



**AssanPanel**

Sustainability  
Report  
2022





## CONTENTS

- Introduction & About the Report 03
- Message From the CEO 05
- Message From the General Manager 06
- About Kibar Holding 07
- About Assan Panel 08
- Our Vision 09
- Our Mission 10
- Our Brand Values 11
- Our Management Approach 12
- Award Granted in 2022 15
- Sustainability at Assan Panel 17
- Our Contribution to Sustainable Development Goals 19
- Our Products 25
- We Build a Sustainable Future with Our Products 26
- We Build a Sustainable Future for Our World 33
- We Build a Sustainable Future for Our Employees and Communities 36
- GRI Content Index 44



## INTRODUCTION & ABOUT THE REPORT

We aim to present a summary of our economic, social, and environmental performance and sustainability approach to our stakeholders. The information included in the report covers the period from January 1 to December 31, 2022 and involves all our operating regions. This report was created in accordance with the GRI Universal Standards: Content Index Essentials, 2021 level. In the report, we also included the United Nations Sustainable Development Goals (SDGs), to which we have contributed.

We created our 2022 report under 4 main sections within the framework of our sustainability strategy with the motto, “We Build a Sustainable Future”. The section titled “We Build a Sustainable Future with Our Products” contains our applications ensuring customer satisfaction, R&D and innovative activities, product quality & safety practices that we manage without making any concessions, as well as featuring our eco-friendly products.

In the section titled “We Build a Sustainable Future for Our Employees and Communities,” we presented a summary of our practices in occupational health & safety, employee satisfaction, corporate social responsibility (CSR) and gender equality. The section titled “We Build A Sustainable Future for Our World” contains our activities on energy, emissions, waste, and water management.

The section titled “Our Management Approach” presents a comprehensive overview of our corporate governance structure, risk management, business ethics approach.

You can submit any opinions or suggestions about this report via e-mail to [info@assanpanel.com](mailto:info@assanpanel.com)

## **Wishing Türkiye a quick recovery!**

We are deeply saddened by the earthquake disasters that struck the cities of Kahramanmaraş, Gaziantep, and Hatay as well as other provinces nearby.

We are very sorry for those who lost their lives in the earthquakes, extend our condolences to their relatives and our nation, wishing those injured a quick recovery. We would like to express our deepest sympathy and good wishes for a speedy recovery to all earthquake victims and the whole country.

We will reunite, rebuild, and recover from this disaster which deeply affected us all.



## MESSAGE FROM THE CEO



Distinguished Stakeholders,

As Kibar Group, we are deeply saddened by the losses that we suffered as a nation in the earthquake disaster at the beginning of 2023. We extend our condolences to the relatives of those who lost their lives and wish those injured a quick recovery. We would like to express our deepest sympathy and good wishes for the whole country. We have been in the field since day one as a Group and we are committed to carrying on our efforts until full recovery is achieved.

We are glad to present to you the first Sustainability Report of Assan Panel.

At Kibar Group, we consider sustainability as an integral element of our corporate strategy. We believe that economic growth and development cannot be achieved on their own without taking into account the sustainability principles. We act in line with our sustainability principles in all industries and geographies where we carry out our operations, assess sustainability-related risks and opportunities, and integrate

such principles and assessments into our decision-making processes. We make efficient use of natural resources, leverage innovation to minimize the negative impacts of our operations, and develop products with eco-friendly technologies.

We move towards our targets in a steady manner within the framework of Kibar Group's Sustainability Strategy of 2025, which was designed in line with the United Nations Sustainable Development Goals. We make every effort to ensure that our sustainability activities, in which we take into account all economic, social, and environmental aspects, are also adopted as common practice throughout our entire value chain.

Assan Panel, a leading manufacturer in the sandwich panel industry, also moves toward its global targets by carrying out quality, safe, innovative, and world-class production as a manufacturer, having FM Approvals and many other international certifications, and exporting to 85 countries.

Carrying out innovative and eco-friendly production as well as looking out for customer needs, our company carries on its activities in line with the motto, "We Build a Sustainable Future" by integrating the sustainability mindset in all processes. It makes a significant difference in the industry by offering leading new generation customer experiences.

I would like to thank our customers, business partners, stakeholders, and all colleagues who accompany us in these activities that we carry out at Kibar Group.

Haluk Kayabaşı,  
CEO  
Kibar Holding

## MESSAGE FROM THE GENERAL MANAGER



Distinguished Stakeholders,

We have experienced one of the most devastating natural disasters in the history of our country at the beginning of 2023. The earthquake disaster that affected 11 provinces deeply saddened all of us. As Kibar Group, we have carried out activities to provide relief efforts to the earthquake region since day one and we are committed to carrying on our support efforts in the upcoming periods. We are very sorry for those who lost their lives in this disaster, extend our condolences to their relatives, wishing those injured a quick recovery, and we would like to express our deepest sympathy and good wishes to all earthquake victims and to the whole country. We are glad to present to you our Sustainability Report for the first time ever. In 2022, a year of global fluctuations and economic uncertainties, the national economy was also negatively affected by these developments. As a company following global trends and proactively taking necessary actions, we are proud of having successfully completed this year. Expectations from sustainability have been on the rise in all industries. Climate change leads to potential disruptions in procurement,

production, and logistics processes. In addition, both national and international regulations and engagements require taking actions against climate-related risks.

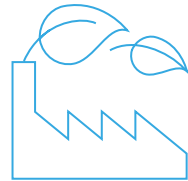
Assan Panel believes that sustainability is an integral part of economic growth and development, and thus, sustainability is one of the top priorities in our corporate strategy. We accurately analyze sustainability-related risks and opportunities and integrate them into our decision-making processes. Circular production comes to the forefront in building materials. As the regulatory efforts on manufacturing sandwich panel products from recovered raw materials continue in the working groups for EU standardization, the use of this type of raw materials will eventually become inevitable in our industry. We develop our product designs and procurement processes in this direction. We carry out certification activities and obtain certificates required by the markets in which we do business. We have put forward our sustainability vision based on the 2025 Sustainability Strategy of Kibar Group as its subsidiary and the UN Sustainable Development Goals. We work towards building

sustainable living spaces with the motto, “We build a sustainable future”.

As required by the inherent nature of our business segment, we manufacture products promoting the conservation of energy. We also mitigate our environmental impact during production with our efficiency and recycling projects. One of our key strategic goals is to further develop know-how. We improve our overall knowledge and experience with global cooperations and move towards an information-oriented circular economy with academic opportunities provided to our employees. We maximize the potential of our sustainable products with our R&D activities.

We approach sustainability from all economic, social, and environmental aspects as a whole. We make investments in order to develop the global knowledge of the industry and lead the way for industrial technologies. I would like to thank our business partners, customers, and all colleagues who accompany us in our sustainability journey.

Sincerely yours,  
İhsan Tolga Akar  
Managing Director  
Assan Panel



## ABOUT KİBAR HOLDING

Kibar Holding, which began its activities in 1972 and is among the leading business groups in Türkiye, has been making significant contributions to the national economy and social welfare since its foundation.

As of the end of 2022, Kibar Group operates in various sectors such as metal, automotive, packaging, building materials, real estate, logistics, energy, and service with more than 20 companies and over 5,000 employees.

Kibar Group's international business partners include Posco, Seoyon E-Hwa, and Heritage, which are among the world's leading brands in their industries. Kibar Holding and Group companies significantly contribute to the Turkish economy with their high production capacities, exports, social investments, and employment they create.



## ABOUT ASSAN PANEL

Assan Panel, a subsidiary of Kibar Holding and one of the main sandwich panel manufacturers in the world, opened its first plant in Tuzla, Istanbul, in 1990. Assan Panel opened its Iskenderun plant with an annual capacity of 3 million sq. meters in 2004, its Balıkesir plant with an annual capacity of 3 million sq. meters in 2009, and its Jordan plant with an annual capacity of 4.5 million sq. meters in 2012.

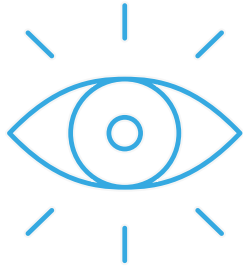
In 2015, it successfully completed its investment in the second line at its Tuzla Plant, the annual capacity of which increased from 3.5 million sq. meters to 18 million sq. meters.

In 2021, it made its first investment in Turkic States and opened its Azerbaijan Plant in partnership with STP (Sumgayit Technologies Park). It maintains its position as a leading manufacturer with a total annual production capacity of 22 million sq. meters at its plants in Tuzla, Iskenderun, Balıkesir, Jordan, and Azerbaijan. Assan Panel, the undisputed leader of the sandwich panel industry, contributes to the construction of sustainable and environmentally-friendly buildings with its panels with a polyurethane core, as well as sandwich panels with a PIR or rock wool core ensuring fire protection for cold rooms, roofs, and facades; ready-to-install solar

system panels; accessories tailored to projects; polycarbonate skylights. It also offers excellent installation service with its high-quality, reliable, innovative, and fire-resistant product range, in partnership with its business partners in Türkiye and abroad.

Having become a pioneer in the industry with a wide range of certifications, Assan Panel exports to 85 countries and serves as an overall solution partner for industrial buildings.





## OUR VISION:

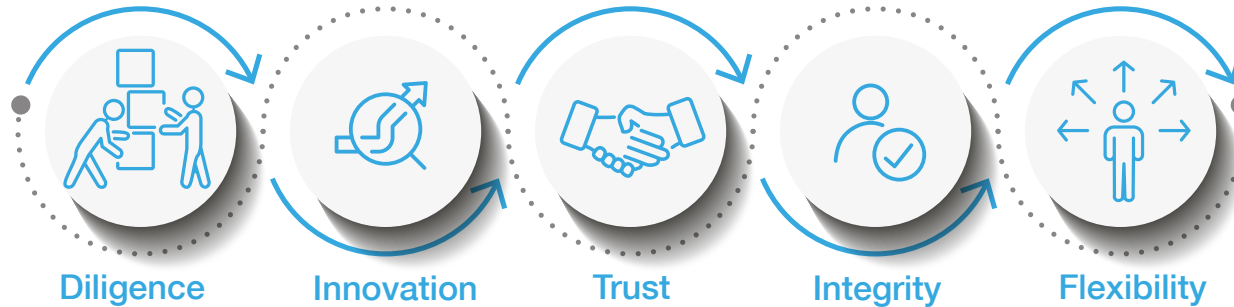
Becoming a sustainable and innovative solution partner in commercial and industrial buildings market.





## OUR MISSION:

Growing together soundly with our business partners by providing reliable, sustainable, and innovative solutions that meet customer needs in the industrial buildings market.



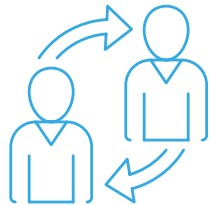


## OUR BRAND VALUES



### Reliability

Our business partners can rely on us to serve them high-quality products to the satisfaction of their requirements and support them whenever they need.



### Flexibility

We diligently work to understand customer needs better and offer solutions that meet such needs, thanks to our ability to adapt.



### Innovation

We make beneficial innovations in every aspect of our products and processes by using our experience and expertise.



### Sustainability

We work towards building a sustainable future with our eco-friendly products that do not cause any harmful effects on human health.



## OUR MANAGEMENT APPROACH

The objective of our management approach at Assan Panel is to keep up with the rapidly changing global conditions and create sustainable value for all our stakeholders. We strive to become an agile, innovative, and trustworthy organization, respecting people and the environment. We defined our management principles as resource efficiency, effective leadership, and transparent communication, and we carry on our operations in line with these principles.

### Corporate Governance

We have adopted an accountable, ethical, and transparent management approach. Our Executive Board consists of 10 members and is the highest level strategic decision-making body of Assan Panel. The Board is responsible for determining corporate targets, ensuring compliance with corporate governance principles, determining and managing strategic orientations, and ensuring the functionality of risk management and control systems. The Managing Director of Assan Panel is responsible for the implementation of the strategies determined by the Executive Board.

### Risk Management

Kibar Holding attaches utmost importance to early identification and efficient management of corporate risks that could become a potential threat to its existence in order to be able to provide its stakeholders with the highest value possible. In this context, the goal is to ensure that all employees focus on compliance with risks, opportunities, and obligations in addition to their performance while performing their daily operations and thus contributing to the sustainable growth of the company in this way by integrating the corporate risk management into corporate strategies and corporate culture. It is a requirement that all kinds of changes are evaluated and managed in line with this policy. In case any conflict of interest arises, the protection of human life and the environment is prioritized while addressing the risks.

