2016**, our workforce reached 250 persons and we received an ISO 27001 Information Security Management System certification.
- › **In 2018**, the certifications for the ISO 9001 Quality Management System and ISO 14001 Environmental Management System were transitioned to their 2015 versions.
- › **In 2019**, the transition to the ISO 45001:2018 Occupational Health and Safety Management System certification was completed.

- › **In 2020**, we established the ISO COVID-19:2020 Combating Pandemic Diseases Management System, and received ISO COVID-19:2020 certification from IIC company.
- › **In 2020**, the construction of "Sarbak Metal Republic Anatolian High School" was completed in Çerkezköy, Tekirdağ where our production operations are located, and we presented the school to local people, particularly children.
- › **In 2021**, we set up ISO 50001 Energy Management System, and conducted Life Cycle Assessment and carbon footprint studies.
- › **In 2021**, we set up ISO 17025 Testing and Calibration Laboratories Accreditation Management System, and received certification from TÜRKAK for our laboratory.
- › **In 2022**, we published our first Sustainability Report.
- › **In 2023**, we completed and inaugurated Çerkezköy Municipality Sarbak Metal-Andon Arakelyan Urban Library.
- › **In 2024** in April, we established the ISO 10002:2018 Customer Satisfaction Management System.
- › **In 2024**, Sarbak R&D Center was established within the technopark in cooperation with Yıldız Technical University.
- › **In 2024**, we implemented the ERP system IFS following the completion of its setup as part of our digital transformation initiatives. The eco-footprint module of the IFS program was also implemented at Sarbak Metal as the first and only installation in Türkiye.



In 2024, the first Sustainability Report in accordance with the **GRI Standards** was published based on 2023 data.



1.3. VISION, MISSION AND VALUES



Vision

Our vision centers on maintaining sector leadership through innovation and customer focus, strengthening our position as a leading manufacturer in domestic and global markets, fulfilling occupational health and safety requirements with environmental responsibility, enhancing quality of life, achieving strong competitiveness with low greenhouse gas emissions, and protecting information by ensuring its confidentiality and integrity against unauthorized access.



Mission

Our mission is to achieve our vision by embracing innovative practices through advanced technological applications across all processes, including quality, cost management, product diversity, analytical activities, human resources, and delivery performance; to support continuous development through environmental protection, occupational health and safety awareness, and global climate action with carbon offset initiatives; and to ensure service continuity while securing the confidentiality and integrity of both internal and customer information assets.



Innovation Mission

Our innovation mission is to instill a culture of innovation at Sarbak Metal and in all of our employees; and to anticipate both current and future customer product needs and to equip Sarbak Metal with the technologies and capabilities required to deliver these solutions.



Values



Customer Focus: To meet and exceed customer needs and expectations at optimal cost and within target delivery times, while ensuring consistency in quality and reliability.



Innovation: To enhance innovation and quality in brass rod production and to advance the sector through the R&D department's advanced engineering solutions.



Confidentiality: To ensure the continuity of information assets, define the necessary rules and approaches to manage related risks, and ensure their use in line with business objectives.



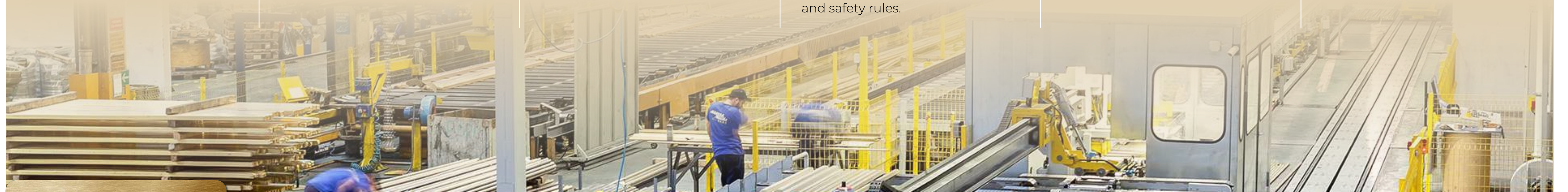
Valuing Employees: To safeguard the occupational health and safety of our employees as our most critical asset, ensure full compliance with OHS and relevant legal regulations, and uphold strict adherence to accident prevention and safety rules.



Commitment to Laws, Corporate Governance Principles, and Ethical Values: To ensure full compliance with all legal requirements in force and administrative regulations relevant to Sarbak Metal.



Social Responsibility: To emphasize key principles through social responsibility projects that are highly significant for the communities we serve and engage with.



1.4. SHAREHOLDING STRUCTURE

The shareholding structure of Sarbak Metal is as follows:

Shareholders	Shareholding Ratio (%)
Sarbak Benevolence and Education Foundation (Controlling Shareholder)	86
Mevlûde Arakelyan	8
Meliha Haligür	6

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Sarbak Kayra ve Eğitim Vakfı

01

ABOUT
SARBAK METAL

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CORPORATE
GOVERNANCE

03

SUSTAINABILITY APPROACH
IN SARBAK

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ENVIRONMENTAL SUSTAINABILITY
IN SARBAK

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SOCIAL SUSTAINABILITY
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06

INNOVATION AND
R&D

07

APPENDIX

1.5. PRODUCTS AND SERVICES

We manage our production activities in alignment with national and international technical standards. EN and ASTM standards are adopted as the primary reference in quality verification processes. Requests from customers regarding specific standards and alloy specifications undergo technical assessment, and the requirements deemed appropriate are integrated into production planning. Raw material selection and process controls are conducted in accordance with chemical composition restrictions and environmental compliance requirements. Across all production stages, we maintain full alignment with RoHS II and REACH regulations. Hygiene requirements for drinking water applications are met in line with 4MS conditions, and environmental compliance assessments are based on the criteria of the German Federal Environment Agency (UBA).

The technical infrastructure is organized to respond to requirements for different cross-sections and forms. The production program includes cold drawn rods, extrusion-based products, semi-finished materials for hot forging applications, a wide range of profile types, rectangular sections, hollow rods, and coil products. We provide production capability for different tolerance ranges and application areas.

Billet and ingot production through continuous casting method holds a significant place in the portfolio. These semi-finished products are used in construction, automotive, gas and food systems, medical and aerospace equipment, as well as electrical and electronics applications. Valve bodies, angle valves, water meters, ball valves, and fittings used in plumbing and drinking water systems are among these application areas. The products are utilized in a wide range of industrial applications.



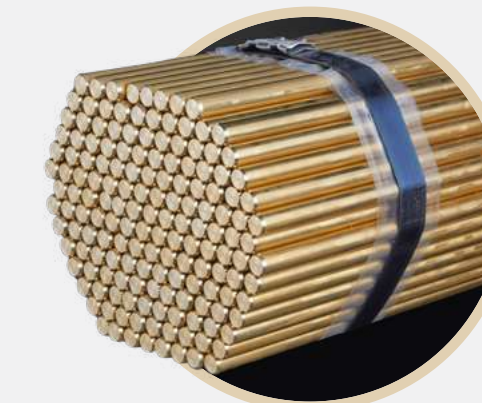
PRODUCTS:



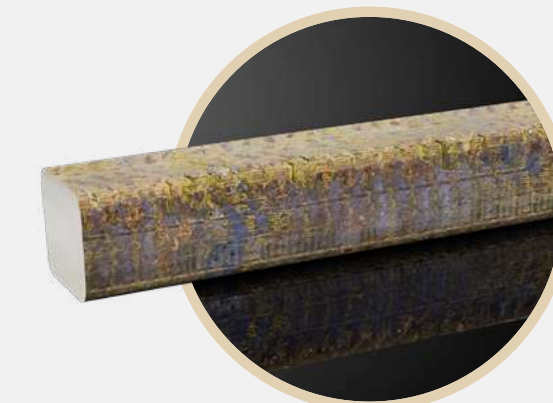
Extrusion Output Rods



Cold-Drawn Coils



Cold-Drawn Rods



Ingots



Profiles and Box-Section Bars



Billet



Hollow Bars

Sarbak Metal manages its production activities in alignment with national and international technical standards.

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02

CORPORATE GOVERNANCE

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02. CORPORATE GOVERNANCE

2.1. CORPORATE GOVERNANCE AND POLICIES

Our corporate governance structure, designed to ensure the achievement of strategic objectives aligned with the Company's vision and mission, operates through an integrated management system composed of the Board of Directors, senior management, and cross-functional committees. In this way, we integrate strategic decision-making, risk management, internal control, and a sustainability-driven management approach within a single, cohesive framework.

The corporate governance system, supported by the Chairman of the Board, ensures the continuation of a management approach aligned with the Company's vision and mission. The Board of Directors holds ultimate responsibility for making strategic decisions and ensuring the continuity of the Integrated Management System (IMS). The General Manager chairs the Sustainability Committee and plays a key role in shaping company policies, targets, and implementation plans.

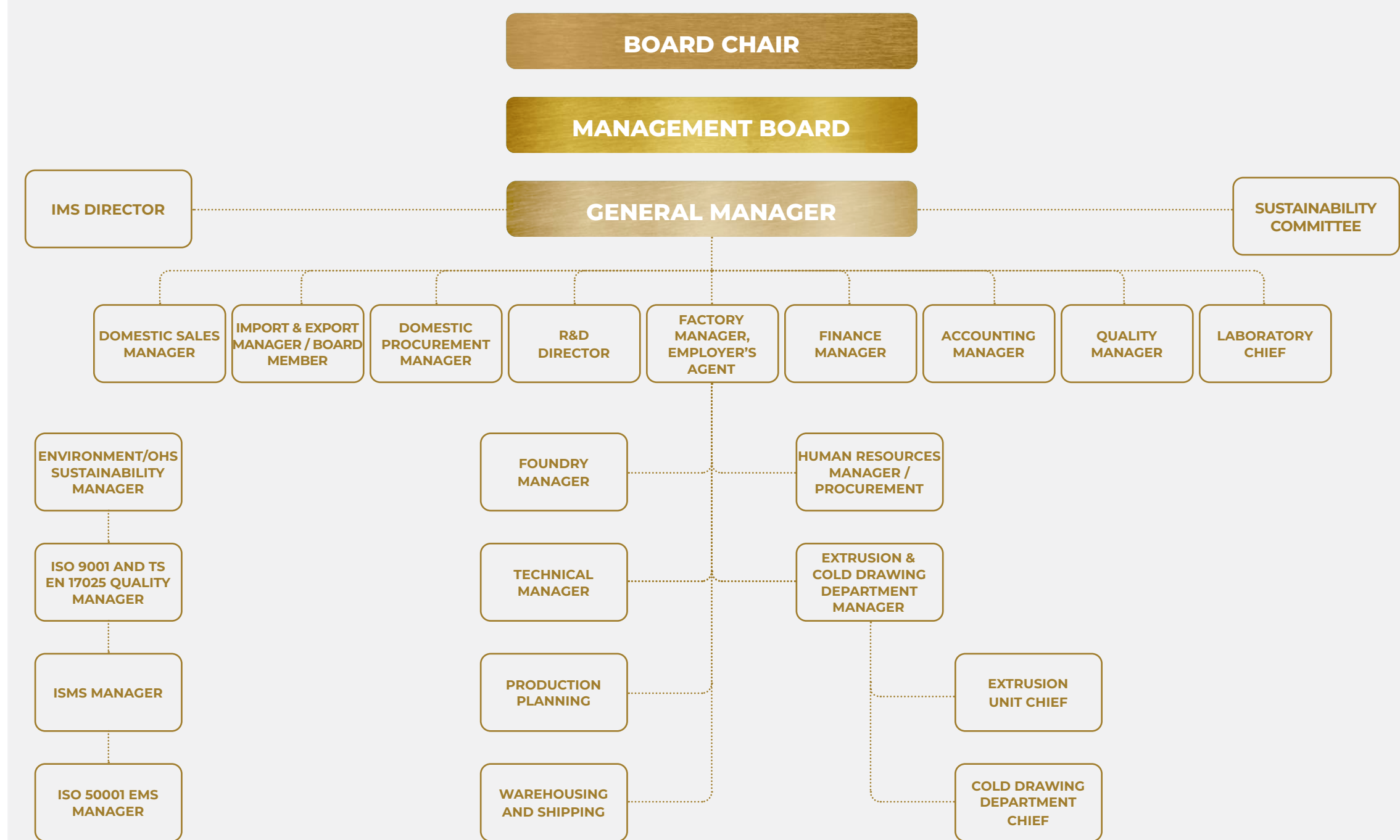
Through the corporate governance structure, the implementation of strategies for sustainability targets is regularly monitored, performance results are reported to senior management, and processes are reviewed in line with a continuous improvement approach. This system supports an accountable and transparent management approach aligned with Sarbak Metal's long-term value creation objective.

The policies that support Sarbak Metal's sustainability targets and initiatives are as follows:

- Sustainability Policy
- Environmental Policy
- Energy Policy
- Occupational Health and Safety Policy
- Quality Policy
- Human Rights Policy
- Equality, Inclusion, and Diversity Policy
- Human Resources Policy
- Information Security Policy
- Customer Privacy Policy
- Personal Data Protection Policy
- Personal Data Storage and Destruction Policy
- Personal Data Retention and Disposal Policy
- Policy of Acceptable Use of Assets
- Anti-Bribery and Anti-Corruption Policy
- Customer Satisfaction Policy
- Corporate Social Responsibility Policy
- Sustainable Supply Chain Policy



ORGANIZATIONAL CHART



2.2. CORPORATE RISK MANAGEMENT AND INTERNAL AUDIT

Managing uncertainties is considered one of the core elements of corporate sustainability. Decision-making processes are based on the joint evaluation of risks and opportunities, with a systematic approach applied across the organization. This structure aims to safeguard strategic objectives and support long-term value creation.