**We received the ISO 31000 Risk Management System Validation Certificate, issued by the Turkish Standards Institute (TSE) in 2021.**

Corporate risk management activities consist of the assessment of internal-external risk and opportunity elements categorized as strategic, financial, and legal risks that may arise in relation to the processes and strategic targets of the company, as well as prioritization activities in reference to the Company's strategy and preferences as a result of risk assessment. Company's senior executives and managers are responsible for creating the necessary platforms for early detection, accurate assessment, and efficient management of all risks related to the company, definition of relevant strategies and actions for efficient management of such risks, following up risk management action plans created by participating in risk assessment activities, creation of company-specific policies and procedures related to risk management and following up to ensure that the relevant processes are managed in compliance with these policies and procedures, creation of risk management reports, and submission of risk management data to the relevant persons following accurate, complete, and timely analysis of risk management data.

Assan Panel's risk management approach focuses on human rights and ethics. Risk management activities also include reputational risks. When measuring all other risks identified, they are analyzed together with their effects and consequences.

The Corporate Risk Map is updated annually through workshops with the participation of the representatives of the relevant units. The development of medium and high-level risks is monitored quarterly and shared with the Company Risk Committee. Every six months, follow-up activities are carried out for defined actions and necessary revisions are made. With monthly activity reports, key risk indicators (KRI) based on specific subjects/processes are subject to follow-up. In addition, the KRI values that are exceeded are submitted to the committee's attention at the Kibar Holding Risk Committee meetings on a quarterly basis.





## Internal Audit & Control

At Assan Panel, internal audit and control activities are conducted to check compliance with the applicable legislation, corporate policies and principles, as well as the strategic targets defined.

Internal audit and control processes are carried out by the Internal Audit Department under the coordination of Kibar Holding and based on International Internal Audit Standards and Kibar Holding's Code of Conduct. Audits performed by the Internal Audit VP are conducted in a risk and process-oriented manner. Internal audits are carried out in 4 areas: process audits, compliance audits, financial audits, and information technology audits. The risks identified with the audits are communicated to the relevant units together with the suggestions for improvement.

In all audits conducted in 2022, anti-corruption and misconduct aspects were taken into consideration. In the reporting period, there was not any penalty received due to any illegal activity or any case of corruption or misconduct.

## Code of Conduct

Kibar Group's Code of Conduct provides the basic guidelines for activities

related to business ethics at Assan Panel. The Code of Conduct defines the responsibilities of the employees under applicable laws, against internal and external stakeholders, the code of conduct in work life as well as the fundamental rights and obligations of the employees.

Kibar Group's Code of Conduct is composed of 7 main subjects: integrity, confidentiality, justice, quality and continuous development, conflict of interest, our responsibilities, and receiving/giving presents, and all these subjects are defined in detail. The Code of Conduct document also contains case studies and examples of behavior expected from employees.

At Assan Panel, all employees receive ethics training at certain intervals. Employees' perception and awareness are kept in check by posters with a theme, "Do you think it is ethical?" placed in common spaces at the workplace.

At Assan Panel, Code of Conduct Consultants have been assigned to provide support for all kinds of needs and questions of employees about the implementation of the Code of Conduct. A dedicated Ethics Hotline was created to be called, either within the Group or from outside, in case of any violation against the Code of Conduct. Reports that are made through this hotline are directly communicated to the Ethics

Committee. All notifications received by the Ethics Committee by phone, e-mail and/or mail are handled and evaluated confidentially, appropriate units are assigned to take necessary actions, and all activities related to individual cases are carried out meticulously.

During the recruitment process at Kibar Group companies, employees are provided with a "Code of Conduct Manual", which explains the ethical principles of Kibar Group together with case examples. The last page of this manual is signed by the employee in order to confirm that the employee has thoroughly read and understood the content and then returned to the Human Resources department.

All employees receive ethics training at certain intervals. Kibar Holding's Code of Conduct manual, which is made available to all employees in hard copy and also shared through the portal, contains the applicable rules and principles as well as expectations from the employees. In 2022, Ethics Rules Training was provided online. The Ethical Committee takes all necessary measures to prevent any form of negative consequences, such as retaliation, pressure and intimidation that may be directed against individuals who have reported any ethical violation.

[Please click here to access Kibar Holding's Code of Conduct.](#)



## Anti-Bribery and Anti-Corruption

Assan Panel does not tolerate bribery and corruption in any way due to its high business ethics understanding. Our approach to fight against bribery and corruption is defined in Kibar Holding's Code of Conduct. Compliance with the Code of Conduct is the responsibility of all Assan Panel managers and employees. All Assan Panel employees are obliged to report any breach of the code of conduct or any suspicion of bribery and corruption as soon as they become aware of such acts. Anti-bribery and anti-corruption approach is also binding upon all relevant stakeholders, including suppliers and business partners in particular, in addition to our employees.

Kibar Group's Code of Conduct also covers anti-corruption activities, and the Code of Conduct Manual is subject to review on a yearly basis. The corporate risk map of our company includes misconduct risks and necessary risk assessments are conducted in this context. The efficiency of the internal audit environment for corruption risks is evaluated during both process audits and inspection & investigation activities, whereas the results are reported accordingly. In addition, auditors assigned for the independent

audit service provided constantly every year provide information about risks identified and their suggestions, while we constantly improve our ways of doing business in the light of such insights.

**In 2022, there was not any confirmed corruption case.**

## Business Continuity and Emergency Preparedness

Management of operational risks at Assan Panel is carried out by the Risk Engineering department established within the Group's insurance and brokerage company, which is responsible for identifying and monitoring the findings that create operational risks in the production sites and presenting its suggestions for the mitigation of these risks.

Action plans determined for the effective management of operational risks are created by the participation of all relevant departments. The management procedure for such risks in case of an incident is communicated to all employees.

At Assan Panel, business continuity plans have been developed and

implemented to ensure the continuity of business processes, products & services and return all business processes back to normal operation in case of any interruption, crisis or disaster.

The business continuity management system of Assan Panel was certified within the scope of the TSE ISO 22301 standard.

Exercises and training activities organized on a yearly basis aim at improving the effectiveness of business continuity programs.

Our company has implemented emergency management procedures and plans as well as having dedicated teams. Emergency drills are conducted based on an annual plan. In addition, necessary control processes are carried out based on a monitoring & measurement plan to ensure that the equipment to be used in case of any potential emergency is always readily available. Emergency teams are provided with necessary training and equipment.



ASSAN PANEL  
IN 2022

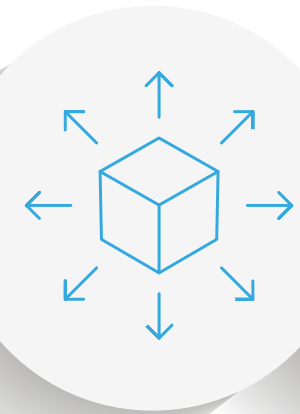


In Türkiye

Industry  
leader



85  
export  
countries



22  
million m<sup>2</sup>  
manufacturing  
capacity per year



5  
manufacturing  
plants

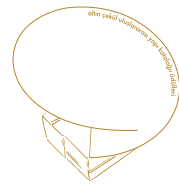


40%+  
export rate



## ASSAN PANEL IN 2022

# The Special Jury Award at the Gold Plumb Awards for SmartCore Technology

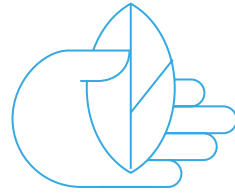


## **GOLDEN PLUMB INTERNATIONAL BUILDING CATALOG 2022 AWARDS**

We have won the Special Jury Award at the 28<sup>th</sup> Gold Plumb International Building Catalog Awards with SmartCore, Next Generation Insulation Technology, which makes significant contributions to building a sustainable future. With the award in the “Innovative Product in Building” category, we have come one step closer to our goal of helping to mitigate the impacts of climate change for the next generations while ensuring the construction of buildings with high energy efficiency.







## SUSTAINABILITY AT ASSAN PANEL

At Assan Panel, we work towards contributing to the construction of sustainable buildings as well as becoming a preferred employer and business partner with the motto, "We build a sustainable future". As an active player in the construction industry with activities to mitigate social and environmental impacts for many years, we create sustainable living spaces with our products and we diligently work for the construction of safe buildings with a low environmental impact.

As a Group company, Assan Panel's sustainability vision is centered around the 2025 Sustainability Strategy of Kibar Holding.

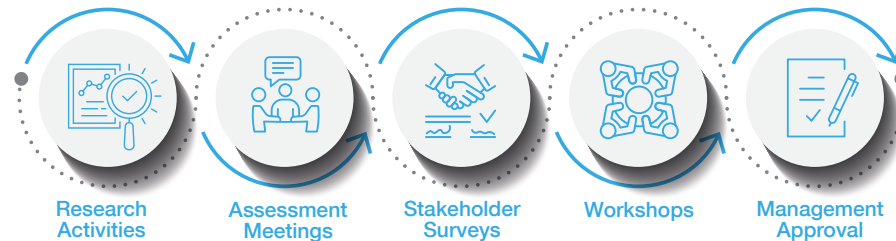
We develop sustainable products with our R&D activities using eco-friendly methods and offer them for use in various industries.

With our efficiency projects implemented every year, we carry out our production with sustainable methods, as well as manufacturing products enabling savings for the efficient use of energy, which is at the top of the agenda since inefficient use of energy is associated with one of the greatest losses in the economy. We contribute to the construction of sustainable buildings and we pursue our vision aiming for "Net-Zero". We manage all our business processes in line with sustainability principles and

accelerate our activities to implement social responsibility projects to contribute to society.

We adopt sustainability as one of our corporate values and include our economic, social, and environmental impacts in all decision-making mechanisms. We have adopted an inclusive, innovative, reliable, environmentally conscious, and human-oriented management approach.

### How did we determine our priorities?



Resources used to determine our sustainability priorities:

- Our Corporate Strategies
- Our Corporate Values
- Stakeholder Expectations
- Global Sustainability Trends
- Industrial Requirements
- Kibar Group Sustainability Strategy
- Corporate Engagements
- UN Global Compact
- UN Sustainable Development Goals



## What Are Our Goals?

At Assan Panel, our goal is to listen to our customers and to improve our sustainability performance as well as contributing to the UN Sustainable Development Goals in line with our targets determined for the 2022-2030 period within the scope of the motto, “We Build a Sustainable Future”. We have set targets and defined performance indicators for all main areas of performance within the scope of our sustainability strategy. You can see these targets on the relevant pages of each topic.

## Sustainability Management

Assan Panel Sustainability Committee is responsible for following up the targets set for sustainability as well as sustainability performance follow-up. The committee also manages activities and processes related to improving internal sustainability awareness and coordination, external engagements follow-up, and integration of the best practices on sustainability into the processes of the company. A representative from each department participates in the Sustainability Committee. During the weekly management meetings, Assan Panel Business Development and

Marketing Director provides briefing on the sustainability agenda. Assan Panel is also a member of the Sustainability Committee and Sustainability Working Group of Kibar Holding. The Committee, responsible for determining the sustainability strategy of Kibar Group and setting its targets, consists of Kibar Holding functional managers and the general managers of the Group companies. The Sustainability Working Group consists of the managers of Human Resources, Financial Affairs, Strategy, Procurement, Internal Audit, Information Technologies, Corporate Communication, and Sales & Marketing of Kibar Holding and its Group companies. The Working Group

implements the action plan within the scope of the strategy determined by the Committee and coordinates sectoral sustainability activities as well as other relevant sustainability activities carried out by relevant functions they represent. In 2021, we published a brochure, in which we provided our stakeholders with information on our sustainability approach, with the focused sustainable development goals associated with our products and solutions. We also issue various publications providing further information about our sustainability approach through social media and e-mailing channels.

## OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

We support the United Nations Sustainable Development Goals and directly contribute to 10 goals in our area of influence in line with our activities.

### 3 GOOD HEALTH AND WELL-BEING



Goal 3: We ensure the safest work environment to the greatest extent possible for our employees with our occupational health & safety practices.

### 4 QUALITY EDUCATION



Goal 4: We prepare our employees for the qualifications of the future through development programs intended for our employees for both professional and personal development. We contribute to the improvement of education in our country with our social benefit investments in education.

### 5 GENDER EQUALITY



Goal 5: We implement practices promoting and empowering women's employment and increase the rate of women as employees and executives. We carry out a wide range of practices and awareness activities to promote the active participation of women in business life.

### 7 AFFORDABLE AND CLEAN ENERGY



Goal 7: We strive for mitigating the negative impacts of our activities on the environment and developing products contributing to a low-carbon economy. We offer sustainable modern energy solutions through our product range, featuring skylight solutions integrated with solar compatible sandwich panels, SmartCore sandwich panels providing energy efficiency best in its class as well as solar capped panels and rooftop solar power plants contributing to the construction of factories generating its own energy.

### 8 DECENT WORK AND ECONOMIC GROWTH



Goal 8: We adopt international standards as guidelines for the purpose of providing our employees with working conditions they deserve and we pay particular attention to avoiding employment of child labor and forced labor as well as ensuring fair working conditions in our procurement procedures. We ensure comprehensive and productive employment with employees at our manufacturing plants in Jordan and Azerbaijan for continuous, inclusive, and sustainable economic growth.

### 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Goal 9: While contributing to the construction of sustainable buildings, we carry out all our production processes using eco-friendly methods and technologies. We develop sustainable products with an innovative approach and ensure energy savings while protecting the environment.

### 10 REDUCED INEQUALITY



Goal 10: We ensure equal opportunities by a performance-based management system. We sign a framework agreement with the suppliers before working with them so that they undertake to refrain from any discriminatory act or unfair treatment towards anyone due to individual characteristics, personal traits, and orientation such as language, religion, gender, etc.

### 11 SUSTAINABLE CITIES AND COMMUNITIES



Goal 11: Assan Panel is the first and only sandwich panel manufacturer in Türkiye to have obtained Greenguard and Greenguard Gold Certifications. We contribute to the construction of sustainable and eco-friendly buildings with these certifications.

### 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Goal 12: We support low-carbon economy and adopt a production model based on circular economy and innovation. We increase reuse and prefer green disposal methods with efficient waste management. We help our customers to choose the right products with the technical support provided to them.

### 16 PEACE AND JUSTICE STRONG INSTITUTIONS



Goal 16: As a member of Kibar Group, we have adopted the principles and objectives of the United Nations Global Compact. We make no concessions on the principles of business ethics and corporate governance. We define our anti-bribery and anti-corruption approach by written rules. In addition to our employees, we also expect all our stakeholders, especially our suppliers and business partners, to adopt this practice.





## Our Sustainability Strategy: Vision 2025

**At first, we defined our sustainability priorities in order to create our Sustainability Strategy.**

- Next, we created a comprehensive set of topics for prioritization work.
- Then, we narrowed down this set of topics by discussing it with the members of the Working Group.
- Afterwards, we presented these topics to our employees and external stakeholders for evaluation.
- We asked the participants to evaluate these topics within the context of

potential impacts, risks and opportunities for Assan Panel.

- The participants also evaluated the global trends that may have an impact on the business model of Assan Panel as well as the UN Sustainable Development Goals to which the company should contribute.
- We then evaluated the survey results in a workshop. During the workshop, we have also determined our material topics (i.e., priorities), global sustainability trends with a potential to affect our business processes, as well as the UN Sustainable Development Goals to which the company contributes.
- The material topics determined form a basis for the Sustainability Strategy of Assan Panel.

Following the determination of our material topics, we have created our sustainability roadmap, which is based on the 2025 Sustainability Strategy of Kibar Group and also observes our sectoral priorities. We defined the sustainability priorities and sustainability pivot to focus on within our company between the years 2022 and 2030. We created business plans to achieve the targets set within this strategy.

### Our Sustainability Strategy: We Build a Sustainable Future

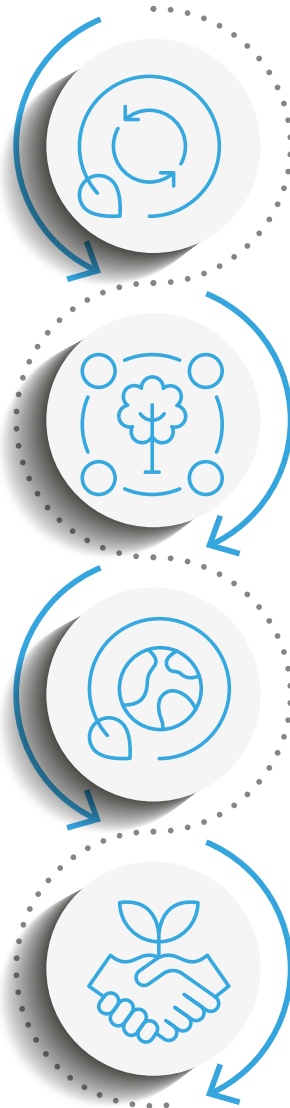
We have focused on the sustainability pivots, namely, “We Build a Sustainable Future”, “We Build a Sustainable Future for Our Employees and Communities”,

“We Build a Sustainable Future with Our Products”, and “We Build a Sustainable Future for Our World”, which define our sustainability priorities and sustainability roadmap to be focused within our company between the years 2022 and 2030.

We defined our key performance indicators (KPIs) and targets to follow up our performance in the focus areas in 2022.



## Our Sustainability Strategy: Vision 2025



### We Build a Sustainable Future with Our Products

- Customer Satisfaction
- Product Quality & Safety
- R&D and Innovation
- Eco-Friendly Products

### We Build a Sustainable Future for Our World

- Waste Management
- Energy & Emission Management
- Water Management

### We Build a Sustainable Future for Our Employees and Communities

- Occupational Health & Safety
- Employee Development & Satisfaction
- Gender Equality & Equal Opportunities
- Social Responsibility
- Supply Chain Management
- Digitalization

### Our Management Approach

- Code of Conduct
- Corporate Governance
- Business Continuity



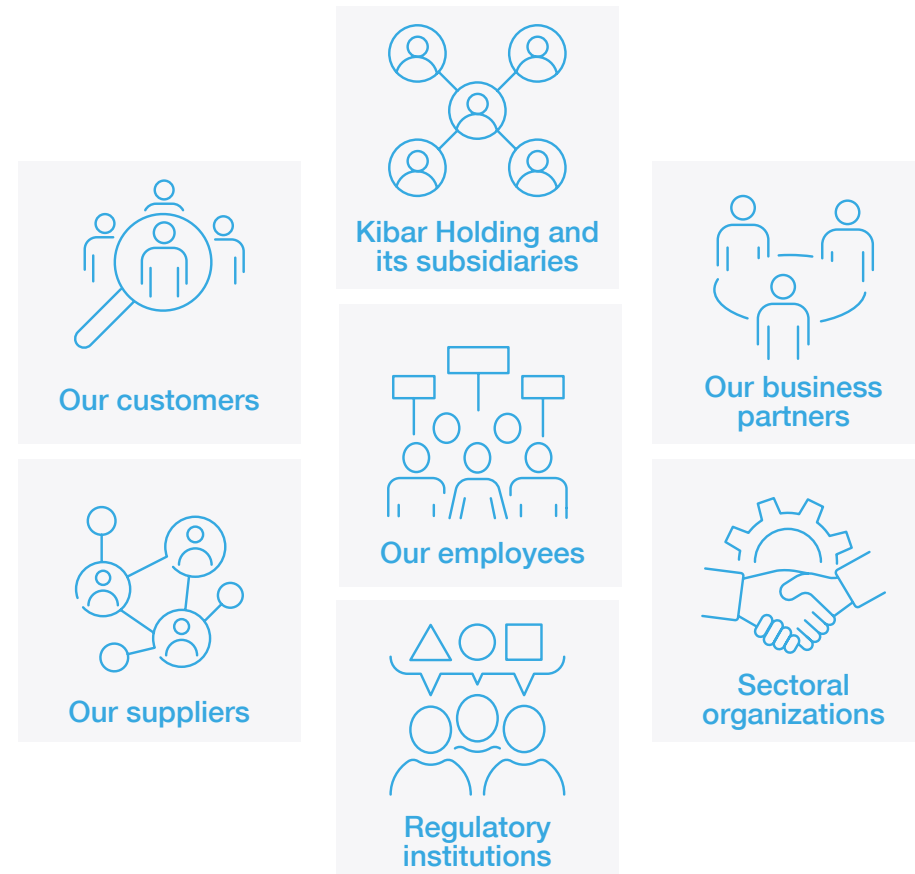


## Communications with Our Stakeholders







We consider providing accurate and timely information to all our stakeholders as our corporate responsibility, and we maintain bilateral stakeholder communication through various platforms specific to each stakeholder group. We improve our corporate knowledge with numerous non-governmental organizations and global and sectoral initiatives that we are a member of and support.

Our sustainability report, exhibitions and other events, social media activities, interviews and news published on our website, press and other media, one-to-one customer meetings, technical training activities, and university meetings are among our most important communication activities. We aim to create a brand image in line with our brand values and we approach our core value of sustainability on all 3 dimensions: governance, environmental, and social. In this respect, we base our brand communication on our activities that are in line with global sustainability principles.

## Key stakeholders



## Stakeholder Group Communication Methods

<b>SUPPLIERS</b>		<p>Audits</p> <p>One-to-one meetings and visits</p> <p>Supplier Code of Conduct (CoC) Manual</p>
<b>CUSTOMERS</b>		<p>Business partners sharing meeting and product workshops (once a year)</p> <p>Social media communications</p> <p>Public relations, corporate communication activities (media and leader communication)</p> <p>Evaluation meetings with our domestic authorized dealers (once a year)</p> <p>General customer satisfaction survey made by independent research companies (once a year)</p> <p>Exhibitions (annually)</p> <p>One-to-one meetings and visitors</p>
<b>MANAGEMENT</b>		<p>Evaluation meeting with Kibar Holding top management (monthly)</p> <p>Workshops with management staff</p> <p>Assan Panel Executive Board Meeting (four times a year)</p>
<b>OUR EMPLOYEES</b>		<p>Internal Communication Meetings with office employees (four times a year)</p> <p>Social media posts and other digital channel publications for employees</p> <p>Employee engagement survey (once a year)</p> <p>Training and Webinars</p> <p>Code of Conduct Manual</p>
<b>SOCIETY</b>		<p>Corporate website</p> <p>Social media communications</p> <p>Consultation meetings with local and general administrations, factory visits</p>
<b>PRESENTATIONS</b>		<p>Sustainability report</p> <p>Interviews and articles given through media channels</p> <p>Career events</p> <p>Internship programs</p> <p>Annual reports</p> <p>Corporate social responsibility projects</p> <p>Public relations, corporate communication activities</p>

## Initiatives We Support

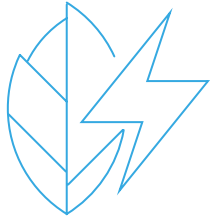
We support the UN Global Compact (UNGC) and UN Women's Empowerment Principles (UN WEPs), undersigned by Kibar Holding, and the Business Plastic Reduction Initiative. We also work with other Kibar Group Companies in various collaborations.



## Active Memberships







## OUR PRODUCTS

Leading the industry, our product range features panels filled with polyurethane (PUR), as well as sandwich panels filled with PIR and Mineral Wool, ensuring fire safety.

We contribute to the construction of sustainable and eco-friendly buildings with our panels used in a variety of applications, e.g., cold room, roof, and exterior wall applications, panels ready for mounting of solar systems, project-specific custom accessories, and polycarbonate skylight solutions.

Solar Capped Panel



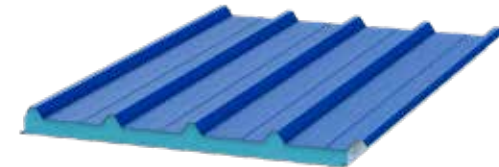
Multilight



R4 Roof Panel



SmartCore



S5 Solar Panel



1000W Wall Panel



Cold Store



WDW Wall Panel



## WE BUILD A SUSTAINABLE FUTURE WITH OUR PRODUCTS

Ensuring product safety, product quality, and customer satisfaction are among the top business priorities that we manage at the highest standards. We follow international standards required by the industry as well as quality and safety standards, aiming to meet customer expectations. We develop customer-oriented business processes based on effective and transparent communication and increase the added value of products and services. We integrate any developed technologies and digital capabilities based on the results of independent customer satisfaction surveys conducted on a yearly basis and offer differentiated products and services addressing customer needs.

### Customer Satisfaction

At Assan Panel, we see listening to our customers and developing products and services based on their needs as an essential business strategy. We care about the suggestions and complaints of our customers and take steps to ensure customer satisfaction in this direction. We follow up and categorize customer complaints as well as systematically following up customer feedback using specific methods. We evaluate this feedback and use our best efforts to address such feedback as soon as possible. We receive stakeholder feedback by phone, e-mail, and on-site visits. We regularly conduct customer satisfaction surveys. In 2022, we conducted customer satisfaction surveys with a completion rate of 71%, both domestic and abroad. Based on this survey, after sales services were determined to be the most important area for development. We have implemented practices to speed up the

process to address customer complaints in order to improve performance in this area. In addition, we reviewed our production planning processes to improve our deadlines.