Risks and opportunities are identified and analyzed across economic, environmental, and social dimensions. Assessments are conducted in line with short-, medium-, and long-term perspectives. Actions to mitigate potential impacts are planned, and implementation outcomes are monitored on a regular basis.

The principles of risk management are defined within the Sustainability Handbook and the relevant procedures. Process monitoring is carried out through the Sustainability Procedure and supporting documents. Prioritization is conducted based on risk appetite and tolerance levels.

The Board of Directors holds responsibility for approving policies and methodologies and for overseeing their implementation. The Sustainability Committee monitors sustainability-related risks and opportunities and evaluates the effectiveness of implementation.

A 5x5 matrix method is used in risk assessments. Probability and impact levels are updated on a periodic basis. The process covers the identification of ESG-based risks, the analysis of opportunities, and the review of control mechanisms. Within the scope of the sustainability action plan, climate change, ethical compliance, information security, and environmental sensitivity are considered priority areas.

Internal audit activities ensure the effective functioning of the risk management system. Audits are planned in line with the Internal Audit Procedure and conducted to cover all units. Findings are reported, and corrective and preventive actions are monitored. Previous findings are re-evaluated during follow-up audits.

A strong management approach is adopted, in which uncertainties are systematically managed, risks are controlled, opportunities are leveraged, and sustainable value creation is integrated into the corporate culture.



2.3. ETHICAL PRINCIPLES AND COMPLIANCE

In line with our corporate governance approach, we adopt a way of doing business based on ethical principles. Integrity, transparency, and regulatory compliance constitute the basis of all activities. Ethical values, integrity, and a culture of compliance underpin all business processes at Sarbak Metal. Across the Company, ethical business principles are integrated into decision-making mechanisms and form an integral part of the corporate culture.

Fair and transparent conduct is upheld across all activities, and any practices that may lead to unfair competition are avoided in relationships with competitors, customers, suppliers, and business partners. Full compliance with legal and regulatory requirements, adherence to internationally recognized universal values, anti-bribery practices, and respect for human rights constitute the fundamental principles of Sarbak Metal's operations.

The Company implements policies to combat bribery and corruption, prevent conflicts of interest, protect fair competition, and ensure data security. An ethical business approach is promoted to ensure employees act in accordance with ethical principles, with trust, integrity, and mutual respect emphasized in stakeholder relationships. Sarbak Metal conducts its operations with a strong sense of social responsibility and maintains the highest standards of ethics, compliance, and transparency.

The principles set out in Sarbak Metal's Code of Ethical Values and General Social Responsibility Directive are as follows:

Sarbak embraces a business culture grounded in corporate governance principles based on ethical values, transparency, and fair competition; fostering trust-based relationships with all stakeholders while operating with a strong sense of social responsibility in full compliance with regulations and universal principles.



2.4. MANAGEMENT SYSTEMS AND CERTIFICATIONS

Quality management is grounded in the efficient use of resources, employee participation, and customer satisfaction. The Company adopts a sustainable approach in its production processes by ensuring full compliance with environmental, OHS, energy efficiency, and information security standards. Waste reduction, increased recycling, and the protection of natural resources are identified as priority targets, with the quality approach supported by ethical values, social responsibility, and continuous improvement principles.

The management systems and certifications held by Sarbak Metal are as follows:

- › ISO 9001 Quality Management System Certificate
- › ISO 14001 Environmental Management System Certificate
- › ISO 27001 Information Security Management System Certificate
- › ISO 45001 Occupational Health and Safety Management System Certificate
- › ISO 50001 Energy Management System Certificate
- › ISO 10002 Customer Satisfaction Management System Certificate
- › TS EN ISO/IEC 17025:2017 Testing Laboratory Accreditation Certificate
- › Zero Waste Certificate
- › Authorized Economic Operator (AEO) Certificate
- › TS EN 12164 Rods for Free Machining Purposes - TSE Certificate of Conformity
- › TS EN 12165 Wrought and Unwrought Forging Stock - TSE Certificate of Conformity
- › TS EN 1982 TS EN 1982 Ingots and Castings - TSE Certificate of Conformity
- › Certificate of Domestic Product

An approach to production that holistically addresses efficiency, quality, **environmental, and safety standards while embracing sustainability and continuous improvement is adopted.**



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03

SUSTAINABILITY APPROACH IN SARBAK

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03. SUSTAINABILITY APPROACH IN SARBAK

3.1. SUSTAINABILITY GOVERNANCE STRUCTURE

Sustainability is managed as part of corporate performance responsibilities and positioned as an integral element of the Company's strategy. In line with this approach, sustainability is managed through a structured governance model built on a cycle of target setting, implementation, monitoring, and continuous improvement.

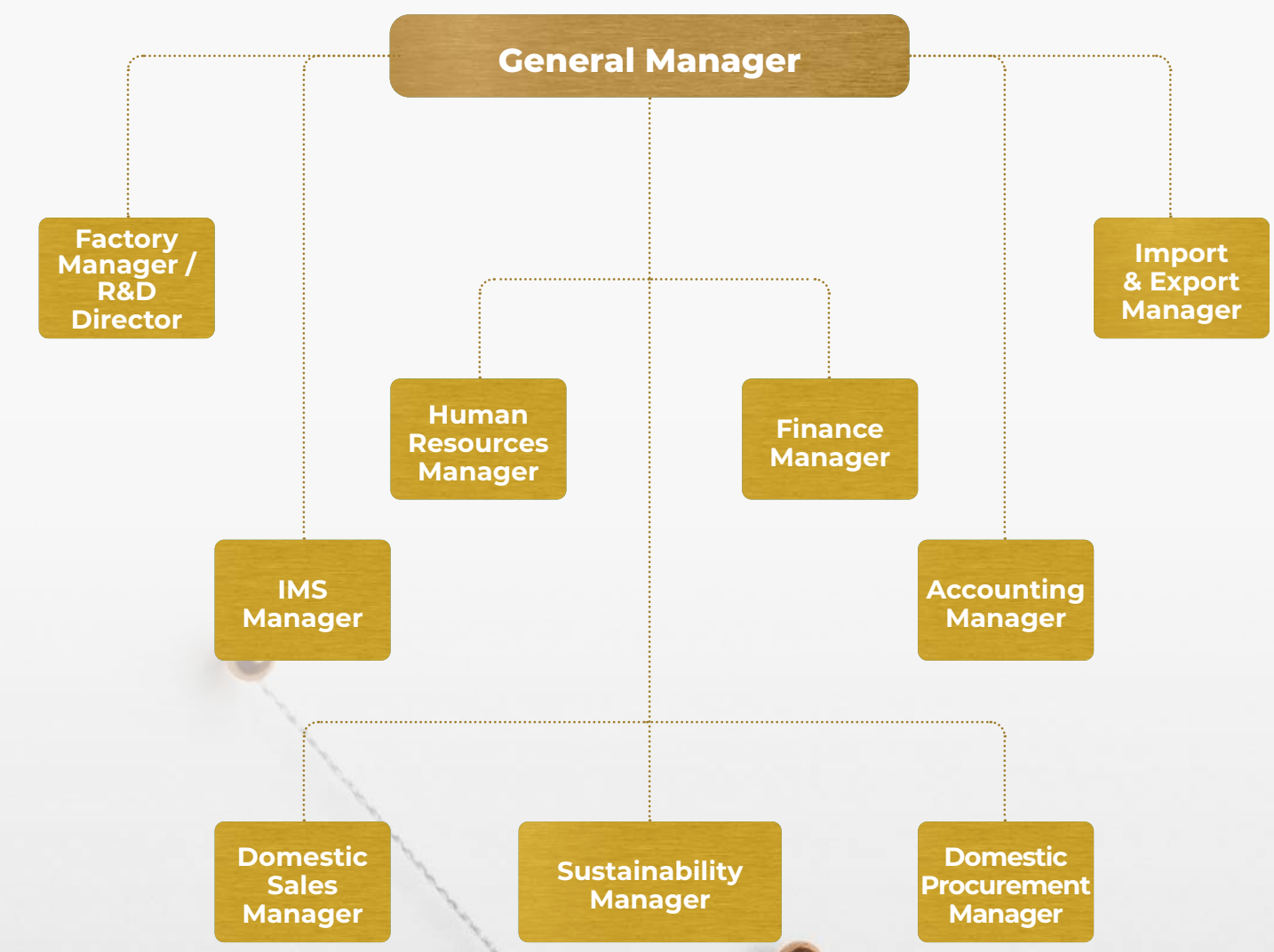
The Sustainability Committee operates under the direct oversight of the General Manager and is responsible for evaluating the Company's sustainability priorities, guiding implementations, and regularly reviewing progress. The Committee is represented by the Factory Manager, IMS Director, Human Resources Manager, Import/Export Manager, Finance Manager, Accounting Manager, Domestic Sales Manager, Domestic Procurement Manager, R&D Director, and Sustainability Manager.

Committee decisions are integrated into operational processes by the relevant units, while the Sustainability Manager coordinates and reports on this integration. The Sustainability Manager manages indicator-based data collection and analysis processes, prepares performance reports, and supports the implementation of improvement actions. The Sustainability Manager also plays an active role in employee sustainability training and corporate sustainability audits and manages R&D and innovation processes to support sustainability strategies with innovative solutions.

Alignment of performance with corporate objectives is regularly assessed through management review meetings and Integrated Management System (IMS) practices. This structure ensures that sustainability activities are implemented in a transparent, traceable, and continuously improving manner. Established to secure the achievement of the Company's long-term sustainability targets and their integration into all business processes, this structure is directly embedded in strategic decision-making processes.



Sustainability Committee Organization Chart



3.2. SUSTAINABILITY STRATEGY

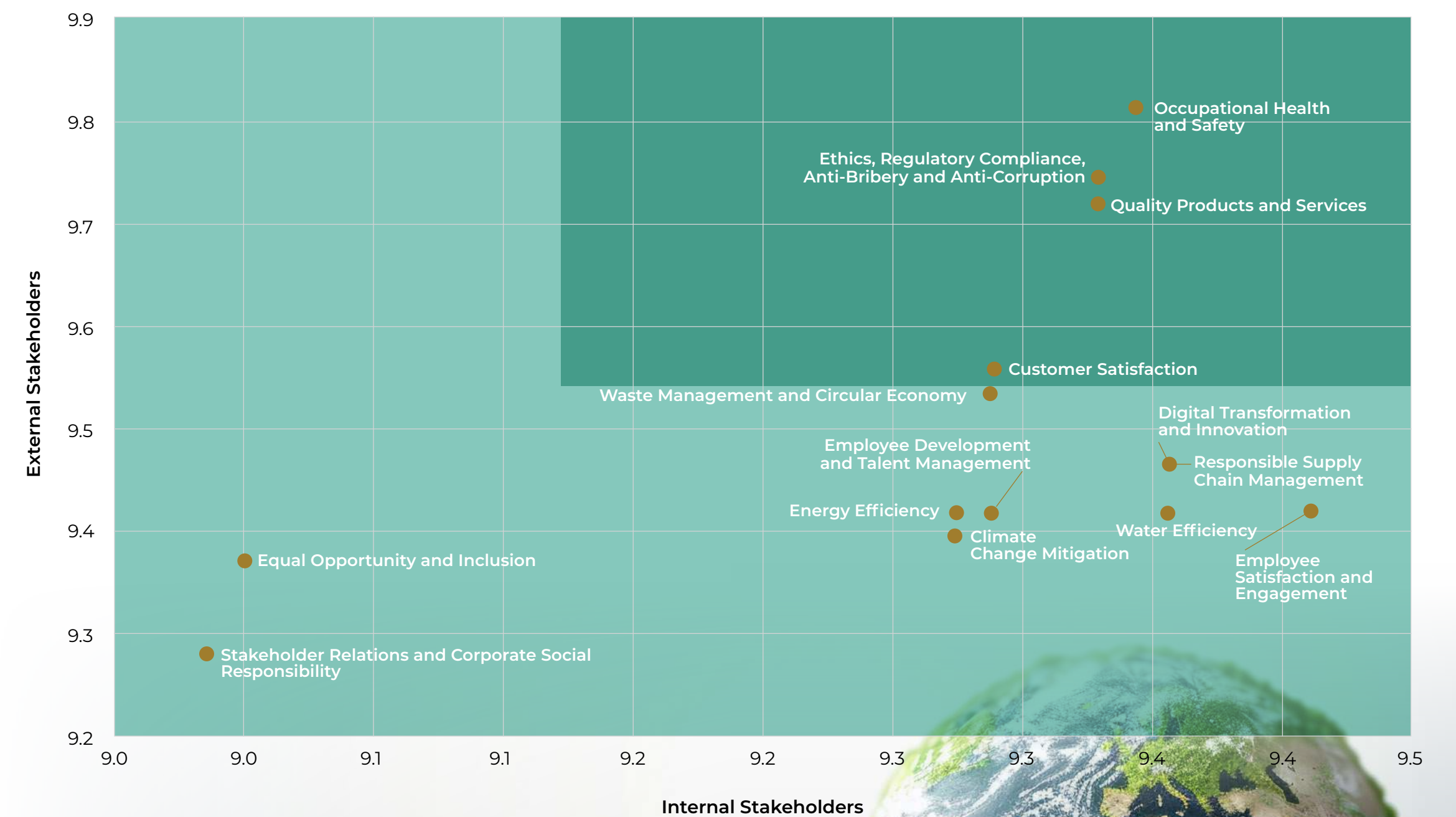
3.2.1. Materiality Analysis

Sarbak Metal sets its sustainability priorities by considering stakeholder expectations and business impact. In this context, priority levels were determined based on a survey conducted in 2023 with the participation of a total of 116 stakeholders, including 73 internal and 43 external participants, and various improvements were achieved in these areas in 2024. The identified material topics guide the development of the Company's short-, medium-, and long-term sustainability targets and the determination of performance indicators. The materiality matrix below provides a visual summary of the priority topics identified based on the evaluations of internal and external stakeholders.