### New Generation Customer Experience

As the most preferred brand in the sandwich panel market, we began featuring 3D and 360° images of our products by introducing a new extension called “Dynamic 3D” on [www.assanpanel.com](http://www.assanpanel.com) website in order to improve the product experience of our customers. This new feature, in which our products are dynamically presented from various angles, as well as a variety of color and zoom options to be viewed by a 360° rotation, allows technical teams and architects to become more familiar with project-based products sold. We have provided added value to the industry as the only brand to offer this experience.

We are planning to add various features in the future to the Dynamic 3D application, which covers 13 products at the first stage, and to update the application to cover all products based on customer needs.

This pioneering application to improve product experience can be used on both computers and smartphones in 6 different languages.

We have transformed all panels, products, and accessories contained in our product portfolio into BIM objects and provided them to customers for use on digital platforms through the “BIM Library”, published on the BIM Store portal and our website. With these digitalization capabilities, we ensure energy savings, universal access to information and communication technologies for cooperation, and lower resource consumption. BIM (Building Information Modeling) also enables green buildings by minimizing the loss of time and cost resulting from the lack of simultaneous operation, as well as through various energy simulations that can be integrated into its structure.



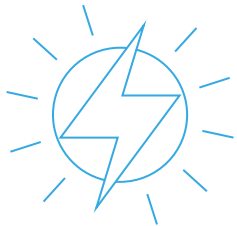
**Questionnaire Submitted**

60



**Customer Satisfaction Survey Score**

74.7%



## Eco-Friendly Products

The United Nations Sustainable Development Goals aim at improving resource efficiency and making industrial processes more sustainable through more environmentally sound technologies by urging each country to take action in proportion to their own capacity and capabilities by 2030.

Supporting sustainable industries and investing in scientific research and innovation not only ensures sustainable development but also puts forward permanent solutions to economic and environmental issues by offering various advantages, such as creating new business opportunities and increasing energy efficiency. As Assan Panel, we

support sustainable development through sustainable technologies and green products that we develop. We design products with high energy efficiency. We offer sustainable and modern energy solutions through our product portfolio, containing sandwich panels integrated with skylight products as well as the SmartCore technology as the leader in energy efficiency, in addition to Solar Capped Panels and Rooftop Solar Power Plant applications contributing to the construction of factories generating their own energy.

With high-performance insulation and building envelope solutions, we ensure an increase in the number of green buildings, as well as the conservation of natural resources.

Thermal performance of insulation materials used in industrial buildings provides significant contribution to conservation of energy. We developed a building material with an improved thermal conductivity coefficient by redesigning the polymer filling material used in building insulation materials in our R&D laboratories. Thanks to this material, we have achieved 20% higher thermal efficiency compared to a standard polyurethane (PUR) filled building material. This material also contributes to the reduction of greenhouse gas (GHG) emissions by using eco-friendly gas since it does not contain HFC, CFC, or HCFC gases. Assan Panel blazes the trail for other manufacturers in the building industry through new technologies developed and solutions.

## Polycarbonate Sheets

Our polycarbonate sheet products compatible with our Sandwich Panels are used to make more efficient use of daylight. Our high-performance polycarbonate roof and wall skylight solutions offer thermal and structural performance with their excellent light transmission performance for a prolonged period by demonstrating outstanding resistance against wear caused by UV light. In this way, they contribute to sustainability by maintaining their structural integrity for many years to come.



## Solar Capped and S5 Solar Sandwich Panels

We help to reduce the effects of climate change for the next generations by offering easy, fast, and highly energy-efficient building solutions with our Solar Capped and S5 Solar Panels manufactured at our Tuzla and Iskenderun manufacturing plants.

With a special apparatus system, designed specifically for Assan Panel and whose endurance to environmental conditions has been tested, solar panels can be mounted directly on our sandwich panels without drilling on the surface of sandwich panels. Thanks to these products, we extend the service life of buildings by maintaining the

structural integrity of roofs by means of eliminating risks related to corrosion and water proofing, a rising out of screw holes in these buildings.

We ensure the reduction of times required for labor and mounting without the need for any additional equipment for mounting solar panels.

Thanks to this special mounting system, we minimize the time required for project design, planning, and mounting, as well as offering savings of up to 50% in the cost of screws and fittings. These panels also offer technical superiority with their design compatible with solar photovoltaic (PV) panels in all available sizes, and our solar PV-compatible panels with a warranty of up to 20 years offer

outstanding fire protection in addition to unique thermal efficiency and energy saving.

We will continue our support to make renewable energy a more common practice as the most essential solution partner for solar power plant projects with our Solar Capped and S5 Solar Panels manufactured at our Tuzla and Iskenderun manufacturing plants. We help to reduce the effects of climate change for the next generations by offering highly energy-efficient building solutions.





New Generation  
Insulation Technology



SmartCore, our new generation insulation technology developed at the R&D laboratories of Assan Panel, helps to achieve better performance in “green building” systems. With the SmartCore technology, our goal is to ensure more

efficient thermal insulation, reduce energy consumption in buildings, and contribute to sustainability.

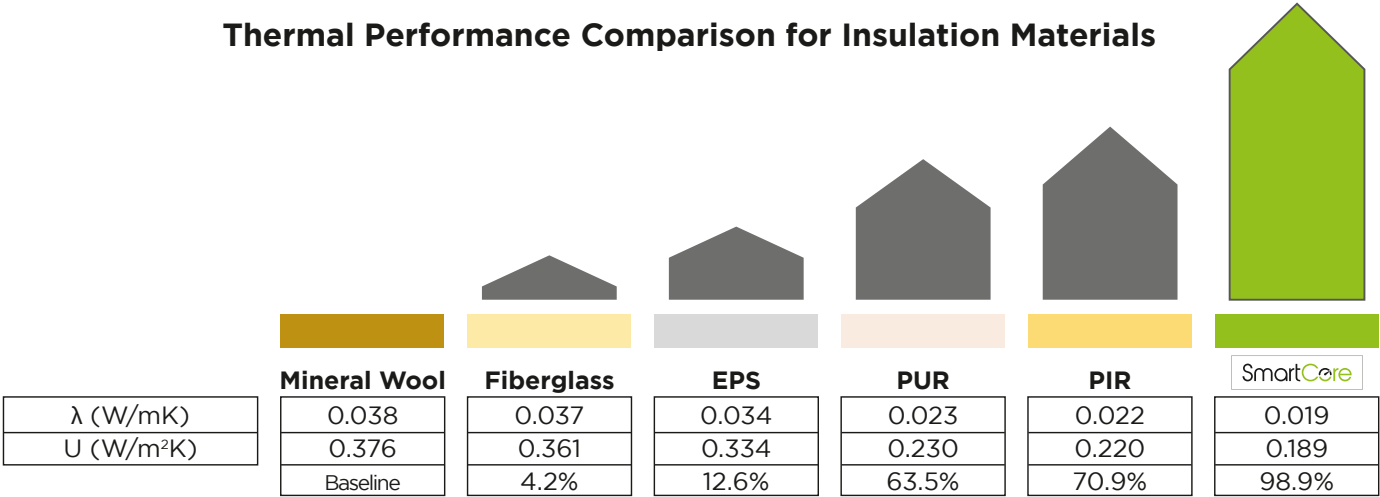
With the SmartCore technology, we offer one of the highest insulation performance in the industry on a global scale. With their thermal conductivity coefficient of 0.019 W/mK, certified by testing in independent laboratories, panels manufactured by SmartCore technology offer better thermal efficiency by up to 99% higher than those with mineral wool

filling and up to 20% higher than those with PUR filling.

These panels, having one of the lowest thermal conductivity coefficients that can be offered by any closed-cell insulation filling in the world, offer lower carbon emissions and high environmental consciousness by providing higher thermal performance at lower thicknesses.

With a lower amount of raw material use in their production, roof and exterior wall panels featuring the SmartCore technology reduce CO<sub>2</sub> emissions. They offer additional contributions to the environment by reducing the need for additional transport vehicles used in logistics processes thanks to the advantage of being capable of providing the same thermal performance at lower thicknesses compared to their counterparts.

Thermal Performance Comparison for Insulation Materials

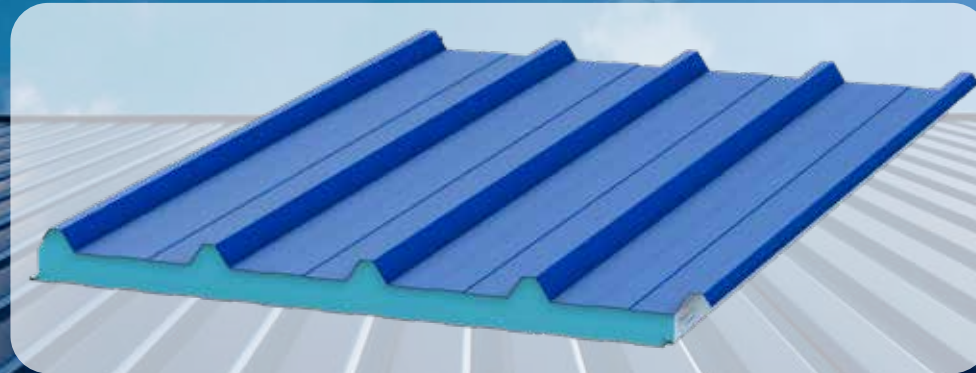


Reference Product Thickness: 100 mm



**UNIQUE ENERGY EFFICIENCY  
SUPERIOR FIRE SAFETY ADVANCED  
ENVIRONMENTAL PROPERTIES  
LONGEST PERFORMANCE GUARANTEE**

We design high-performance buildings that consume less energy with lower carbon emissions and are more responsible for the environment throughout their life cycle by adopting a design approach fully integrated with panels insulated by SmartCore technology.







## Product Quality & Safety

At Assan Panel, product quality and safety are managed as a top business priority without making any concessions. We aim at increasing the product range in roof and wall cladding, also defined as building envelope. We offer solutions for all kinds of roof and wall systems in line with customer demands by also adding polycarbonate sheet materials compatible with sandwich panels to our product range.

As Assan Panel, we are proud of being the first and only sandwich panel manufacturer in Türkiye to have obtained GREENGUARD and GREENGUARD GOLD Certifications for our 5 different product groups.

- UL GREENGUARD certification standard certifies that the chemical emission and indoor air quality values of the products used in buildings comply with the defined limits. Assan Panel promotes clean air and healthy buildings with low emission values with its UL Greenguard certification.
- UL GREENGUARD Gold certification standard certifies that the products used in indoor environments comply with the relevant criteria, especially in terms of compliance with use for sensitive individuals.

## Our Certificates



Assan Panel meets all requirements for emission and content limit values as defined in international green building certification programs such as LEED and BREEAM, in addition to having UL Greenguard Gold certification.

We manage the life cycle of our products by exercising due care. During this process, we carry out product workshops, organize on-site visits, collect feedback received from customers and engage in product design activities by following the latest trends in the market. We launch products only after the technical details of the product design for products determined to be launched into the market have been finalized by our R&D department. We provide necessary information about the products through various product-related press releases, social media posts, and mailing activities. We follow up on product performance on a regular basis. We follow up each step from product design to use together with the relevant departments and develop quick solutions to address customer requirements in the process. We manage all these processes within the scope of our ISO 9001:2015 Quality Management System.

With our sandwich panels with mineral wool filling of 100 mm, we have achieved REI 180 fire resistance class, which is the best fire resistance result achieved so far. In addition, we have FM Approvals Fire Safety Certification and GOST R Certification for other products included in our product range.

We follow market trends and take necessary steps to adapt ourselves to these trends. In the production of building materials, sustainability is one of the top items on the agenda. Regulatory efforts on manufacturing sandwich panel products from recycled/recovered raw materials continue in the working groups for EU standardization, for which we participate as a member on behalf of the Turkish Standards Institute (TSE), and the new regulation is planned to enter into force in the near future. With the introduction of new regulations, it is an inevitable fact that sheets and filling materials manufactured from recovered raw materials will be required to be used in sandwich panels.

As Assan Panel, we carefully follow these developments and pay particular attention to using recovered materials in our new product designs.

Certification is an integral part of the design, production, and sales processes for building materials. Our products are launched into the markets with CE markings in accordance with applicable EU and Turkish regulations. Our efforts continue to include our new products in the scope of obtaining FM Approvals certification, which is highly crucial for the Middle Eastern markets.

## R&D and Innovation

Product quality and safety at Assan Panel. Our R&D and innovation strategy is based on increasing efficiency, reducing resource utilization and waste generation, increasing product quality and diversification, designing new business models and technologies to create value for stakeholders as well as developing eco-friendly products with a high added value. In line with our sustainable growth strategy, we increase the number of new clean and environmentally-conscious products and projects.

We carry out our R&D activities in our laboratories, having the necessary hardware and software with the capabilities to conduct all kinds of physical and mechanical testing of sandwich panels in compliance with the “Euronorm” standards.

At Assan Panel Polyurethane Manufacturing Plant, we carry out innovative activities for the development of polyurethane panel core filling raw materials and the production of sandwich panels.

We minimized the volume of foam sent to waste disposal by decreasing the number of raw material exchanges thanks to chemicals that we produced in-house.

**We achieved a  
7.7%  
decrease in polyurethane  
a foam scrap in 2022  
compared to 2021**

We manage all sub-processes from 2D design, creation of prototypes based on solid model illustration and 3D printing, production process design, trial productions and performance tests to moving into production within the scope of our main R&D process.

We aim at innovative and sustainable production in compliance with applicable standards with infrastructure development activities carried out in our R&D laboratories. We make new investments for more efficient use of resources.

We aim at increasing the number of employees working in R&D and the development of technological competences of the company.

With the patented and eco-friendly SmartCore product developed, we won the Special Jury Award at the Gold Plumb Awards in the Innovative Product in Building category.

Our product development strategy is based on the principle of becoming the leading company to be followed by others in the industry rather than becoming a company to follow others. In this context, we allocate the majority of our financial, labor, and machine park resources to innovation/new product development projects within the scope of our projects managed under 3 categories (i.e., innovation/new product development, product improvement, and cost improvement).

Our product development activities mainly focus on products to create added value on a global scale rather than country-specific needs. In this sense, our plants in Türkiye are where our initial pilot production activities and product launches take place for the first time. Subsequently, we go into mass production and begin launch activities in our plants located in other countries.

In the global sense, quality certificates are not only essential for sectoral requirements, but they are also an important strategic target in terms of improving our product quality and developing know-how. For this reason, our goal is to ensure that our product range is on par with global competition by testing and developing products in line with various quality certification standards, e.g., those intended for the USA, United Kingdom, EU, Asia region, etc.

We have provided national and international companies and organizations with know-how transfer through various training and technical publications on topics related to sandwich panel chemicals and surface problems observed in sandwich panels, as well as cooperations with universities in various projects at different times.



## WE BUILD A SUSTAINABLE FUTURE FOR OUR WORLD

We consider that it is our main responsibility to leave behind a more inhabitable world for the next generations. We address key environmental issues caused by climate change and reduced global resources and take necessary actions in our processes for the solution of problems. As Assan Panel, we strive for reducing the negative environmental impacts of our activities in every step from, production to distribution and contributing to fighting against climate change. We blaze the trail for other manufacturers in the building industry through new technologies developed and solutions providing energy savings. We develop sustainable products and transform potential threats caused by environmental issues into opportunities using eco-friendly methods developed as a result of our R&D activities.

### Water Management

As one of the most vital resources, water is a limited natural resource. Increased water demand due to population growth and industrialization requires efficient management of the available water resources. As Assan Panel, we have also adopted sustainable water use and management, and we carry out

necessary activities for the improvement of water management.

We take necessary actions in case of any abnormal consumption by comparing our water consumption to previous values. We carry on our projects and activities on water management. We include activities to reduce water consumption and projects covering risk management among our future investments.

Our total water consumption in 2022 was 6,300 m<sup>3</sup>. There is no industrial water use in our company.

We also evaluate the management of wastewater (i.e., effluents) within the scope of water management. We discharge the wastewaters of our Balıkesir and Iskenderun plants into the wastewater treatment facilities of the relevant Organized Industrial Zones.

We discharge the wastewater from the Tuzla plant to the İSKİ line after passing through the treatment plant within our campus.

### Energy & Emission Management

Energy is one of the most important elements of sustainable development.

Energy generation is one of the main elements of climate change and around 50 to 60% of the greenhouse gases result from energy generation. As Assan Panel, we carefully monitor our energy efficiency for actively fighting against climate change and carry on our relevant efforts by implementing projects and investments providing energy efficiency. Within this scope, we consider energy efficiency projects ensuring economic sustainability while helping to prevent the effects of climate change by reducing the share of energy costs within total costs as one of our priorities.

As part of our activities to reduce energy consumption and increase energy efficiency, we ensure the continuous operation of polycarbonate production machinery by means of accumulating orders for the same product. In this way, we ensure energy saving by shutting down machinery when there is no production operation. In 2022, we achieved energy saving of 23.97% by using this practice.

As a result of energy efficiency projects and improvement activities adopted, the energy density of our company was also reduced in 2022. Our production-based

energy density has been reduced by 4.5% within the last five years.

We aim to develop international cooperation to facilitate access to clean energy research and technologies covering renewable energy, energy efficiency, and clean fossil fuel technology by 2030. In addition, we aim to promote investments in the areas of energy infrastructure and clean energy technology.

We actively follow regulations related to greenhouse gases and carry out necessary activities to minimize our emissions.

In 2022, we achieved energy saving

23.97%

by using this practice

Our production-based energy density has been reduced by

4.5%

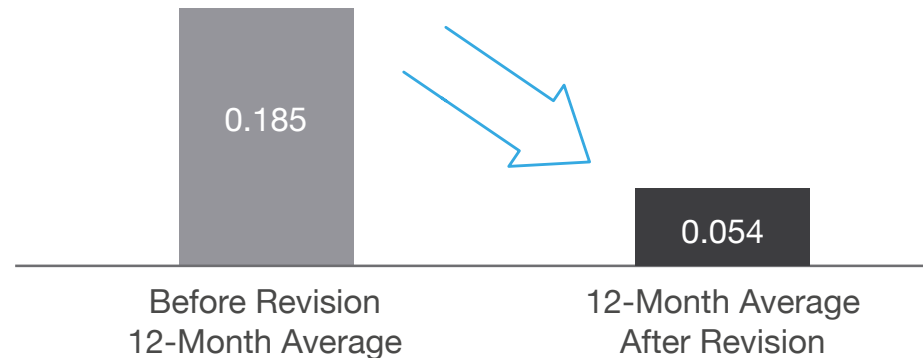
within the last five years

### Energy Consumption Reduction in Double Belt Component of Panel Line

In our continuous panel production line, production of roof & wall sandwich panels of various thicknesses and lengths is carried out.

The efficiency process developed in this section, which requires intensive energy use, is aimed at the reduction of electricity consumption in heating laminating machinery as well as the reduction of heat waves released into the air.

Average Electricity Consumption Before/After Revision (kWh/m<sup>2</sup>)



#### With the Project:

- Heating energy cost was reduced.
- Production efficiency increased.
- Initial loss times were reduced.
- Continuity of quality was ensured

12-Month Average Before Revision  
Electricity Consumption (kWh/m<sup>2</sup>)

0.185

12-Month Average  
After Revision (kWh/m<sup>2</sup>)

0.054

12-Month Saving Electricity  
Consumption (kWh/m<sup>2</sup>)

0.131

Annual Saving  
(kWh)

230,284.6



## Waste Management

We are aware that efficient management of wastes generated as a result of our operations is highly crucial for the conservation and efficient use of natural resources. With this approach, we prefer green disposal methods in our waste management.

As a result of a natural outcome of our commitment to sustainability approach and environmental consciousness, we received ISO 14001 Environmental Management System Certification in 2012. As Assan Panel, we are committed to meeting all requirements of ISO 14001 standards and ensuring the maximum level of compliance with all environmental rules and criteria at all of our manufacturing plants.

With the Zero Waste Certificate granted as a result of audits carried out at our Balıkesir, Tuzla, and Iskenderun plants by the Ministry of Environment, Urbanization and Climate Change, we certified our waste management approach.

Reduction and recovery of wastes, as well as disposal of wastes using eco-friendly methods, are among the priorities of our company. Our total waste amount in 2021 was 2,405 tons while the total waste amount in 2022 was 2,164 tons even though our production volume increased by about 2% compared to 2021. All wastes generated as a result of our operations at our Balıkesir and Iskenderun plants were recovered by processing in recycling facilities and the recovery rate of all wastes was 100%.

There was no incident of leakage or spills at our plants in 2022.

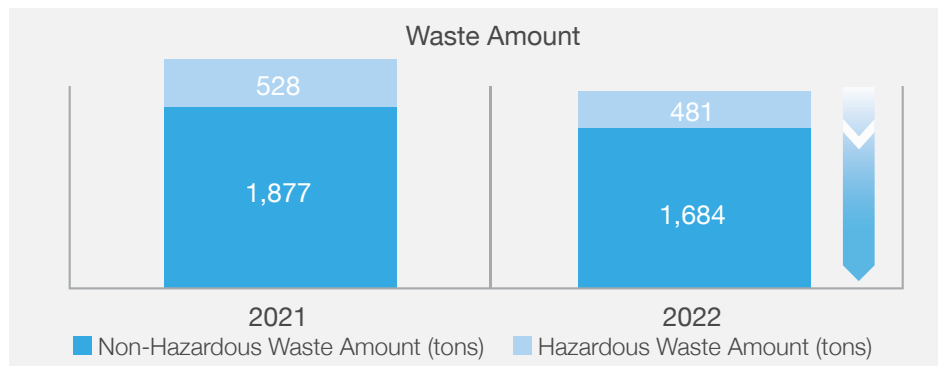
Within the scope of our efficient waste management at our company, we carry out projects to use wastes generated during polycarbonate production as input materials and reuse polyurethane wastes generated during the cycle as polystyrene foam.

We sort out our wastes in our office spaces. Our goal is to gradually reduce the consumption of single-use plastics used in office spaces starting in 2021 and completely end their use by the end of 2023. For this purpose, we provided the office employees with water bottles made of foldable and recyclable plastic and reduced the use of single-use products.

Our goal is to ensure the sustainability of our manufacturing operations by generating fewer wastes by 2030 and leaving behind a more inhabitable world for the next generations.

### Revision of Mineral Wool Elevator System

As a result of a capacity increase in the mineral wool elevator system within the scope of the project developed, the production rate increased, savings were achieved in the transport of mineral wool, mineral wool wastes were reduced, and savings were achieved in panel packaging.



## WE BUILD A SUSTAINABLE FUTURE FOR OUR EMPLOYEES AND COMMUNITIES

We provide our employees with a fair and inclusive work environment, respecting people, promoting diversity, and focusing on continuous development. In our efforts to meet these requirements, we follow international conventions, resolutions, and standards such as International Labor Organization (ILO) Conventions and the UN Universal Declaration of Human Rights as guidelines, in addition to applicable provisions of the Labor Law.

### Occupational Health & Safety

Safety Occupational Health & Safety (OHS) is one of our top priorities. Our goal is to create an accident-free workplace by implementing applicable and consistent occupational health & safety measures complying with all statutory regulations and relevant requirements. Preventing all conditions that affect human health negatively, taking precautions before accidents occur, and ensuring that our employees return to their homes safely are integral parts of our company's sustainability strategy and business processes. We develop central programs and processes to pursue success in occupational safety. For continuous development in our behavior-oriented occupational health & safety management, we manage our risks in real time and carry out internal audits. We provide our employees with necessary training for information

purposes on a regular basis. We have achieved a 30% improvement in accident frequency rates in our journey, aiming for zero occupational accident target.

We manage OHS processes under the responsibility of the OHS boards in line with international standards.

At Assan Panel, there are a total of **5 OHS committees** with 10 members and 1 employee representative for each committee. The company has implemented the **ISO 45001 Occupational Health & Safety Management System**, which covers all company employees, as well as subcontractor employees. With this system, we prevent work-related injuries and ill health as well as ensuring continuous improvement and development of OHS processes.

We assess OHS risks based on the Fine-Kinney risk assessment method by the participation of all stakeholders defined in the applicable regulations. Risks to which our employees are exposed due to manufacturing processes include exposure to chemicals, noise, vibration, manual lifting works, use of cranes and forklifts, as well as risks that may arise during the use of hand tools. Elimination of these risks and creating a safe working environment are under the joint responsibility of all our employees and managers. For this purpose, we

carry out necessary activities and audits, provide the employees with the required tools, equipment, and hardware to allow the employees to perform their operations in a safe manner and support the relevant activities with necessary training.

In 2022, **204** company employees received a total of **528 hours** of OHS training and **27** subcontractor employees received a total of **37 hours of OHS training**. We ensure ergonomic working conditions in order to keep our office employees healthy. We provide the employees with laptop risers as well as ergonomic desks and chairs.