The initiatives carried out and the planned development areas related to high-priority and priority topics are presented below:

Top-Priority Topic	Progress Achieved in 2024
Occupational Health and Safety	Over 12,000 OHS training sessions were delivered
Ethics, Regulatory Compliance, Anti-Bribery and Anti-Corruption	Full compliance, zero complaints
Quality Products and Services	The number of customer complaints decreased by 27% compared to 2023.
Customer Satisfaction	Customer relationships were enhanced through expansion into new export markets.

High-Priority Topics	Progress Achieved in 2024
Combating Climate Crisis	Greenhouse gas emissions decreased by 16%.
Energy Efficiency	100% of electricity consumption was sourced from renewable energy
Water Efficiency	2024 water consumption was 2.3% below the five-year average.
Waste Management and Circular Economy	Waste recovery was sustained at over 99%
Equal Opportunities and Inclusion	The employee turnover rate decreased by 38% compared to the previous year.
Employee Development and Talent Management	Training content was further expanded
Employee Satisfaction and Engagement	The use of feedback channels was increased
Stakeholder Relations and Corporate Social Responsibility	Scholarship and school renovation initiatives were implemented.
Responsible Supply Chain Management	ESG criteria were considered in supplier selection processes.
Digital Transformation and Innovation	Process monitoring & data integration was achieved.



3.2. SUSTAINABILITY STRATEGY

3.2.2. Compliance with the UN Sustainable Development Goals

As a result of the prioritization analysis, the alignment of the 4 topics identified as high priority with the Sustainable Development Goals (SDGs) is presented below:

Material Topics	SDG
Occupational Health and Safety	8 DECENT WORK AND ECONOMIC GROWTH
Ethics, Regulatory Compliance, Anti-Bribery and Anti-Corruption	8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Quality Products and Services	8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 AMAÇLARIN GERÇEKLEŞTİRİLMESİ
Customer Satisfaction	9 INDUSTRY INNOVATION AND INFRASTRUCTURE



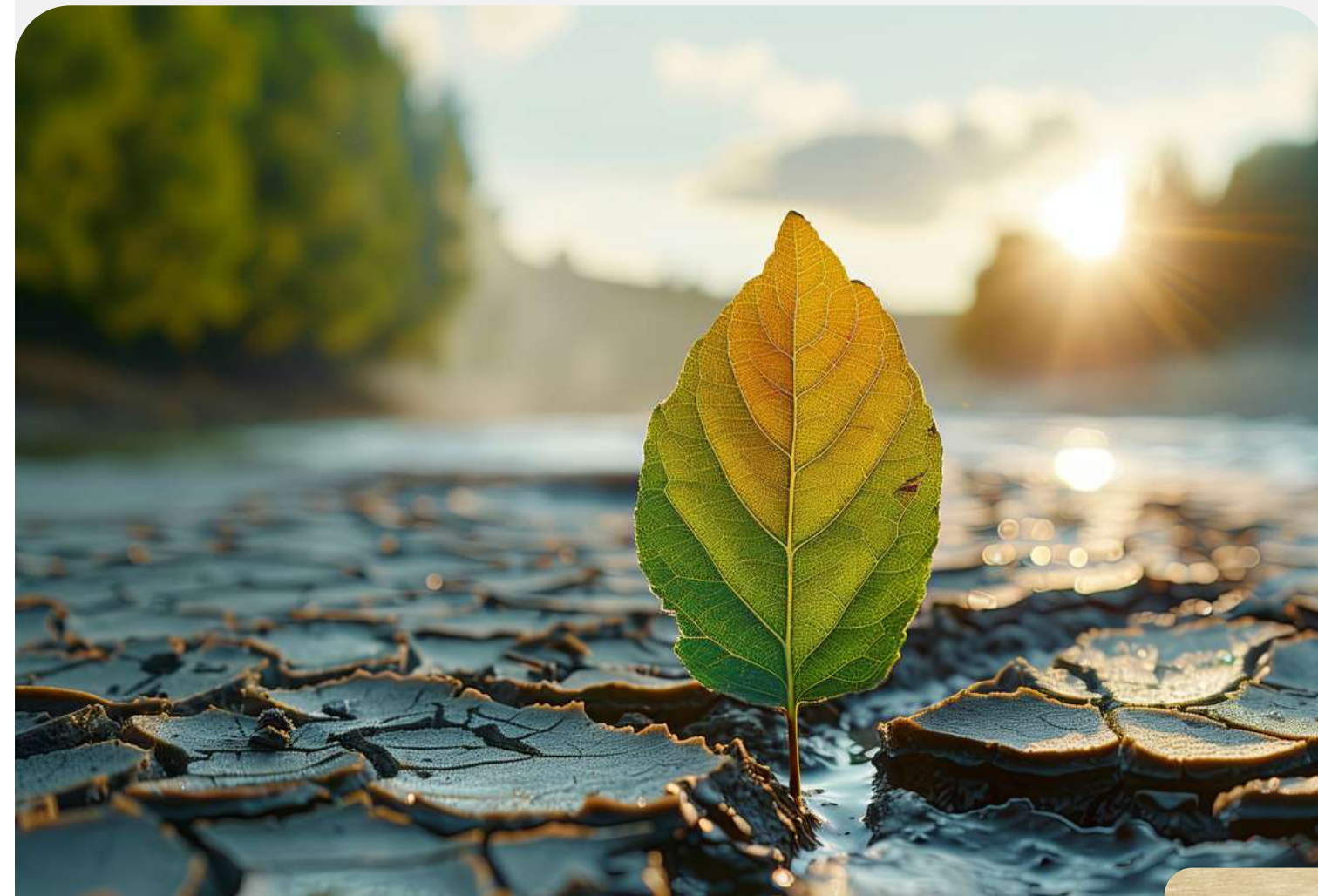
The relationship between our sustainability priorities and the UN Sustainable Development Goals reveals the strategic direction of the impact we create across environmental, social, and governance areas.

3.3. SUSTAINABILITY GOALS AND METRICS

Sarbak Metal structures its sustainability journey with systematic, measurable, and long-term targets and aims to effectively manage its environmental and social impacts by integrating these targets into its strategic planning. The Company's sustainability targets are shaped in line with global sustainability standards, legal requirements, and stakeholder expectations and are translated into tangible outcomes through implemented projects.

Environmental targets cover reducing greenhouse gas emissions, improving energy and water efficiency, enhancing waste management, and expanding the use of renewable resources. These targets reflect Sarbak Metal's commitment to addressing climate change and are supported by defined performance indicators focused on reducing its environmental footprint.

The Company has established performance monitoring systems to periodically review all sustainability targets and track progress, involving relevant units and management levels in the process. Within this framework, each target is documented with historical data, measurable metrics, and a target year and is integrated into the corporate monitoring plan.



Sarbak Metal continues to take concrete steps toward sustainable development, taking into account the needs of both present and future generations. The targets set out below represent this commitment and the Company's corporate sustainability vision.

No	Goal	Unit	Values		
			2022 (Base Year)	2023	2024
1	Providing environmental training for 6 hours/year per employee	hours/year	2.15	3.16	4.98
2	As of 2024, maintaining 100% of electricity consumption sourced from renewable energy.	%	0.00	66.66	100
3	Achieving a 100% reduction in Scope 2 emissions per ton of product at the Çerkezköy facility compared to the 2022 baseline.	%	0.32	0.11	0
4	Achieving a 1% reduction in the five-year average natural gas consumption based on total billet and ingot production	m ³ /ton	15.36	14.23	6.01
5	Achieving a 3% reduction in water consumption by 2030 compared to 2022	m ³ /ton	0.88	0.89	0.93
6	Achieving a 2% reduction in waste sent for disposal per unit product relative to 2022	kg waste per ton of product	0.0112	0.0130	0.0360
7	Increasing the amount of waste sent for recycling per unit product by 3% compared to 2022	kg waste per ton of product	28.40	27.62	27.32
8	Achieving carbon neutrality by 2050	tonCO ₂ e	67,550.6	42,945.7	35,956.3
9	Achieving a 20% reduction in Scope 1 emissions by 2030 relative to the base year	tonCO ₂ e	2,391	2,337	1,686
10	Achieving a 50% reduction in Scope 3 emissions by 2030 relative to the base year	tonCO ₂ e	45,434	33,484	34,255,91
11	Achieving a 30% reduction in emissions intensity per product by 2030 relative to the base year	tCO ₂ e/ton-product	0.36	0.15	0.03
12	Number of complaints submitted directly to Sarbak Metal or to official authorities regarding Sarbak Metal	Number	0	0	0

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04

ENVIRONMENTAL SUSTAINABILITY IN SARBAK

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04 ENVIRONMENTAL SUSTAINABILITY IN SARBAK

4.1. COMBATING CLIMATE CHANGE

Climate change, with impacts that continue to intensify globally, presents substantial risks across environmental, economic, and social dimensions. Given the high energy consumption of the metal sector and the carbon intensity of its production processes, the role companies in this sector play in the transition is of critical importance. Sarbak Metal, acting with this sense of responsibility, has made combating climate change one of the core components of its business strategy.

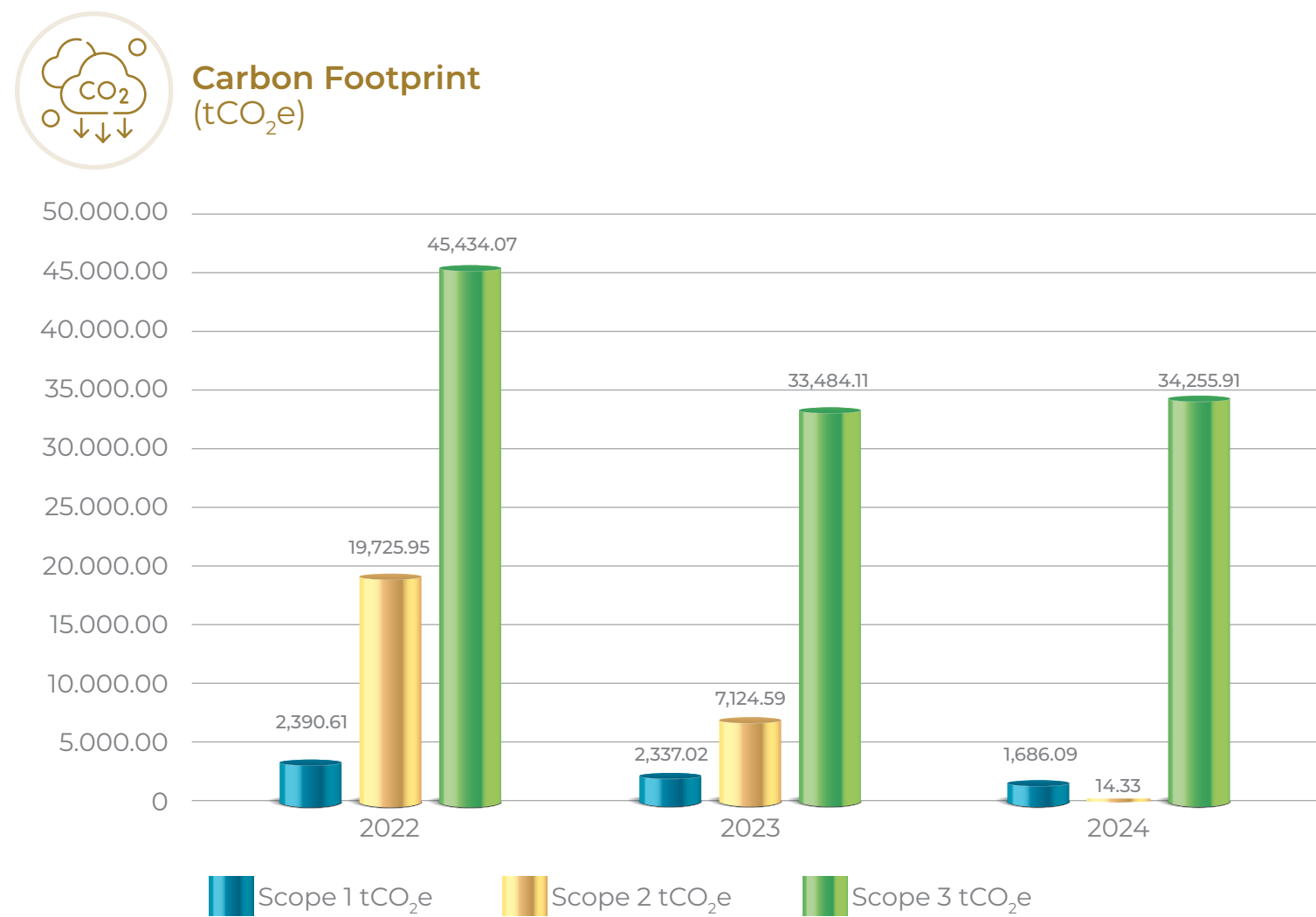
In line with its goal of reducing its carbon footprint, Sarbak Metal initiated the process in 2021 by measuring its Scope 1 and Scope 2 greenhouse gas emissions. Following the initiation of Scope 3 emissions monitoring in 2022, a framework was established to address greenhouse gas impacts across the entire value chain in a holistic manner. As of 2023, emissions are calculated and reported in accordance with the ISO 14064 standard across three scopes and six different categories.

One of the Company's key targets in this area is to reduce total greenhouse gas emissions by 41% by the end of 2030 compared to the 2022 base year. In addition, the Company targets a 20% reduction in Scope 1 emissions and a 50% reduction in Scope 3 emissions. To achieve these targets, energy efficiency projects, process optimizations, and the use of renewable energy are prioritized. Furthermore, production processes are continuously monitored using metrics such as carbon emissions per ton of product, and systematic actions are implemented based on identified improvement opportunities. In this context, the Company targets a 30% reduction in emissions intensity per product by 2030.