Site Life Cycle: In order to ensure that site employees work in a healthy, safe, and efficient manner throughout their work life, we have introduced the life cycle design project as a pilot practice at Assan Panel, providing a work concept in which competences and physical needs of the site employees are taken into consideration. This project is planned to become a common practice throughout all Kibar Group companies in 2023.

Life Safety Captainship: Introduced at Assan Panel in 2022, this practice is an oversight mechanism established to ensure the participation of site employees in site supervision related to occupational health & safety and the environment.

With this practice, our goal is to ensure that the line managers become aware of the recorded behaviors and that relevant measures are taken.

With this practice, we also aim at increasing individual awareness by enabling site employees to look at their work and workspace from outside, as well as creating a team spirit. Life Safety Coaching: The objective of this procedure is to define the details of the "Life Safety Coaching" program to be implemented for the purpose of ensuring the participation of the management staff, consisting of supervisors, managers, and executive positions depending on the needs, in the Occupational Health & Safety and Environment supervision.

The objectives of the Life Safety Coaching practice are as follows:

- Demonstrating the commitment of the management and increasing employee awareness by allowing the management team to engage in oversight at certain periods by focusing solely on OHS & Environment;
- Promoting and supporting safe behavior by conducting interviews with site employees;
- Raising awareness of non-operational departments about how the processes they carry out have an impact on the site;
- Accelerating the process of achieving a safe environment by defining actions and deadline follow-up.



## Employee Development & Satisfaction

We believe that success in business life is the result of employees who are qualified for and satisfied with their job. For this reason, we attach great importance to the development, satisfaction, and ideas of our employees. We pay attention to the opinions and suggestions of our employees and encourage them to express their opinions freely for building something better. At Assan Panel, a suggestion system is in place for all employees to submit their suggestions. We implement the suggestions that have been deemed suitable by the Suggestion Evaluation Committee. We reward the suggestions within the scope of the suggestion reward system as a result of a quarterly assessment process which is carried out in a transparent manner.

We carry out regular performance evaluations for employees to support their development and career journeys. In 2022, **79 employees out of 204 employees in total participated in performance evaluation process.**

We organize training activities to contribute to the professional and personal development of employees. In the reporting period, our employees were provided with a total of **3,274** hours of training. The total number of employees participating in training was **642**.

At Kibar Group, all ongoing employee development activities are carried out under the “Power is Within Us Development Programs”. With programs in various areas, from leadership development and internal trainer to mentorship development, the goal is to ensure a continuous development process, as well as make the culture of learning from each other a common practice. During the year 2022, **33 employees**, who participated in the **Specialist Development Programs**, received about **300 hours** of training and **23 employees**, who took part in the Managerial Development Programs, received about **160 hours of training**, respectively.

## BIZPLUS

“BIZPLUS”, an online appreciation, recognition, and rewarding platform, has been implemented within the Group in order to increase visibility of, recognize, and reward employee achievements. During the year 2022, **51 employees** have been rewarded for their performance and achievements through the **BIZPLUS** platform.

## It's OUR Job, It's OUR Life

New generation working models called It's OUR Job, It's OUR Life were introduced in the reporting year in order to further improve and develop the work experience of Kibar Group employees. With these models focusing

on efficiency and flexibility, our employees were able to work independently of space during 2022 as supported by the strong digital infrastructure of Assan Panel. As a Kibar Group Company, we are part of the Group's operations.

This is a project created in order to define a new working model to adapt to the changing business world and maintain the balance between our work life and private life.

One of the risks that also moves to the top of the global agenda with remote working models becoming a common practice and introduction of the next generations in business life is the loss of skilled labor or failure to attract such talents to the company. In the project intended to eliminate these risks, three different working models based on the structure of the work were defined independently of the individual as a result of a process with the participation of various parties involved, covering both employees and managers:

- Hybrid working: Roles working remotely for about 2 to 3 days and at the office for the remaining workdays;
  - Remote working: Roles working remotely for 4 days and at the office for 1 day;
  - Office working: Roles working at the office for 4 days and remotely for 1 day.
- Avita, the employee support program of Kibar Group, provides the Group employees and

their families with free consultancy support on a 24/7 basis. Consultancy services in various areas, such as psychology, medical, legal, healthy diet, ergonomics, technology, veterinary, social life, and general information services, etc., are provided within the scope of the program.

Whenever required, free, one-to-one psychological support of up to six sessions is also available with the referral of clinical psychologists in the call center. Personal information is kept confidential as a strict requirement within the scope of the program, which is accessible through various channels such as phone, website, and mobile app.

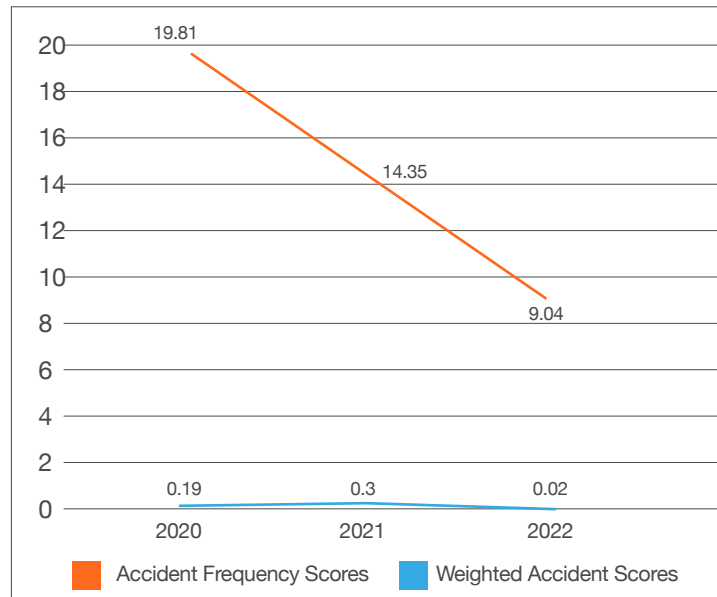
## Social Life

We aim at improving employee engagement by providing a happy and inclusive working environment. We support practices that will enrich the social lives of our employees and increase the culture of sharing. We have implemented various programs for our company employees to be able to maintain a good work-life balance and support them in case of personal emergencies, including the Emergency Advance System, AVITA Employee Support Program, and Private Health Insurance Policy covering the entire family.

## OHS

Assan Panel offers its employees integrated health benefits and support. Our company offers both private health insurance and complementary health insurance policies. Personal accident insurance is provided to each employee with 100% employer contribution. Tuzla location, we have full-fledged health center with full-time physicians and health officers. The relevant procedures, action plans, guidelines, and risk maps related to natural disasters, epidemics and pandemics are subject to periodic revisions for monitoring and mitigation of risks. Actions and measures to be taken against all risks are communicated to employees through the Occupational Health & Safety Manual, ISO 45001 Occupational Health & Safety Management System Information Guide, ISO 14001 Environmental Management System Information Guide, and training activities. We give our employees the option to reject dangerous works and allow them to report all risks and take action against such risks through the Accident Around the Corner System.

All occupational accidents that occur despite the measures taken are examined in detail by occupational safety specialists and relevant unit representatives, regardless of their severity. Following risk assessments, necessary corrective and preventive actions (CAPAs) are implemented. In the reporting period, the accident frequency score (i.e., injury rate) was 9.04 and the weighted accident score (WAS) was 0.02, respectively.



### Annual emergency drills and training



## HR

### Human Rights and Employer Approach

At Assan Panel, employees are provided with a work environment promoting a collaboration and cooperation culture based on trust, integrity, diligence, innovation, and flexibility.

Within this scope, Assan Panel provides its employees with a fair and inclusive work environment, respecting people, promoting diversity, and focusing on continuous development. In its efforts to meet these requirements, it follows international conventions, resolutions, and standards such as International Labor Organization (ILO) Conventions, UN Universal Declaration of Human Rights as guidelines in addition to applicable provisions of the Labor Law and develops various systems to protect employees' rights.

Assan Panel takes a stand against any kind of violence and discrimination, is committed to offering its employees and stakeholders equal opportunities, rights, and resources regardless of race, language, religion, gender, ethnical identity, disability,

pregnancy, religious or political views, or marital status, and continues its efforts on an ongoing basis to this end.

### Performance Management

At Assan Panel, our performance management approach consists of a leaner, more focused, transparent, and more agile performance culture promoting high performance. With our continuous performance approach (Objectives and Key Results, OKR), we ensure agile and active performance management, which supports employee development and high-performance workforce with target-and competence-based feedback throughout the year.

Activities to maintain this cultural structure at all times and make it a common practice by promoting a high-performance culture are still ongoing with the additional support of performance ambassadors and OKR coaches.

### Talent Management

Our approaches to human resources are based on the attraction, retention, and

development of talents with a focus on achieving the strategic targets of Assan Panel. Our leadership approach is based on promoting awareness of working as a team and collaborative work.

From this perspective, our recruitment processes are designed to reach our potential employee candidates and the most eligible candidate is acquired for Assan Panel by using objective selection criteria.

In addition, "Our Future is Within" platform was established within Kibar Group in order to ensure the visibility of available job positions within the organization and prioritize existing employees in career development. Positions opened in Group companies are shared on this platform, ensuring that employees are informed about the opportunities. This also allows familiarity and career mobility among the Group companies.

On the other hand, our training and development programs serve to prioritize the development requirements of talents acquired for our organization in line with their current and future roles as well as

offering individual/collective solutions to meet these requirements.

The "Power is Within Us Development Platform", through which the development journeys of employees are supported, was introduced in 2020. Through this platform, employees are able to follow their individual development progress and access different resources at any time and from any place.

With the "Power is Within Us Development Platform", all training processes are managed from a single platform, social learning environments can be developed and development needs can be defined more clearly by sharing knowledge.

All ongoing employee development activities within the Group are carried out under the "Power is Within Us Development Programs". With programs in various areas from, leadership development and internal trainer to mentorship development, the goal is to ensure a continuous development process, as well as make the culture of learning from each other a common practice. In addition, activities to diversify e-learning resources are in progress.

#### Power is Within Us activities at Assan Panel in 2022

Managerial Development Program:

27



Specialist Development Program:

73



Leadership Development Program:

35



Development Ambassadors:

7



## Gender Equality & Equal Opportunities

Opportunities we implement and maintain practices to promote and empower women's employment to ensure gender equality. We support the Women's Empowerment Principles (WEPs) platform, established by a partnership between the UN Global Compact, undersigned by Kibar Holding, and UN Women, as one of the most crucial global initiatives of the private sector, aiming for empowering women to ensure that women become an integral part of the economic life in all business segments as well as at all levels.

Assan Panel has 29 female employees and 2 female senior executives.

In the WE Are Equal project of Kibar Group in 2022, we participated in various activities carried out in order to raise awareness of gender equality, ensure equality in

communication, and raise awareness of violence. Within the scope of the project, webinars were organized on gender equality in addition to publication of Information Guide on Domestic Violence and Violence at the Workplace and a Policy on Corporate Responsibility Against Violence. We provide employees who have recently become new parents, as well as those who will enlist for or return from military service with psychological support and mentorship.

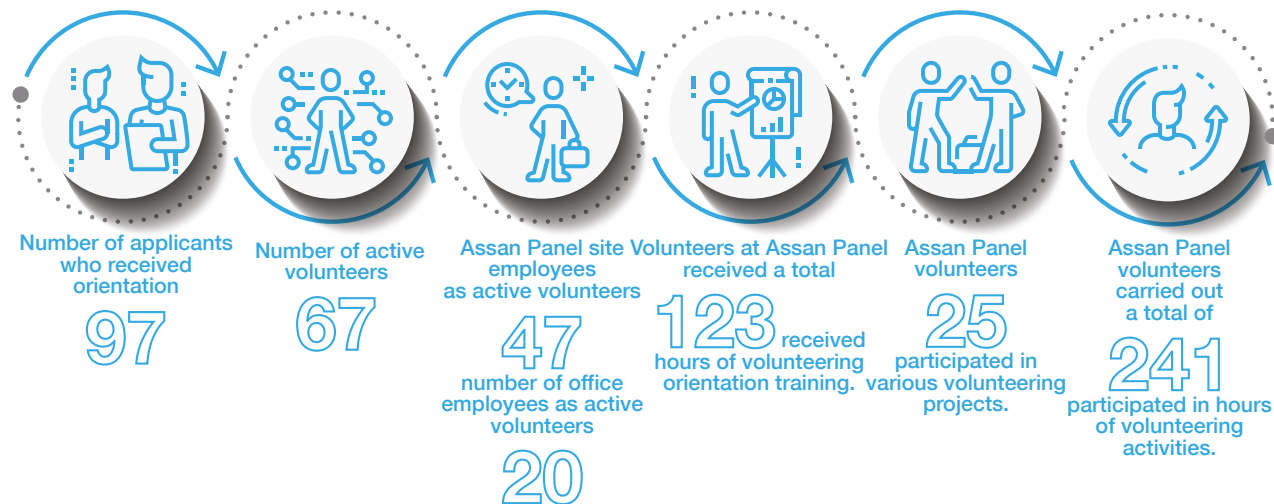
## Social Responsibility

As Assan Panel, we carry on our activities in 6 different areas: providing support to disadvantaged schools, corporate social responsibility projects, volunteering projects, volunteering at NGOs, volunteering based on skills and internal volunteering under "Kibar Volunteers". Focusing on various regions of İzmit and Tuzla provinces during the first year of

these activities, "Kibar Volunteers" have also carried out volunteering activities throughout Hatay, Iskenderun, Bursa, and Susurluk.