In addition to emissions management, environmental impacts related to air quality are closely monitored. Pollutants such as dust, SOx, NOx, and VOC are measured periodically in line with legal requirements, and no non-compliance or sanctions have been identified in inspections to date.

Sarbak Metal addresses the climate crisis not only through technical measures but also through a corporate awareness and risk management approach. Climate-related physical and transition risks are analyzed across the Company, and mitigation measures are defined with timelines and implemented accordingly. The Company treats this process not only as an environmental responsibility but also as an integral part of corporate sustainability.

Positioning the fight against climate change at the center of its strategy, Sarbak Metal contributes to a sustainable future by reducing emissions, increasing energy efficiency, and systematically managing its risks.



4.2. ENERGY MANAGEMENT

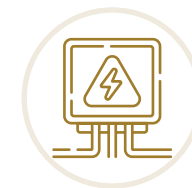
Sarbak Metal views energy management not only as an operational requirement but also as a key pillar of environmental and economic sustainability and conducts its operations in line with the ISO 50001 Energy Management System standard by adopting a system-based approach focused on continuous improvement of energy performance.

In line with its energy policy, Sarbak Metal aims to reduce energy consumption, use resources efficiently, and lower energy costs. The Company ensures full compliance with applicable regulations and takes proactive steps to minimize environmental impacts related to energy.

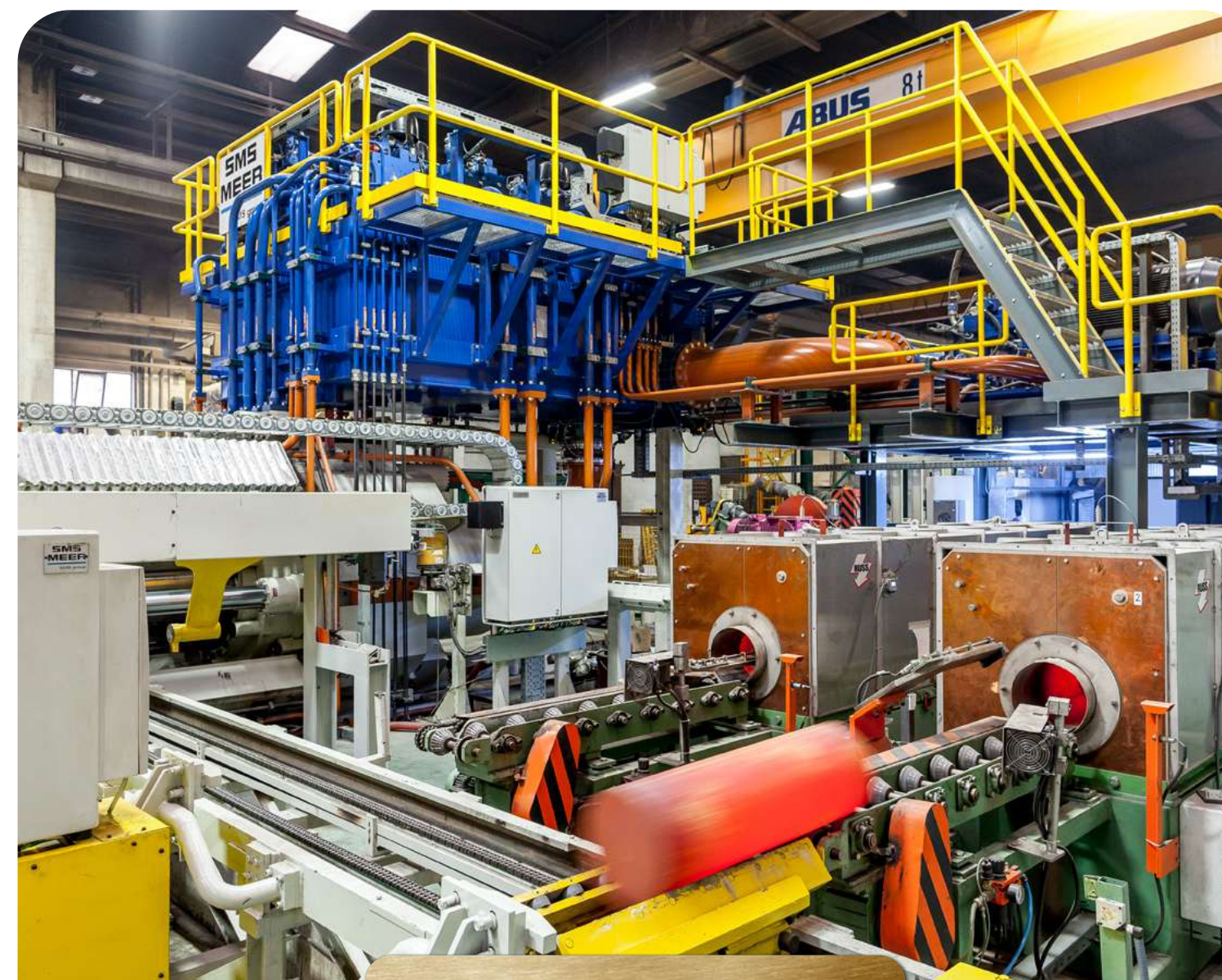
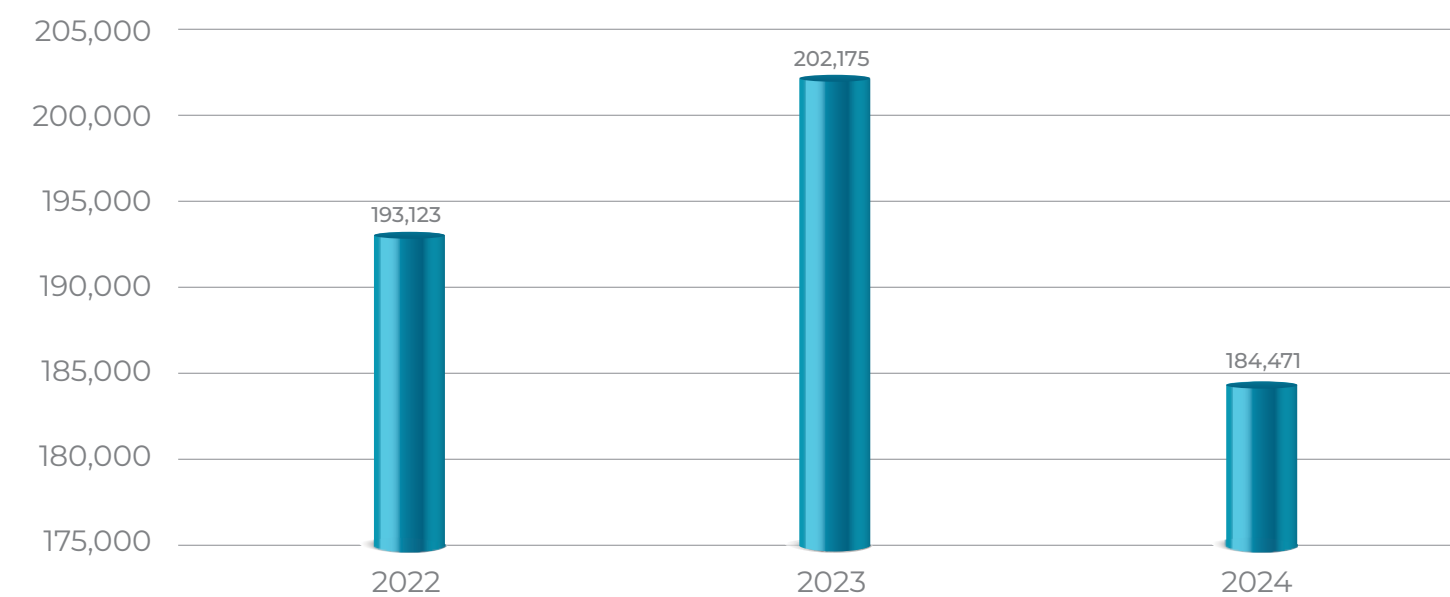
To ensure the regular monitoring and improvement of energy performance, structured meeting mechanisms are implemented at senior and operational management levels. Energy management is assessed at the senior management level through Energy Review meetings conducted twice annually. Operational processes are monitored through Monthly Energy Team Meetings. This structure enables coordination between strategic decisions and on-site implementations.

The energy management system is designed to cover training, studies, planning, monitoring, measurement, and implementation stages. Energy consumption is primarily based on natural gas and electricity sources. High energy-consuming equipment, such as stress-relief annealing furnaces and chip drying furnaces, is planned based on efficiency within the system and used in line with production optimization.

As of 2023, Sarbak Metal initiated a significant transformation and began sourcing a large portion of its electricity from renewable energy sources. This transition is certified with the I-REC (International Renewable Energy Certificate), and 66.16% of electricity consumption was met from renewable energy sources in 2023. In 2024, the entire 47,505,568 kWh of electricity consumption was supplied from renewable energy sources, achieving a 100% rate.



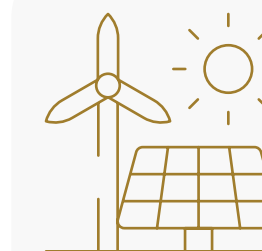
Total energy Consumption (GJ)



In line with its forward-looking goals, the Company plans to further enhance its energy performance. The concrete targets established in this context are outlined below:

- › As of 2024, continuing to source 100% of electricity from renewable energy with full reliance on renewable energy sources,
- › Maintaining electricity consumption at 1 kWh per unit (1 kg) of product,
- › Improving the electricity-specific energy consumption by 10% compared to the previous period and reaching 0.865 kWh/kg in 2025,
- › Achieving a 10% improvement in natural gas-specific energy consumption relative to the previous period and reaching 24.5 Sm³/ton by 2025,
- › Achieving a 1% reduction in the five-year average natural gas consumption based on total billet and ingot production,
- › Ensuring a minimum of 2 hours of training per employee on EnMS and energy efficiency-related topics.

Through its systematic and determined actions in energy management, Sarbak Metal not only increases operational efficiency but also demonstrates a leading approach in transitioning to a climate-friendly production model.



Sarbak Metal, which minimized emissions in 2024 with 100% renewable electricity, commits to reducing energy consumption per unit by 10% and achieving the 2025 targets of 0.865 kWh/kg and 24.5 Sm³/ton.

4.3. RAW MATERIAL AND NATURAL RESOURCE MANAGEMENT

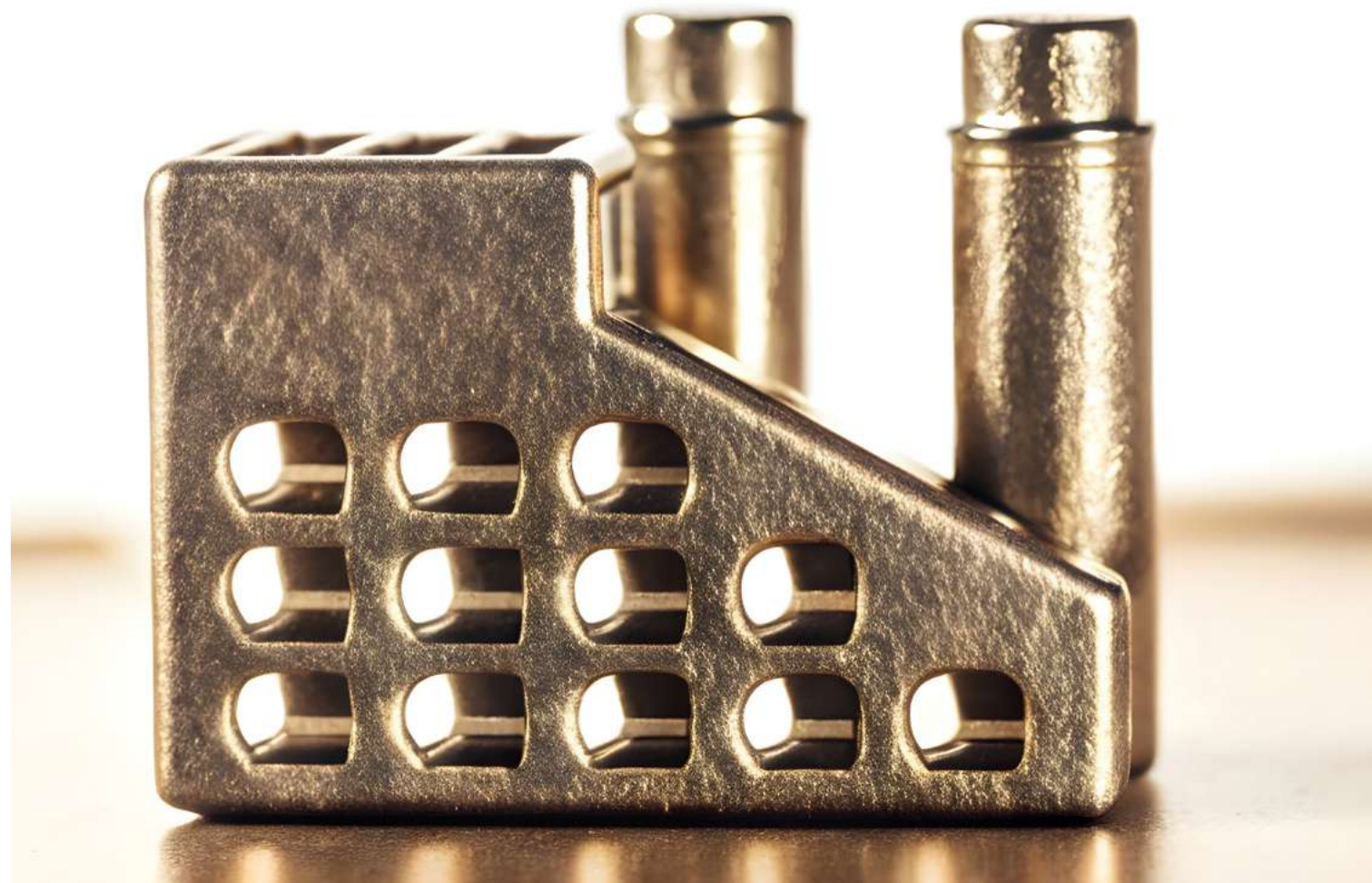
4.3.1. Life Cycle Assessment

Sarbak Metal addresses the fight against climate change not only as a target integrated into its production processes but also as a product-focused area of responsibility. In this context, LCA holds a distinct position among the initiatives carried out in line with the "Climate Action" principle set out in the Company's Sustainability Principles Declaration.