Carrying out activities within the Kibar Group, "Kibar Volunteers" have made a difference in more than 4,000 children through **25 different activities** organized. **542 volunteers** have carried out various activities such as cultural tours, children's theaters, career days, recycling activities, information technology activities, etc., which were entertaining, educational as well as opening up new horizons for the children. In addition, volunteers have also engaged in various projects that required renovations and repairs, such as providing for the physical requirements of schools, renovating school desks and gyms, and building libraries and intelligence game rooms. As Assan Panel, we also support these activities with nearly 70 company volunteers.

Assan Panel employees and their families actively participated in and supported the project titled "We Turn Our Steps Into Charity", which was organized in cooperation with Kibar Volunteers, Help Steps, and the Association for the Protection of Animals from Despair and Neglect (HAÇIKO) in order to provide support for the animals and plants that were affected by the forest fires. We contribute to another Kibar Volunteers project with a focus on "children" and "education", implemented by Kibar Group. With the "Support for Disadvantaged Schools Project", which was implemented within the scope of this project, 4,000 children have been reached by organizing volunteering activities in three different regions so far.







## Digitalization

At Assan Panel, we manage our digitalization activities based on a 5-year plan by evaluating these activities in an integrated manner. Within the scope of this plan, we update our ERP systems at all locations with SAP.

Our operations in Türkiye use the state-of-the-art SAP system, which has a high level of security and allows more secure protection of company assets.

Our activities related to collecting real-time data from the production site and analytic processes, as well as MMS-MES activities, are still ongoing. Moving forward, we are planning to carry out Big Data management, BW, and BPC activities. Our goal is to extend our global reach to other geographies with our digitalization strategy and then centralize this potential in line with our strategy.

We are subject to ISO 27001 certification to ensure information security and also subject to independent external audits within the framework of certification. We carry out information security risk analysis and eliminate any non-compliance by CAPAs.

We organize awareness and consciousness raising activities for our employees. In addition to internal audit and control activities, we are also audited by Assan Bilişim as one of our service providers.

### Digitalization highlights:

- We use a PLC-based monitoring system, which generates continuous data on production lines.
- Our AI-powered camera-based quality control project is in progress.
- We use Robotic Process Automation (RPA) to allow our employees to allocate time for more beneficial tasks in a unit of

time. We gradually reduce manual labor day by day.

- With the Production Management System projects introduced together with Assan Panel, our goal was to create an infrastructure for data procurement and industrial Internet of Things (IoT) projects, allowing for the management of work orders and material flows, Overall Equipment Effectiveness (OEE), and carrying out analytical processes by collecting real-time data from the site.

## Sales Portal

Through this portal, our dealers are able to enter their offers and orders into the system on their own. With this portal, the dealers are able to view their orders and account statements, as well as reduce their energy use rates by ensuring traceability. This portal has facilitated communication with our dealers in addition to improved customer satisfaction.

## Data Analytics

Launched in 2021, the project aimed at performing data analytics quickly in a user-friendly manner, creating automatic warnings with algorithms to be recorded in the program, detecting quality problems at early stages, reduction of internal failures, and improving efficiency. Within the scope of the project, investment in a data lake technology that can collect data was planned. In this way, data will be collected in a single environment; thus, data analysis and identification of root causes will be facilitated. The project which was completed at the end of 2022, lays the groundwork for comprehensive projects involving artificial intelligence and machine learning technologies in the future.

## Information Security

In a digital age, it is highly crucial to ensure data security, access data in an uninterrupted and consistent manner, and proactively prevent potential cyberattacks; therefore, we carry out various projects and activities on Cyber Security, System Continuity, Infrastructure, and Operational Development areas at Assan Panel every year.

We have the ISO 27001 Information Security Standards certification.

We manage information security practices in line with the requirements of applicable standards. In compliance with the Personal Data Protection Law, we meticulously approach the processes of categorizing, securing, and anonymizing data when requested. In line with the joint work carried out with the Kibar Holding Risk Department, we determine the information security risk map of both Assan Bilişim and other Group companies on a yearly basis. Action plans for the relevant risks are prepared and reported at certain intervals. In addition, risk analyses and forms are prepared throughout the Group in compliance with the processes of the ISO 27001 certificate. Actions are planned for items with a High Risk Score.

## Big Data Platform

With this project, a platform was deployed for collecting and analyzing data from machines in a single environment, data analysis, finding correlations among them, identifying root causes, and taking actions to reduce internal failures, thus creating a fundamental infrastructure for the big data platform required for data analytics.

## Supply Chain Management

Assan Panel strives for ensuring its corporate code of conduct and sustainability approach to become a common practice throughout its supply chain and thus prefers long-term business deals. Suppliers providing high-technology, energy-efficient products and services are preferred in Kibar Holding's common procurement structure, and procurement activities are carried out through a global supplier network. Our supply chain has a team for the management of processes related to resource and production planning, procurement planning, shipment and logistics planning, as well as the management of import operations. The main procurement items consist of sheets, chemicals, and mineral wool, while auxiliary materials mainly include sidebands, protective film, polystyrene foam, and wood materials.

We ask all our suppliers to implement the Procurement Code of Conduct, which is an integral part of Kibar Group's Code of Conduct and defined in corporate documents and procedures. Applicable rules and principles required to be followed by all suppliers on Business Ethics, Anti-Corruption and Anti-Bribery, Forced Labor, Child Labor, Harassment, Wages, Working Hours, Non-Discrimination, Occupational Health

& Safety, Environment, Biodiversity, Integrity, Quality and Continuous Development, and Information Security are defined in detail. Supplier candidate selection is made by considering the rules specified in the Group Procurement Procedure and the Approved Suppliers List, whose details are provided below. The following criteria for the supplier firm are considered:

- Development;
- Prospect, stability, and continuity;
- References, reputation, and experiences;
- Flexibility and support;
- Quality assurance;
- Financial structure;
- Authorization documents, e.g., licenses, distributorship, agency, etc.;
- Technological competence;
- Partnership structure and other factors required by the relevant business area.

Before the company is added to the approved suppliers list for procurement items that may affect product and production, the procurement department and related company units (quality, technical team, etc.) conduct a preliminary interview with the supplier candidate. Companies considered to be capable of meeting the demand and being beneficial are either subject to on-site audit by the Quality and Supply Chain departments or they are handed out the Supplier Assessment Form on the table

to allow them to complete and sign the form. The sample production and testing phase begins with suppliers that achieve satisfactory scores. Suppliers that receive positive results after these stages are added to the approved suppliers list. In the supplier selection stage, the supplier classification is made regarding the criticality of information security. Necessary audits are conducted once the company becomes an approved supplier. As a result of supplier candidate analysis and upon the approval of the Procurement Director and Procurement Management, the supplier candidate receives the Framework Agreement and Confidentiality Agreement from the Purchasing Specialist. Compliance with information security criteria is checked. In the supplier selection process, the supplier firm receives the Group Procurement Code of Conduct document and is subject to follow-up for compliance with the applicable rules. The Framework Agreement and Code of Conduct documents consist of all relevant matters and rules, e.g., environmental compliance, sustainability, working conditions, etc., applicable to the suppliers. Suppliers completing these procedures are listed as approved suppliers.

## The United Nations Global Compact

Developed in compliance with the United Nations Global Compact, Kibar Holding Procurement Procedures set out certain principles such as non-employment of child labor and forced labor, ensuring fair working conditions, and reduction of environmental impacts.

## Sustainability in Supply Chain

Procurement operations at Assan Panel are managed in alignment with Kibar Group. Kibar Group strives to ensure that corporate code of conduct and sustainability principles are also adopted by the supply chain; therefore, it prefers suppliers offering high technology and energy-efficient products and services. The sustainability performance of the Group's wide supply network is constantly monitored and improved. All matters taken into consideration in procurement processes are defined by corporate documents and procedures. Procurement procedures of Kibar Group were developed in compliance with the United Nations Global Compact. Procurement Code of Conduct, which is an integral part of Kibar Group's Code of Conduct, is binding for all suppliers. Applicable rules and principles required to be followed by all suppliers on Anti-Corruption and Anti-Bribery, Forced Labor, Child Labor,

We received the ISO 22301 Business Continuity Management System certificate in 2022.

Harassment, Wages, Working Hours, Non-Discrimination, Local Communities, Occupational Health & Safety, Environment, Biodiversity, Integrity, Quality and Continuous Development, and Information Security are defined in detail within the scope of Kibar Group's Code of Business Conduct. In addition, the Kibar Group Framework Agreement, which is signed by all suppliers, ensures that the sustainability priorities are also adopted by the suppliers. Supplier performance evaluation and supplier risk assessments, which also include legal and environmental risks, are regularly carried out every year based on certain criteria. Supplier audits and site visits are organized in line with these assessments. The supplier is expected to be able to prove that it fully complies with all legal regulations and supplier certifications are reviewed in this respect. Process audits are carried out on various topics referred to in applicable Code of Conduct and Framework Agreements, and up-to-date data are requested from suppliers whenever required for follow-up. The performance scorecard created after the performance evaluation is shared with the suppliers, and necessary planning activities are carried out for areas that need further improvement.

## Supplier Audits

We ask our suppliers to comply with the standards as required by the industry within the framework of the Code of Business Conduct. For follow-up, we carry out necessary supplier audits and assessments.

In the reporting period, auditing processes were successfully completed and the rate of suppliers audited was 100%. Suppliers who were subject to evaluation on business, quality, and environmental in the Supplier Performance Evaluation process receive evaluation scorecards with the action plans defined for certain score intervals while we provide some suppliers necessary information about the areas that need further improvement whenever deemed required.

In 2022, there was not any supplier whose contract was terminated due to non-compliance to the environmental standards or negative impacts. No supplier was found to have a negative impact related to environmental criteria in the performance evaluation process.

## Supplier Sustainability Program (K-Star)

In 2022, the foundations of the K-Star were laid as a large-scale project with an extensive scope, which will allow the supplier ecosystem consisting of over 5,000 Kibar Group suppliers from various industries and sizes to grow in parallel with our sustainability goals, gather momentum, both in individual industries and within Kibar Group, with the support of all relevant units and top management. This project aims to extend the scope of the sustainability principles and goals within the Kibar ecosystem and transform responsible procurement principles into business processes. The K-Star Program aims to extend the scope of the sustainable procurement approach in line with the sustainable development goals and communicate the relevant actions throughout our ecosystem in compliance with our principle of "we encourage our stakeholders" by including the supplier network in the projects. K-Star (Kibar Sustainable Tomorrow for Accelerated Results) project aims for providing guidance to our stakeholders in their sustainability journey by shining upon them the Kibar Star.

In the project, sustainability is not only considered from an environmental aspect but also from all other aspects and intended to become a concept integrated into our extensive ecosystem within the framework of the vision created. The main stages of activities to be carried out within the scope of the project:

- Analysis of the needs of Kibar Group suppliers within the framework of sustainable procurement;
- Determination of the sustainable procurement principles, creation of assessment criteria, process steps as well as program monitoring structure;
- Designing the Supplier Rewarding and Incentive Approach; and
- Implementation, monitoring, and assessment of the program.

After the maturity levels and action plans for the suppliers are clearly defined within the scope of the project, supplier development plans by category and industry will be created and monitored in terms of governance, social, and environmental aspects. Preliminary activities for the project began in October 2022, and the project was launched in January 2023.