The LCA study is a comprehensive method that aims to analyze the environmental impacts of a product throughout all stages from raw material to final disposal. By conducting this analysis, Sarbak Metal has developed an environmental impact assessment that covers not only its own production processes but also the supply chain and post-use stages. Based on the LCA study, the climate change potential for an average of 1 ton of brass material was calculated as 1,071 kg CO₂e. This finding enabled the identification of the stages that cause the highest greenhouse gas emissions in the product lifecycle and allowed improvement efforts to focus on these critical areas.

Sarbak Metal considers LCA results not only as a measurement tool but also as a strategic reference. Based on the findings, more efficient production processes are developed, and stakeholders, particularly employees and suppliers, are informed on environmental impacts. The Company also provides employee shuttle services to reduce transportation-related emissions and continues its efforts to transition the corporate vehicle fleet to electric and hybrid vehicles. Through the lifecycle approach, Sarbak Metal is able to make more targeted, effective, and holistic decisions to reduce the carbon footprint on a product basis. This approach is considered an important indicator of the Company's effort to extend its sustainability vision across the entire value chain.

Through Life Cycle Assessment, Sarbak Metal analyzes its carbon footprint from raw materials to disposal (1.071 kg CO₂e/ton of brass) and leads climate action across the value chain by raising stakeholder awareness.



4.3. RAW MATERIAL AND NATURAL RESOURCE MANAGEMENT

4.3.2. Water Management

Sarbak Metal considers the efficient and responsible use of water as one of its core priorities within its sustainable production approach. As water resources become increasingly constrained, the company addresses water management not merely as an operational necessity but as a fundamental component of its environmental responsibility.

The factory sources its domestic and industrial water from licensed artesian wells, while regularly measuring and recording its water consumption. Located within Çerkezköy OIZ (COIZ), Sarbak Metal operates in integration with the region's central wastewater treatment infrastructure and minimizes its environmental impact by directing wastewater generated from its production processes to the relevant facility.

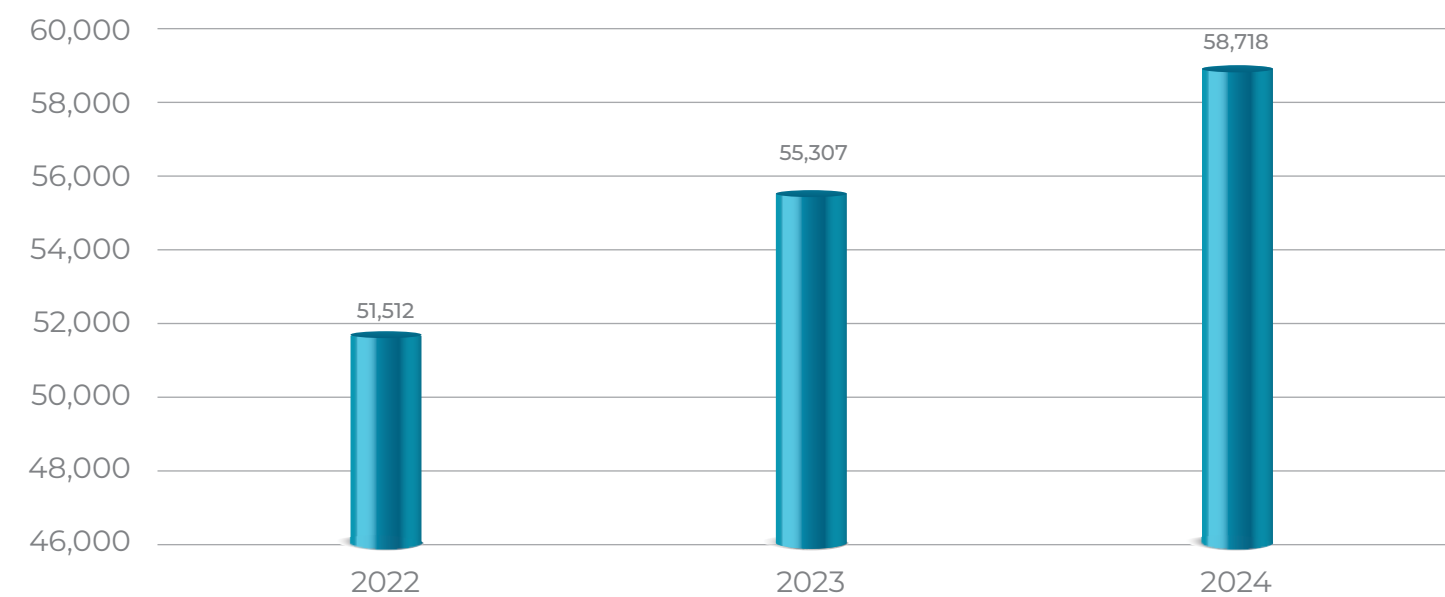
The company's approach to water management is built on reducing consumption, increasing opportunities for reuse, and conserving resources. The company implements various projects to prevent non-production water losses; for example, it collects condensation water from air conditioning units during the summer and uses it for garden irrigation. Similarly, the recovery of rainwater and its use as raw water in processes are among the key focus areas. To establish a stronger data foundation for projects in these areas, the company plans to conduct analyses in line with the ISO 14046 Water Footprint standard during the 2025-2026 period.

Total water consumption in 2024 amounted to 58,718 m³, with water intensity remaining below the five-year average of 0.857 m³ per ton of product, indicating a notable level of performance. The company maintains ongoing maintenance activities, process improvements, and awareness efforts to ensure the continuity of this performance. In addition, the company has set a target to reduce water consumption by 3% by 2030 compared to 2022 levels. **It has also set a target to recycle 65% of its water use and reintegrate it into production processes by 2027.**

Efforts to reduce the environmental impacts of water consumption extend beyond technical applications. Through training programs organized within the company, employees' awareness of water conservation is increased, encouraging individual contributions.

With this holistic and data-driven approach to water management, Sarbak Metal aims to protect not only today's water resources but also those of the future; it reduces environmental impact in its production processes while delivering practices that set an example for the industry.

 **Water Consumption**
(m³)



4.3. RAW MATERIAL AND NATURAL RESOURCE MANAGEMENT

4.3.3. Chemical Management

Chemical management, structured in accordance with the 12 principles of Green Chemistry, constitutes an integral component of the company's sustainability approach. Systematic practices developed to reduce the potential environmental and human health impacts of chemicals used in production processes support the company's safe, environmentally responsible, and compliant production model.

All chemicals used throughout the factory are regularly identified, and control processes are carried out with a high level of rigor. Safety Data Sheets (SDS) for all chemicals are maintained at their respective usage locations, with the Environmental Manager overseeing their currency. Procedures established to ensure the safe and compliant use of chemicals are regularly monitored by department managers, the OHS Manager, Waste Managers, and OHS Officers.

The primary objective in chemical management processes is to reduce the use of hazardous chemicals and develop safer alternatives to these substances. **As of 2024, 44 of the 118 chemicals used at Sarbak Metal are classified as hazardous, and the company provides regular training to all employees on their use.**

Sarbak Metal's approach to chemical management goes beyond ensuring safe use; it also contributes to reducing environmental impact, supporting the circular economy, and advancing sustainable product development. In this context, the company has adopted the use of 100% recyclable materials in its products as a core principle and has initiated R&D efforts to replace lead in brass alloys with silicon, a more environmentally friendly and safer alternative. Through this approach, the company mitigates potential human health risks while pursuing full compliance with international regulations, including REACH.

Sarbak Metal tracks all processes related to chemical management in a transparent and systematic manner and continues continuous improvement efforts in line with its sustainability targets. Through regular training programs and monitoring and audit mechanisms aimed at increasing employee awareness, safe chemical use has become an integral part of the company culture.

The use of 100% recyclable materials in products has been adopted as a fundamental principle; **R&D studies have been initiated to replace lead in brass alloys with silicon, a more environmentally friendly and safer alternative.**



4.3. RAW MATERIAL AND NATURAL RESOURCE MANAGEMENT

4.3.4. Protection of Biodiversity

Acting with a responsibility to minimize the environmental impacts of its operations, Sarbak Metal considers the protection of natural life as one of the cornerstones of its sustainability strategy. Within this framework, a multidimensional environmental management approach focused on biodiversity conservation has been adopted, with impacts on air, water, and soil regularly assessed and appropriate measures implemented.

Within the company's Sustainability Principles Declaration, the headings "Climate Action," "Life Below Water," and "Life on Land" are identified as strategic areas with a direct link to biodiversity. The company has set concrete targets for these areas and developed comprehensive roadmaps to achieve them.

- › Activities conducted within the scope of climate action aim to support ecosystem protection through efforts to combat climate change. Energy-efficient production processes, the use of low-emission technologies, and the transition to renewable energy support the protection of natural habitats and the sustainability of species diversity. In this context, Sarbak Metal promotes awareness across its operations and throughout the supply chain, ensuring the involvement of all stakeholders.
- › Within the "Life Below Water" category, safeguarding marine and freshwater ecosystems is identified as a key priority. Reducing plastic consumption, controlling environmental impacts, and prioritizing vehicles with environmental compliance certifications in transportation stand out as strategic actions to protect aquatic biodiversity.
- › Efforts to protect life on land are shaped by Sarbak Metal's close monitoring and evaluation of its impacts on terrestrial ecosystems. In particular, the sustainable use of forests, agricultural areas, and other sensitive ecosystems is integrated with the company's goal of reducing its environmental impacts. Accordingly, both direct operations and supplier processes are assessed, enabling the adoption of a holistic approach to biodiversity protection throughout the value chain.

Sarbak Metal consistently implements its biodiversity-sensitive policies to safeguard the sustainability of natural resources and preserve ecosystem balance. In line with this approach, the company continues to take concrete steps to protect both current and future habitats through an environmentally responsible production approach.

"Climate Action", "Life Below Water", and "Life on Land" headings included in the Sarbak Declaration of Sustainability Principles have been defined as strategic areas directly related to biodiversity.



4.4. WASTE MANAGEMENT

Sarbak Metal centers its operations on sustainable production, applies waste management practices across all activities with rigor, and assesses inputs and outputs based on detailed analyses to reduce environmental impacts to the lowest possible level. The company identifies all process-related waste and defines management strategies by waste type within the scope of the Industrial Waste Management Plan.

Operating within the Organized Industrial Zone (OIZ), Sarbak Metal acts in compliance with the Zero Waste Certificate issued by the regional directorate under its Zero Waste Management practices. Emission sources, wastewater discharge points, and zero waste collection areas are systematically identified throughout the facility, and hazardous and non-hazardous waste is managed through source segregation using a dual collection system. The company holds a temporary storage permit for hazardous waste and has established a compliant infrastructure by designating separate areas for the collection of non-hazardous waste.

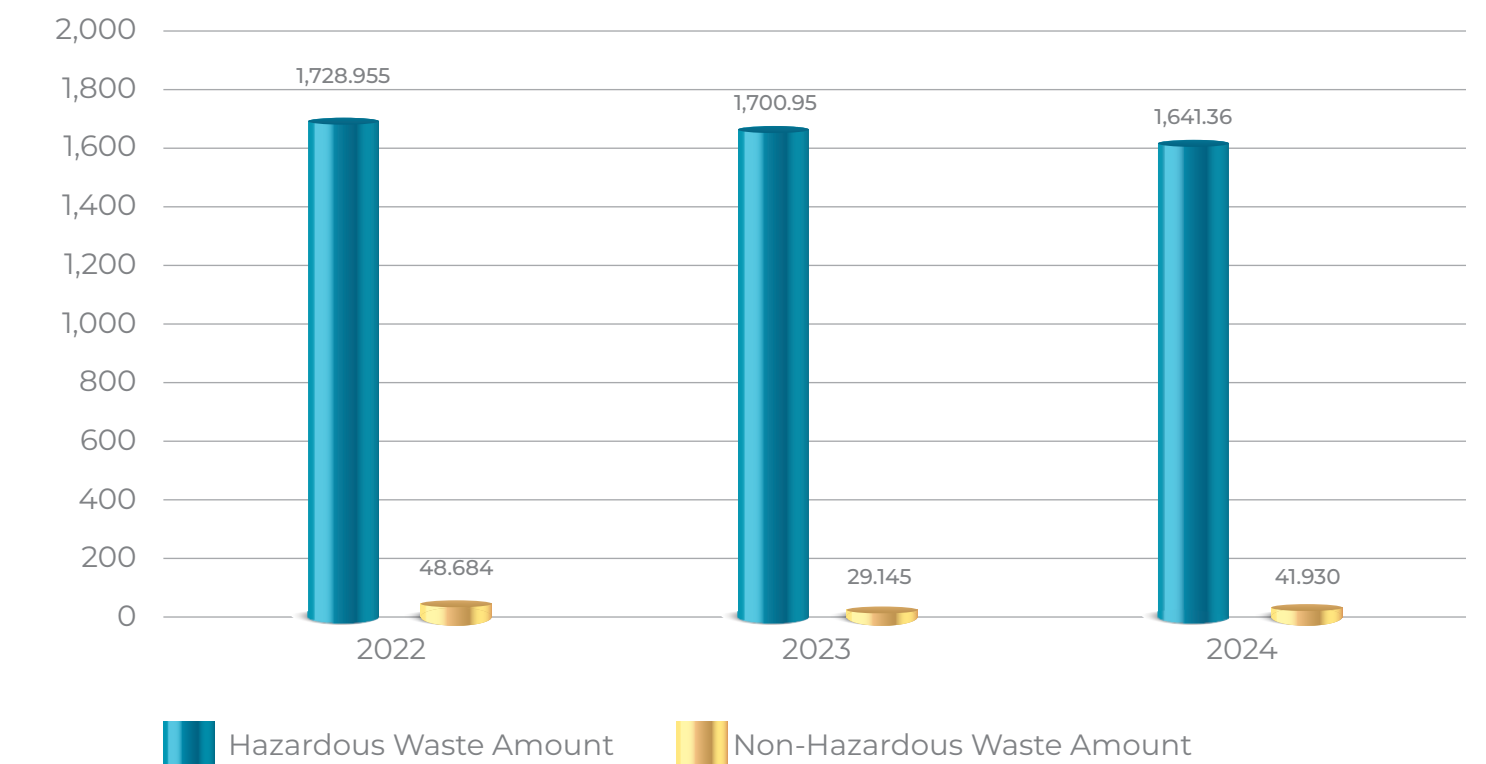
Waste tracking and control are carried out using the Waste Control Form, with all movements recorded to maintain full traceability. Recovery mechanisms developed especially for hazardous waste enable the safe collection and disposal of waste oils and chemical substances. Accordingly, waste transportation and disposal are performed by licensed contractors, with all processes tracked online through the Mobile Hazardous Waste Tracking System (MOTAT). These operations are carried out under the coordination of the Environmental Manager, with full compliance with legal requirements.



Holding a recovery license since 2009, Sarbak Metal utilizes a significant proportion of recycled raw materials in its production processes and embraces the principles of the circular economy. **As of 2024, approximately 1,683 tons of waste was generated, while a total of 1,681 tons were recycled.** Accordingly, the potential environmental impacts of waste are maintained at the lowest possible level.



Waste Amount
(ton)



Through all these practices, Sarbak Metal views waste management not only as a legal obligation but also as an integral part of environmental responsibility and sustainable production and pursues a cleaner environment for future generations through a waste policy that promotes efficient resource use.



05

SOCIAL SUSTAINABILITY AT SARBAK

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05. SOCIAL SUSTAINABILITY AT SARBAK

5.1. WORKFORCE MANAGEMENT

In line with its sustainability targets, Sarbak Metal's workforce management approach promotes employee personal development and positions human capital as its most valuable asset. Following this approach, the company delivers comprehensive training and development programs aimed at enhancing employee competencies. Through various initiatives to enhance employee motivation and satisfaction, the company effectively leverages the skills and potential of its workforce. This approach aims to maximize the value employees bring to the organization and deliver a strategic and sustainable contribution to the company's long-term success.

In accordance with the 2024 annual training plan, the company delivered a total of 10,929.5 person-hours of training. Of this total, 9,456.5 person-hours were allocated to mandatory OHS and environmental training, while 1,473 person-hours were dedicated to professional and personal development programs.

Human resources and employee performance management are identified as key enablers supporting the achievement of strategic targets at Sarbak Metal. The performance evaluation process supports professional growth by identifying development areas through regular feedback. In this regard, the company aims to measure employee competence and contribution based on objective criteria. Through these evaluations, Sarbak Metal identifies areas for improvement and strengths in employees' individual performance and supports continuous improvement. Promotion processes are carried out based on employees' achievements and competencies, guided by principles of fairness and transparency. This approach encourages employees to progress in their career journeys while strengthening Sarbak Metal with an experienced and competent workforce.

The company conducts a rigorous evaluation in recruitment processes, considering candidates' alignment with company culture and their competencies. Following this process, the company identifies the most suitable candidates for each position and evaluates the value and potential they are expected to contribute to the workforce. All these steps enable Sarbak Metal to manage its human capital effectively and support continuous development, contributing to the company's long-term success.



In line with the annual training plan prepared for 2024, **a total of 10,929.5 person-hours of training** have been delivered.



2024 Training Data		
Training Target	6,600	Hours
Training Provided	10,929.5	Hours
Actualization Rate	165.6	%
2024 On-Site Training	10,384.5	Hours
2024 External Training	545	Hours
2014 Total Training	10,929.5	Hours
2024 Training per Employee (Total Number of Employees: 244)	44.79	Hours
2024 OHS Training	8,021	Hours
2024 EMS Training	1,435.5	Hours
2024 Sustainability Training	332	Hours
Personal Data Protection Law Training	596	Hours



5.2. HEALTH AND SAFETY

Sarbak Metal structures its Occupational Health and Safety (OHS) approach around a management system that places the protection of employee and stakeholder health at its core. Under the OHS Policy, the company aims to ensure the continuity of safe working conditions and establish a sustainable safety culture across the organization. In line with this approach, the company ensures compliance with applicable legislation and conducts regular risk assessments at every stage of its operations to identify potential hazards in advance and control their impacts.

Sarbak Metal operates with a vision to provide a safe working environment for all employees, minimize occupational accidents and diseases, and build a strong safety culture by enhancing OHS awareness. The OHS System is continuously improved through targets defined each year. Sarbak Metal prioritizes OHS across all its activities, adopts the highest standards in this area, and commits to effective communication with all stakeholders, ensuring that all necessary measures are taken to protect employee rights and manage operations safely without encountering undesired incidents.

Sarbak Metal successfully completed OHS Management System certification in line with the OHSAS 18001 standard in 2008, strengthening its commitment to OHS; and completed its transition to the ISO 45001 standard in 2018 in line with accreditation requirements. Under the ISO 45001 framework, the company manages all processes systematically, conducts risk assessments for each process, develops emergency plans, and increases employee awareness through regular training. The company also monitors personnel records and regulatory compliance processes on a regular basis and performs routine technical audits and health examinations. To safeguard employee health, the company performs continuous occupational hygiene measurements.

An independent third-party audit is conducted annually within the scope of certification requirements. These audits are critical to ensuring the compliance, efficiency, and continuous improvement of Sarbak Metal's OHS Management System. Through regular audits, the company systematically reviews its OHS commitments and identifies areas for improvement. Sarbak Metal remains committed to protecting the health and safety of its employees by adhering to the highest standards in OHS.



Successfully completing OHSAS 18001 Occupational Health and Safety Management System certification, **Sarbak Metal has strengthened its OHS commitment; and in 2018, it completed its transition to the ISO 45001 standard in line with accreditation requirements.**

OHS Targets	Description	2024 Actualization Rate (%)
Maintaining workforce utilization losses at 2% through reduction measures	Employee absenteeism is tracked, and support is provided to promote employees' physical and mental health.	111
Achieving a 10% reduction in costs related to workplace accidents relative to the five-year average	Delivering OHS training and performing audits on preventive measures	89.98
Achieving a 10% reduction in lost days per employee relative to the five-year average	The OHS System is actively implemented to prevent workplace accidents.	89.3
Achieving a 20% reduction in miscellaneous expenses	The company ensures the effective use of PPE and other equipment.	79.9



5.3. DIVERSITY AND INCLUSION

Sarbak Metal has an Equality, Inclusion, and Diversity Policy and emphasizes respect for differences in the workplace and equal opportunities for all employees in line with the commitments outlined in the policy, aiming to enhance diversity and inclusion.

Sarbak Metal adopts policies that emphasize a zero-tolerance approach to discrimination, ensuring gender equality from the recruitment stage, supporting the employment of individuals with disabilities, and enabling individuals from diverse ethnic and social backgrounds to work under equal conditions. Sarbak Metal places strong emphasis on creating a work environment that enables employees to fully utilize their potential and, through its workforce management strategies, contributes substantially to enhanced employee satisfaction and sustainable business success.

Under its fair remuneration policies, Sarbak Metal implements a compensation structure based on job characteristics, legal obligations, position requirements, and individual competencies, while protecting working hours and weekly leave entitlements with due regard to work-life balance. In addition, the company regularly reviews OHS standards and takes the necessary measures for continuous improvement.

Sarbak Metal recognizes and values the contributions of all employees irrespective of gender, age, disability status, race, or ethnic origin. In line with this approach, the company supports strengthening an equitable, safe, and inclusive work culture. While the sector faces challenges in the employment of blue-collar women, the company places importance on appointments that support gender equality at the managerial level, as demonstrated by a 67% representation of women in senior management.



Number of Employees
(Person)



The Equality, Inclusion, and Diversity Policy of Sarbak Metal is available here.



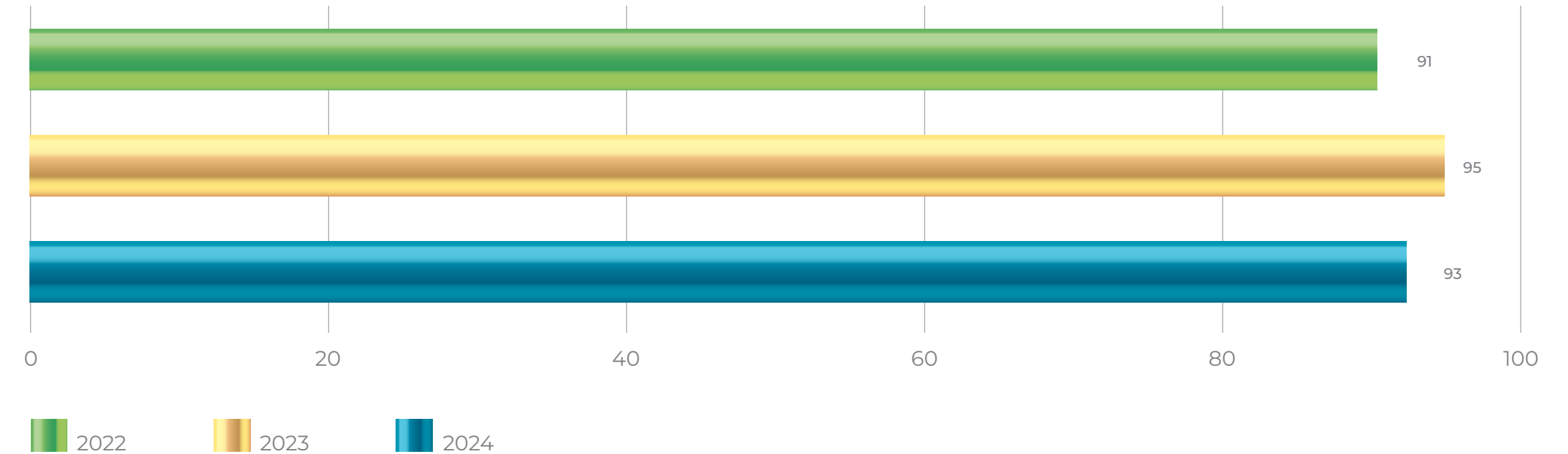
5.4. RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Sarbak Metal conducts supply chain management within a structured policy framework grounded in ethical principles and sustainability. The company expects its suppliers to adopt responsible business practices across all their activities and requires written and verbal commitments on key ethical issues, including the prevention of child labor, the prohibition of forced labor, and the fight against corruption and bribery. Reducing environmental impacts is also a mandatory expectation for suppliers, and they are required to implement the necessary preventive practices. In addition, Sarbak Metal considers the adoption of practices that protect employee health and safety, the implementation of fair wage policies, the provision of insurance covering workplace accidents, and full compliance with occupational safety and labor regulations as mandatory standards.

Supply chain relationships are guided by the principles of transparency and impartiality, with consistent adherence to quality and sustainability criteria across all processes. Compliance with ethical conduct principles and environmental responsibilities is considered one of the core pillars of Sarbak Metal's responsible sourcing approach. In line with this approach, the Sustainable Supply Chain Policy is publicly disclosed and serves as a binding reference for suppliers.



Local supplier rate
(%)



The Sustainable Supply Chain Policy of Sarbak Metal is available here.

The supplier evaluation process is carried out through a holistic approach that covers not only ethical and sustainability criteria but also codes of conduct. Suppliers are required to act in line with fair competition principles, respect human rights, and fully comply with applicable local regulations. In addition, adopting practices that improve efficiency in natural resource use and operating an effective waste management system are among the mandatory expectations. This approach is part of Sarbak Metal's goal to build long-term, reliable, and responsible partnerships.

Aligned with its Sustainable Supply Chain Policy, Sarbak Metal prioritizes collaboration with local suppliers; recent evaluations show that 93% of the supplier portfolio is composed of local suppliers, while 7% consists of foreign companies. Geographical proximity is considered a key factor in the supplier selection process; this approach is adopted to enhance the efficiency of logistics operations, reduce the carbon footprint, and support local economic development.

	2022		2023		2024	
	Local	Foreign	Local	Foreign	Local	Foreign
Total Number of Suppliers	126	13	132	7	129	9
	139		139		138	
Number of suppliers subject to environmental and social compliance assessment	Local	Foreign	Local	Foreign	Local	Foreign
	13	2	12	2	16	4
	15		14		20	




5.5. STAKEHOLDER PARTICIPATION

Regular and structured communication mechanisms with stakeholders are considered a core element of sustainability management. To ensure the effective management of customer feedback, the ISO 10002 Customer Satisfaction Management System was established in 2024. Requests and complaints are documented in accordance with established procedures, with each submission subject to a comprehensive review process. Based on the review, necessary corrective and preventive actions are initiated. The progress status of implemented actions is tracked on a regular basis, and outcome-related feedback is systematically communicated to customers.

Stakeholder engagement is not limited to the scope of customer relations. Expectations and priorities are determined through meetings, surveys, and structured communication channels with employees, suppliers, local communities, and other relevant stakeholders. The feedback obtained is integrated into strategic decision-making processes, ensuring that practices are developed in alignment with stakeholder expectations.

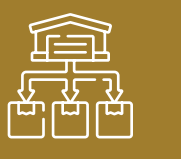
A systematic approach is implemented to analyze stakeholder-derived data and incorporate it into reporting processes. Within this framework, the sustainability strategy is designed in alignment with stakeholder expectations to support long-term value creation.

Employees 	
Method of Communication	Frequency of Communication
Email, phone and face-to-face meetings	Regularly and as needed (e.g., trainings, surveys, committee meetings, and announcements are conducted periodically; one-on-one meetings take place as required)
Meetings and trainings	
Digital communication tools	
Digital training programs	
Employee satisfaction surveys	
Events organized specifically for employees	
Committee meetings	
Announcements and notifications	
In-house publications	

Financial Institutions 	
Method of Communication	Frequency of Communication
Meetings and conferences	Regularly and as needed (e.g., Periodic meetings; audits at de-fined times or as required)
Email, phone and face-to-face meetings	
Audits	

Customers 	
Method of Communication	Frequency of Communication
Customer satisfaction surveys	As required and periodically (e.g., complaint management in real time; meetings, visits, and trade fairs at specified intervals)
Email, phone and face-to-face meetings	
Customer visits and meetings	
Exhibitions, conferences, fairs	
Website	
News	
Social media	
Request/complaint sites	

Public Institutions and Law-Making Organizations 	
Method of Communication	Frequency of Communication
Periodic reporting	Periodic (e.g., statutory reporting and regulatory meetings at defined intervals)

Suppliers 	
Method of Communication	Frequency of Communication
Email, phone and face-to-face meetings	Regularly and as needed (e.g., periodic audits; real-time communication; meetings at defined intervals)
Meetings	
Supplier audits	
Supplier portals	

5.6. COMMUNITY ENGAGEMENT AND CORPORATE SOCIAL RESPONSIBILITY

Sarbak Metal believes that, alongside its own corporate development, it should carry out initiatives that enhance societal well-being and create value for the community. In line with this approach, the initiatives that create social value are incorporated into production processes, investments, and future plans.

As part of its sustainability vision, one of the company's targets is to implement at least one corporate social responsibility project each year by 2035. Going beyond this target, Sarbak Metal provides support for a wide range of impactful projects that contribute to education, the environment, and social solidarity within its social responsibility framework. Sarbak Metal's corporate social responsibility approach is not limited to its sector and is reflected in concrete actions aimed at improving overall societal well-being. Sarbak Metal's corporate social responsibility projects implemented in 2024 are outlined below:

- › We provided scholarship support to contribute to students' educational journeys. (comprising 60 students from Yıldız Technical University, 30 students from Istanbul Technical University, and 23 children of our employees) We also supported improvement of educational infrastructure by undertaking the sponsorship of Sarbak Metal Cumhuriyet Anatolian High School's renovation.
- › Recognizing sensitivity to nature as an integral part of our social responsibility, we took a step toward our environmental sustainability commitment by donating 1,500 saplings.
- › We contributed to community safety by donating a vehicle to the Tekirdağ Police Department as part of our support for public institutions. With this support, we aim to strengthen the ability of law enforcement to carry out their duties more effectively.
- › We supported the culture of solidarity by distributing 200 food aid packages to those in need.
- › On the occasion of the New Year, we made donations to the Association for Supporting Contemporary Life and the Darüşşafaka Society on behalf of our customers and bank representatives. This gesture reflects our commitment to social responsibility and human-centered values.

Investments
Installation of a CNC End Facing System (5/15 Machines)
Construction of a Waste Oil Storage Facility
Acquisition of Electric Forklifts for Quality and Press Departments
Revision of SAS Drawing Machine
LED Lighting Fixture Replacement
Oil Filtration System
Machining Shop Ventilation



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06

INNOVATION AND R&D

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06. INNOVATION AND R&D

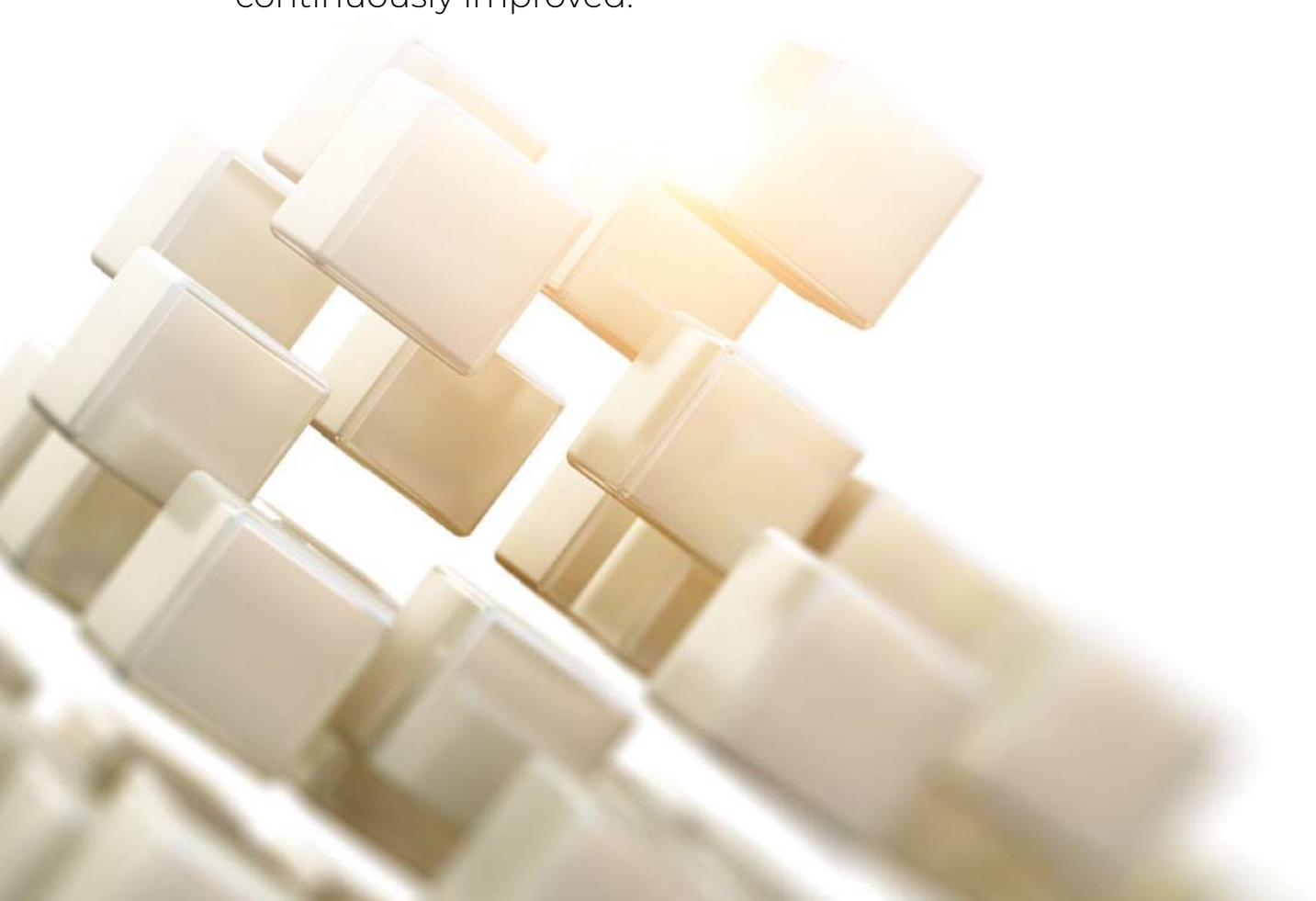
An innovative approach and the integration of technological advancements into business processes are among the core components of the corporate development approach. R&D and innovation activities are linked to sustainable growth objectives and incorporated into strategic planning processes. Activities carried out in line with targets that are set in innovation and digitalization are monitored regularly and evaluated through performance indicators. Based on the results obtained, improvement actions are planned and implemented. This approach supports the systematic enhancement of sustainability performance.

By integrating digital technologies into processes, Sarbak Metal has achieved increased operational efficiency, enhanced transparency and traceability, improved real-time and data-driven decision-making capabilities, and more optimized and sustainable resource use. Sarbak Metal embraces innovation not solely as a departmental function but as a corporate culture encompassing all employees. With this approach, the Company promotes continuous improvement and innovative thinking across the organization. Throughout 2024, Sarbak Metal advanced digitalization and innovation through planned and strategic actions to increase operational efficiency and strengthen system security and transparency.

Necessary measures are implemented to ensure the secure execution of all processes and to achieve sustainability targets. In this context, the Information Security Management System ensures the confidentiality, integrity, and availability of data, while digitalization processes are managed effectively and in a controlled manner. Designed in accordance with the ISO 27001 Information Security Management System standard, this system is implemented across the company and continuously improved.

Digitalization Initiatives Implemented in 2024

Installation of a Next-Generation Digital Monitoring Platform (Firewall)	Critical operational data, including system access, user activities, maintenance requests, production efficiency rates, and system alerts, is now monitored in real time.
Integration of Production Processes with the ERP System (IFS)	Data collection processes in production areas were digitalized, and performance data such as machine operating times and downtime is now monitored in real time through the IFS ERP system.
Automation in Quality Control Processes (SIFA Software)	With SIFA software, errors are classified, recurring issues are identified, and root cause analyses are conducted more quickly.
Implementation of a Digital Archiving System	Document management processes were transferred to a digital environment, significantly reducing time losses caused by manual processes and documentation errors.
Enhancement of Authorization Management and Digital Monitoring Mechanisms	Within the ERP system, user authorizations, transaction histories, and authorization changes are tracked, enhancing auditability and data security.



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07

APPENDIX

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07. APPENDIX

7.1. MEMBERSHIPS

All memberships are regularly monitored and updated through the "Industry Memberships and Related Organizations List" in Sarbak Metal's documentation system.

The organizations and associations of which Sarbak Metal is a member are listed below:

 İSTANBUL SANAYİ ODASI	İSO	 ÇÖZÜMPARK	ÇÖZÜMPARK
 İMMİB	İMMİB	 Microsoft	Microsoft
 ÇERKEZKÖY ORGANİZE SANAYİ BÖLGESİ	ÇOSB	 USOM	USOM (National Cyber Incidents Response Center)
 OECAM	OECAM	 SİBERBÜLTEN	Cyber Newsletter
 BPSD	Copper Industrialists' Association	 intersiber	İNTERSİBER
 ÇERKEZKÖY TİCARET VE SANAYİ ODASI	Çerkezköy Chamber of Commerce and Industry	 TSE	TSE
 INTERNATIONAL WROUGHT COPPER COUNCIL	IWCC	 TÜRKAK	TURKAK
 Udemy	UDEMY		

7.2. AWARDS

Sarbak Metal has been awarded the following prizes and recognitions in years:

- › 2007 Environment Grand Prize
- › One of 10 finalists for 2011 ISO Innovation
- › Second Prize in 2011 ISO Environmentally-Friendly Application Awards
- › Sectoral Champion of İMMİB Stars of Export for multiple years
- › Among Top 500 Industrials in Türkiye, as listed by ISO
- › Multiple annual Honors Awards from Çerkezköy Chamber of Commerce and OİZ Directorate Environmental Performance Indicators



7.3. ENVIRONMENTAL PERFORMANCE INDICATORS

Greenhouse Gas Emission Data	Unit	2022	2023	2024
Scope 1	tCO ₂ e	2,390.61	2,337.02	1,686.09
Scope 2	tCO ₂ e	19,725.95	7,124.59	14.33
Scope 3	tCO ₂ e	45,434.07	33,484.11	34,255.91
Total	tCO₂e	67,550.63	42,945.72	35,956.33

Scope	Unit	Type of Target	Base Year	Target Year	Reduction Rate	Description
Scope 1	%	Absolute	2022	2030	20	Reduction of Scope 1 emissions by 20% by 2030
Scope 2	%	Absolute	2022	2024	100	Achieving a 100% reduction in Scope 2 emissions per ton of product at the Çerkezköy facility compared to the 2022 baseline.
Scope 3	%	Absolute	2022	2030	50	Achieving a 50% reduction in Scope 3 emissions by 2030

Scope	Unit	Type of Target	Base Year	Target Year	Reduction Rate	Description
Scope 1	%	Intensity (tCO ₂ e/ton-product)	2022	2030	30	Achieving a 30% reduction in emissions intensity per product by 2030 (tCO ₂ e per ton of product)
Scope 2	%	Intensity (tCO ₂ e/ton-product)	2022	2030	41	Reducing total greenhouse gas emissions by 41% by 2030
Scope 3	%	Intensity (tCO ₂ e/ton-product)	2022	2030	50	Achieving carbon neutrality by 2050
	-	Absolute	-	2026	-	Identification of climate-related risks and opportunities by 2026

Waste data	Unit	2022	2023	2024
Salt slag from primary and secondary production (10 08 08)	tons	1,181.735	1,184.810	1,151.470
Flue gas dust containing hazardous substances (10 08 15)	tons	438.310	461.780	419.495
Oil from oil/water separators (13 05 06)	tons	105.035	36.350	18.820
(12 01 09)	tons	-	16.570	42.570
Waste Hydraulic Oils (13 01 13)	tons	0.510	0.000	6.570
Other engine, transmission, and lubricating oils (13 02 08)	tons	0.045	0.000	0.150
Packaging containing residues of hazardous substances or contaminated with hazardous substances (15 01 10)	tons	0.850	0.530	0.187
Metal packaging containing a hazardous porous solid matrix (e.g. asbestos), including empty pressurized containers (15 01 11)	tons	0.070	0.035	0.037
Absorbents, filter materials (including oil filters not otherwise specified), cleaning cloths, and protective clothing contaminated with hazardous substances (15 02 02)	tons	0.265	0.670	1.159
Discarded equipment containing hazardous components other than those listed under 16 02 09 to 16 02 12 (16 02 13)	tons	1.810	0.037	0.460
Oil filters (16 01 07)	tons	0.155	0.055	0.249
Waste printing toners containing hazardous substances (08 03 17)	tons	0.010	0.014	0.034
Fluorescent lamps and other mercury-containing wastes (20 01 21)	tons	0.160	0.009	0.014
(18 01 03)	tons	-	0.003	0.005
(20 01 33)	tons	-	0.005	0.000
(16 06 01)	tons	-	0.086	0.140
Particles and dust (10 08 04)	tons	7.830	4.110	2.990
Paper and cardboard packaging (15 01 01)	tons	0.670	0.105	0.800
Plastic packaging (15 01 02)	tons	1.480	0.155	1.005
Metals (20 01 40)	tons	34.915	23.765	34.590
Metal packaging (15 01 04)	tons	3.294	0.975	2.350
Glass packaging (15 01 07)	tons	0.495	0.035	0.195

Waste Values	Unit	2022	2023	2024
The Amount of Hazardous Waste	tons	1,728.955	1,700.95	1,641.36
The Amount of Non-Hazardous Waste	tons	48.684	29.145	41.930
Total	tons	1,777.639	1,730.099	1,683.29

7.3. ENVIRONMENTAL PERFORMANCE INDICATORS

Energy Consumption Data	Unit	2022	2023	2024
Electricity Consumption	kWh	44,689,520	16,010,304	0
Production of Electricity Generated from Renewable Sources	kWh	0	0	0
Purchased Renewable Energy	kWh	0	31,304,672	47,505,568
Natural Gas Consumption	Sm ³	913,343	902,021	381,041
Total Energy Consumption*	GJ	193,123	202,175	184,471

Water Consumption Data	Birim	2022	2023	2024
Mains Water Consumption	m ³	0	0	0
Groundwater Consumption	m ³	51,512	55,307	58,718
Total Water Consumption	m ³	51,512	55,307	58,718
The Amount of Water Recovered/Reused	m ³	0	0	0
The Amount of Water Discharged	m ³	29,526	31,525	35,230

7.4. SOCIAL PERFORMANCE INDICATORS

Employee Profile		2022	2023	2024
Direct Employment				
Female	Blue Collar	6	6	6
	White Collar	21	21	21
Male	Blue Collar	244	242	216
	White Collar	20	20	22
Total Workforce (Person)		291	289	265
Subcontractor Company Employee				
Female	Blue Collar	0	0	0
	White Collar	0	0	0
Male	Blue Collar	0	0	0
	White Collar	0	0	0
Total Workforce (Person)		0	0	0
Total Workforce by Contract Type		2022	2023	2024
Female		27	27	27
Male		264	262	238
Indefinite-Term Employment Contract (Person)		291	289	265
Female		0	0	0
Male		0	0	0
Temporary Employment Contract (Person)		0	0	0
Total Workforce by Education Level		2022	2023	2024
Uneducated		1	1	1
Primary Education		187	181	161
High School		67	71	67
University and Above		36	36	36
Total Workforce (Person)		291	289	265

Total Workforce by Age Group		2022	2023	2024
Female		27	27	27
18-30		4	4	4
30-45		14	14	13
45+		9	9	10
Male		264	262	238
18-30		27	26	25
30-45		104	106	97
45+		135	130	116
Total Workforce (Person)		291	289	265

Total Workforce According to Senior Management Structure		2022	2023	2024
Female		2	2	2
18-30		0	0	0
30-45		0	0	0
45+		2	2	2
Male		1	1	1
18-30		0	0	0
30-45		0	0	0
45+		1	1	1
Total Workforce (Person)		3	3	3

Total Workforce by Management Structure		2022	2023	2024
Female		6	6	6
18-30		0	0	0
30-45		3	3	3
45+		3	3	3
Male		6	6	6
18-30		0	0	0
30-45		1	1	1
45+		5	5	5
Total Workforce (Person)		12	12	12

7.4. SOCIAL PERFORMANCE INDICATORS

Total Workforce According to Mid-level Management Structure	2022	2023	2024
Female	12	12	12
18-30	3	3	3
30-45	9	9	8
45+	0	0	1
Male	15	15	15
18-30	4	4	4
30-45	8	8	8
45+	3	3	3
Mid-Level Management Structure (Person)	27	27	27

Number of New Recruits	2022	2023	2024
Female	0	0	0
Male	12	11	7
Total Workforce (Person)	12	11	7

Number of Employees Leaving Job	2022	2023	2024
Female	0	0	1
Male	13	31	11
Total Workforce (Person)	13	31	12

Employee Circulation	2022	2023	2024
Employee Circulation %	4.47	10.73	4.53
Ratio of Employees Who Voluntarily Resigned (left the company of their own accord for various reasons) to Total Employees %	100	100	100
Ratio of Involuntary Employee Departures (retirement, death, incapacity, dismissal, termination of fixed-term contracts, employer-initiated termination) to Total Employees %	0	0	0

The Number of Employees on Maternity Leave (person)	2022	2023	2024
	1	0	2

The Number of Employees Returning from Maternity Leave (person)	2022	2023	2024
	1	0	0

Employees Remaining in Employment for 12 Months Following Return from Maternity Leave (person)	2022	2023	2024
	1	0	0

Employees with Disabilities (person)	2022	2023	2024
Female	1	1	1
Male	3	3	3
Total Number of employees with disabilities	4	4	4

Employees with Collective Bargaining Agreement (person)	2022	2023	2024
Direct Employment	0	0	0
Subcontractor Employee	0	0	0
Employees with Collective Bargaining Agreement	0	0	0

7.4. SOCIAL PERFORMANCE INDICATORS

Employee Trainings		2022	2023	2024
Female	Blue Collar	4	4	4
	White Collar	7	7	8
Male	Blue Collar	238	222	215
	White Collar	17	17	17
Total Participants (person)		266	251	244
Female	Blue Collar	4	4	4
	White Collar	7	7	8
Male	Blue Collar	238	222	215
	White Collar	17	17	17
Total Training Hours (person*hour)		8198.5	7944	12017.5
Female	Blue Collar	123.2	126.8	197
	White Collar	215.6	221.9	394
Male	Blue Collar	7,336.1	7,056.4	10,589.25
	White Collar	523.6	538.9	837.25

Number of Participants in Sustainability Trainings (person)		0	0	221
Female	Blue Collar	0	0	3
	White Collar	0	0	1
Male	Blue Collar	0	0	217
	White Collar	0	0	0
Total Number of Sustainability Trainings (person*hour)		0	0	332
Female	Blue Collar	0	0	3.5
	White Collar	0	0	0.5
Male	Blue Collar	0	0	328
	White Collar	0	0	0

7.4. SOCIAL PERFORMANCE INDICATORS

OHS Data	2022		2023		2024	
	Employee	Subcontractor / Third-Party Contractor	Employee	Subcontractor / Third-Party Contractor	Employee	Subcontractor / Third-Party Contractor
Total Number of OHS Training Recipients	240	0	222	0	244	0
	240		222		244	
Total OHS Training Time (hour)	17.66	0	16.32	0	32.87	0
	17.66		16.32		32.87	
Total OHS training (person x hours)	4,238.4	0	3,623.04	0	8,020.28	0
	4,238.4		3,623.04		8,020.28	
Number of accidents	25	0	19	0	16	0
	25		19		16	
Number of Fatal Accidents	0	0	0	0	0	0
	0		0		0	
Accident Related Lost Day Rate	15.04	0	6.74	0	20.13	0
	15.04		6.74		20.13	
Accident Frequency Rate*	376	0	128	0	322	0
	376		128		322	

OHS Data	2022		2023		2024	
	Employee	Subcontractor / Third-Party Contractor	Employee	Subcontractor / Third-Party Contractor	Employee	Subcontractor / Third-Party Contractor
Accident Frequency Rate*	39.5	0	31	0	26	0
	39.5		31		26	
Accident Severity Rate*	0.6	0	0.2	0	0.52	0
	0.6		0.2		0.52	
Number of occupational illnesses	0	0	0	0	0	0
	0		0		0	
Total number of injuries resulting in at least one lost work-day per one million hours worked	22	0	15	0	16	0
	22		15		16	

7.5. ECONOMIC PERFORMANCE INDICATORS

Economic Data	Unit	2022	2023	2024
Budget allocated for environmental obligations	\$	10,943	20,695	287,179
Amount of Expenditures on Environmental Issues (Planned) (Environmental Dimensions, Impacts and Risks Prevention, Mitigation, Control; Disposal, Treatment, Sanitation, and Cleaning Expenditures)	\$	763,075	435,346	382,043
Amount of environmental penalties	\$	0	0	0

7.6. GRI INDEX

GRI 1

Sarbak has prepared its report in accordance with the GRI Standards for the January–December 2024 reporting period.

GRI Standard	Disclosure	Page number(s), explanations and/or URL	Omission
GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
	Corporate Profile		
	2-1 Organizational details	Corporate Profile, p.9	
	2-2 Entities included in the sustainability reporting	About the Report, p.3	
	2-3 Reporting period, frequency and contact point	About the Report, p.3	
	2-4 Restatements of information	About the Report, p.3	
	2-5 External assurance	No external assurance has been conducted within the scope of the report.	
	2-6 Activities, value chain and other business relationships	Corporate Profile, p.9 Responsible Supply Chain Management, p.36 Stakeholder Engagement, p.37	
GRI 2: General Disclosures 2021	2-7 Employees	Workforce Management, p.33 Social Performance Indicators, p.45	
	2-8 Workers who are not employees	Responsible Supply Chain Management, p.36 Social Performance Indicators, p.45	
	2-9 Governance structure and composition	Corporate Governance, p.15	
	2-10 Nomination and selection of the highest governance body	Corporate Governance, p.15	
	2-11 Chair of the highest governance body	Management Messages, p.4	
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Governance, p.15 Corporate Risk Management and Internal Audit, p.16	
	2-13 Delegation of responsibility for managing impacts	Corporate Governance, p.15 Corporate Risk Management and Internal Audit, p.16	

GRI Standard	Disclosure	Page number(s), explanations and/or URL	Omission
	2-14 Role of the highest governance body in sustainability reporting	Management Messages, p.4 Sustainability Governance Structure, p.20	
	2-15 Conflicts of interest	Ethical Principles and Compliance, p.17	
	2-16 Communication of critical concerns	Corporate Risk Management and Internal Audit, p.16	
	2-17 Collective knowledge of the highest governance body	Corporate Governance, p.15	
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, p.15	
	2-19 Remuneration policies	Diversity and Inclusion, p.35	
	2-20 Process to determine remuneration	Diversity and Inclusion, p.35	
	2-21 Annual total compensation ratio	Confidentiality Constraint The remuneration approach is determined within the scope of Human Resources policies, and detailed remuneration structure is not publicly disclosed.	
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	Sustainability Strategy, p.21 Management Messages, p.4	
	2-23 Policy commitments	Corporate Governance and Policies, p.15 Ethical Principles and Compliance, p.17	
	2-24 Embedding policy commitments	Corporate Governance, p.15 Social Sustainability at Sarbak, p.33 Climate Change Mitigation, p.25	
	2-25 Processes to remediate negative impacts	Corporate Risk Management and Internal Audit, p.16 Health and Safety, p.34 Climate Change Mitigation, p.25	
	2-26 Mechanisms for seeking advice and raising concerns	Ethical Principles and Compliance, p.17	
	2-27 Compliance with laws and regulations	Ethical Principles and Compliance, p.17 Corporate Risk Management and Internal Audit, p.16	
	2-28 Membership associations	Stakeholder Engagement, p.37	
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, p.37	
	2-30 Collective bargaining agreements	There are no employees covered by collective bargaining agreements.	

7.6. GRI INDEX

GRI Standard	Disclosure	Page number(s), explanations and/or URL	Omission
GRI 3: Material Topics 2021			
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Approach at Sarbak, p.20 Stakeholder Engagement, p.37	
	3-2 List of material topics	Materiality Analysis, p.21 Materiality Analysis, p.21 <ul style="list-style-type: none"> › Occupational Health and Safety › Ethics, Compliance, Anti-bribery and Anti-corruption › Product and Service Quality › Customer Satisfaction › Climate Change Mitigation › Energy Efficiency › Water Efficiency › Waste Management and Circular Economy › Equal Opportunity and Inclusion › Employee Development and Talent Management › Employee Engagement and Satisfaction › Stakeholder Relations and Corporate Social Responsibility › Responsible Supply Chain Management › Digital Transformation and Innovation 	
	3-3 Management of material topics		
GRI 200: ECONOMIC STANDARDS			
Ethics, Compliance, Anti-bribery and Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Materiality Analysis, p.21 Corporate Risk Management and Internal Audit, p.16 Ethical Principles and Compliance, p.17	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	Corporate Risk Management and Internal Audit, p.16 Sustainability Targets and Metrics, p.23	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Corporate Social Responsibility and Community Investment, p.38	
	203-2 Significant indirect economic impacts	Corporate Social Responsibility and Community Investment, p.38	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain Management, p.36	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethical Principles and Compliance, p.17 Responsible Supply Chain Management, p.36	
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	101-2 Management of biodiversity impacts	Environmental Sustainability at Sarbak, p.25	
GRI 102: Climate Change 2025	102-1 Climate transition plan	Sustainability Targets and Metrics, p.23	
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GRI 103: Energy 2025	103-1 Energy policies and commitments	Energy Management, p.26	
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	303-3 Water withdrawal	Water Management, p.28 Environmental Performance Indicators, p.43	
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