## GRI CONTENT INDEX

Statement of Use	"Assan Panel has created its report in accordance with the GRI Standards for the period covering January 1, 2022-December 31, 2022."				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)	/				
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION & PAGE NUMBERS	OMISSIONS		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	About Kibar Holding, page: 7; About Assan Panel, page: 8			
	2-2 Entities included in the organization’s sustainability reporting	Introduction and About This Report, page: 3			
	2-3 Reporting period, frequency, and contact point	Introduction and About This Report, page: 3			
	2-4 Restatement of information	GRI Content Index: There is no restated information in the report.			
	2-5 External audit	GRI Content Index: External audit was not received.			
	2-6 Activities, value chain, and other business relationships	About Kibar Holding, page: 7; About Assan Panel, page: 8 https://www.assanpanel.com/en/corporate/about-us			
	2-7 Employees	Performance Charts, page: 49			
	2-8 Workers who are not employees	"GRI Content Index: Works outside our main area of activity, e.g. cleaning, security, catering services, etc., are carried out by workers who are not employees (i.e., contractor company employees). The number of contractor company employees was 27 at the end of 2022."			
	2-9 Governance structure and composition	Corporate Governance, page: 12			
	2-10 Nomination and selection of the highest governance body	Corporate Governance, page: 12			
	2-11 Chair of the highest governance body	Corporate Governance, page: 12			
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Management, page: 18-20			
	2-13 Delegation of responsibility for managing impacts	Sustainability Management, page: 18-20			
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Management, page: 18-20			
	2-15 Conflicts of interest	"GRI Content Index: Kibar Group’s Code of Conduct is composed of 7 main subjects: integrity, confidentiality, justice, quality and continuous development, conflict of interest, our responsibilities, and receiving/giving presents, and all these subjects are defined in detail."			
	2-16 Communication of critical concerns	Communications With Our Stakeholders, page: 22			
	2-17 Collective knowledge of the highest governance body	Sustainability Management, page: 18-20			
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance, page: 12			
	2-19 Remuneration policies	Kibar Holding 2022 Sustainability Report-Wages Policy, page: 64			
	2-20 Process to determine remuneration	"GRI Content Index: Pursuant to wages policy, no discriminatory and unfair treatment is carried out due to personal traits and orientation such as language, religion, race, gender, etc."			
	2-21 Annual total compensation ratio	GRI Content Index: We are unable to disclose due to confidentiality.	"2-21 a; 2-21 b; 2-21 c"	Confidentiality constraints	
	2-22 Statement on sustainable development strategy	"Our Sustainability Strategy: We Build a Sustainable Future, page: 17-19; What Are Our Goals? Page: 20-21"			



GRI CONTENT INDEX					
Statement of Use	"Assan Panel has created its report in accordance with the GRI Standards for the period covering January 1, 2022-December 31, 2022."				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)	/				
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION & PAGE NUMBERS	OMISSIONS		
			Requirement(s) Omitted	Reason	Explanation
General Disclosures					
	2-23 Policy commitments	Initiatives We Support, page: 24			
	2-24 Embedding policy commitments	Sustainability Management, page: 18			
	2-25 Processes to remediate negative impacts	We Build a Sustainable Future for Our World, page: 33			
	2-26 Mechanisms for seeking advice and raising concerns	GRI Content Index: Suggestions and complaints can be communicated via the dedicated Ethics hotline.			
	2-27 Compliance with laws and regulations	Code of Conduct, page: 13			
	2-28 Membership associations	Active Memberships, page: 24			
	2-29 Approach to stakeholder engagement	Communications with Our Stakeholders, page: 12			
	2-30 Collective Bargaining Agreements	GRI Content Index: There is no collective labor agreement at Assan Panel.			
Material Topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability at Assan Panel, page: 17-18			
	3-2 List of material topics	Sustainability at Assan Panel, page: 21			
Customer Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Customer Satisfaction, page: 26			
Product Quality & Safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Product Quality & Safety, page: 31-32			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Product Quality & Safety, page: 31-32			
	"416-2 Incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services"	"GRI Content Index: No such non-compliance during the reporting period."			
R&D and Innovation					
GRI 3: Material Topics 2021	3-3 Management of material topics	R&D and Innovation, page: 32			
Eco-Friendly Products					
GRI 3: Material Topics 2021	3-3 Management of material topics	Eco-Friendly Products, page: 27-29			
Energy & Emission Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Energy & Emission Management, page: 33-34			
"GRI 302: Energy 2016 nel Sustainability Report 2022"	302-1 Energy consumption within the organization	Performance Charts, page: 52			
	302-3 Energy density	Performance Charts, page: 52			
	302-4 Reducing Energy Consumption	Energy & Emission Management, page: 33-34			
	302-5 Reduction in energy requirements of products and services	Energy & Emission Management, page: 33-34			

GRI CONTENT INDEX					
Statement of Use	"Assan Panel has created its report in accordance with the GRI Standards for the period covering January 1, 2022-December 31, 2022."				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)	/				
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION & PAGE NUMBERS	OMISSIONS		
			Requirement(s) Omitted	Reason	Explanation
Energy & Emission Management					
GRI 305: Emissions 2016	305-1 Direct (Scope 1) greenhouse gas emissions	Performance Charts, page: 52			
	305-2 Indirect (Scope 2) greenhouse gas emissions	Performance Charts, page: 52			
	305-3 Other indirect (Scope 3) greenhouse gas emissions	Performance Charts, page: 52			
	305-4 Greenhouse gas intensity	Performance Charts, page: 52			
	305-5 Reducing greenhouse gas emissions	Energy & Emission Management, page:33			
Waste Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Waste Management, page: 35			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Performance Charts, page: 51			
	301-2 Recycled input materials used	Performance Charts, page: 51			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management, page: 35			
	306-2 Management of significant waste-related impacts	Waste Management, page: 35			
	306-3 Waste produced	Performance Charts, page: 51			
	306-4 Waste diverted from disposal (i.e., recycled waste)	Performance Charts, page: 51			
	306-5 Waste diverted to disposal	Performance Charts, page: 51			
Water Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Water Management, page: 33			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management, page: 33			
	303-2 Management of water discharge-related impacts	Water Management, page: 33			
	303-3 Water withdrawal	Water Management, page: 33			
	303-5 Total water consumption	Water Management, page: 33			
Occupational Health & Safety					
GRI 303: Water and Effluents 2018	3-3 Management of material topics	Occupational Health & Safety, page: 36-38			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational Health & Safety, page: 36-38			
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety, page: 36-38			
	403-3 Occupational health services	Occupational Health & Safety, page: 36-38			
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety, page: 36-38; Performance Charts, page: 50			

GRI CONTENT INDEX					
Statement of Use	"Assan Panel has created its report in accordance with the GRI Standards for the period covering January 1, 2022-December 31, 2022."				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)	/				
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION & PAGE NUMBERS	OMISSIONS		
			Requirement(s) Omitted	Reason	Explanation
Occupational Health & Safety					
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	Occupational Health & Safety, page: 36; Performance Charts, page: 50			
	403-6 Promotion of worker health	Occupational Health & Safety, page: 36-38			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety, page: 36-38			
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety, page: 36-38			
	403-9 Work-related injuries	Occupational Health & Safety, page: 38; Performance Charts, page: 50			
	403-10 Work-related ill health	Occupational Health & Safety, page: 38; Performance Charts, page: 50			
Employee Development & Satisfaction					
GRI 3: Material Topics 2021	3-3 Management of material topics	Employee Development & Satisfaction, page: 37			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Development & Satisfaction, page: 37; Performance Charts, page:49			
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development & Satisfaction, page: 37			
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development & Satisfaction, page: 37; Performance Charts, page: 49			
	403-10 Work-related ill health	Occupational Health & Safety, page: 36-38; Performance Charts, page: 50			
Gender Equality & Equal Opportunities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Gender Equality & Equal Opportunities, page: 40			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Performance Charts, page: 49			
	405-2 Ratio of basic salary and remuneration of women to men	"GRI Content Index: Equal pay policy applies to equal work regardless of gender. Various internal dynamics, such as competences, seniority, etc., are taken into consideration in designing the wage structure for employees and employee candidates."			
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	GRI Content Index: There was not any incidents of discrimination in the reporting period.			
Social Responsibility					
GRI 3: Material Topics 2021	3-3 Management of material topics	Social Responsibility, page: 40			
Corporate Governance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Corporate Governance, page: 12			
Code of Conduct					
GRI 3: Material Topics 2021	3-3 Management of material topics	Code of Conduct, page: 13			
Business Continuity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Continuity, page: 14			

GRI CONTENT INDEX					
Statement of Use	"Assan Panel has created its report in accordance with the GRI Standards for the period covering January 1, 2022-December 31, 2022."				
GRI 1 used	GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)	/				
GRI STANDARD / OTHER SOURCE	DISCLOSURE	LOCATION & PAGE NUMBERS	OMISSIONS		
			Requirement(s) Omitted	Reason	Explanation
Supply Chain Management					
GRI 3: Material Topics 2021	3-3 Management of material topics	Supply Chain Management, page: 42-43			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Performance Charts, page: 50			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management, page: 42-43			
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Management, page: 42-43			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management, page: 42-43			
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management, page: 42-43			
Digitalization					
GRI 3: Material Topics 2021	3-3 Management of material topics	Digitalization, page: 41			



## PERFORMANCE INDICATORS

Employee Demographics	2020	2021	2022
Employees			
Total number of employees	188	194	204
Total number of white-collar female employees	31	31	28
Total number of white-collar male employees	39	38	43
Total number of blue-collar female employees	0	0	1
Total number of blue-collar male employees	118	125	132
Total number of female employees	31	31	29
Total number of male employees	157	163	175
Number of employees by age groups			
Total number of employees below 30 years	22	18	25
Total number of employees between 30-50 years	158	160	163
Total number of employees 50 years and above	8	16	16
Total number of executives			
Total number of female executives	8	7	5
Total number of male executives	27	28	29
Female Executive Ratio (%)	22.86%	20.0%	14.71%
Parental Leave			
Number of female employees on maternity leave	0	0	1
Number of male employees on paternity leave	9	9	6
Number of female employees returning from maternity leave	0	0	0
Number of male employees returning from paternity leave	9	9	6

Employee Development	2020	2021	2022
Training Activities			
Employee Trainings - Number of Participants (person)	51	169	178
Blue-collar	30	115	110
White-collar	21	54	68
Female	8	22	29
Male	43	147	149
Employee Trainings - Total Hours (hour)	366	2,121	1,640
Blue-collar	226	1,192	612
White-collar	140	929	1,028
Female	36	430	343
Male	330	1,692	1,297
Hours of Training per Employee	1.89	11	8
Number of Employees Under Performance Review			
Blue-collar	-	125	133
White-collar	72	70	73
Female	32	31	30
Male	40	164	176
Total	72	195	206

Occupational Health & Safety	2020	2021	2022
Injury Rate			
Direct Employees			
Female	0.00	0.00	0.00
Male	19.81	14.35	9.04
Weighted Accident Score			
Direct Employees			
Female	0.00	0.00	0.00
Male	0.19	0.30	0.02
Occupational Disease Rate (ODR)			
Direct Employees			
Female	0	0	0
Male	0	0	0
Contractors' Employees			
Female	0	0	0
Male	0	0	0
Number of Fatal Occupational Accidents			
Direct Employees			
Female	0	0	0
Male	0	0	0
Contractors' Employees			
Female	0	0	0
Male	0	0	0

Occupational Health & Safety Trainings	2020	2021	2022
Total OHS training hours provided for employees	225	4,122	528
Total OHS training hours provided for contractors' employees	36.5	37.5	37

Supply Chain Management	2020	2021	2022
Number of Suppliers	1,462	1,746	1,946
Domestic Suppliers Rate (%)	97.88%	97.77%	97.43%

Environmental Performance Indicators									
Waste Management	2020	2021	2022	2020	2021	2022	2020	2021	2022
Total amount of hazardous wastes (tons)	Tuzla			Balıkesir			İskenderun		
Energy Recovery									
Recovery	232,561	300,038	211,899	77	113	166	103,8	114	103,385
Landfill		0.05							
Waste Incineration				0	0	0			
Other		0.005	0.002						
Total amount of non-hazardous wastes (tons)	Tuzla			Balıkesir			İskenderun		
Energy Recovery									
Recovery (tons)	402	626	509	525	996	814	236,202	253,917	359,82
Landfill (tons)	0.05								
Waste Incineration									
Other	52,692	1,206	1,203						
Total amount of wastes (tons)	687	927,331	722,207				340,00	368,097	463,205
Total amount of recycled/recovered wastes (tons)	635	926,070	721,002	603	1,110	979	340,00	368,097	463,205
Recycled/recovered waste rate (%)	92.3	99.9	99.8	100	100	100	100	100	100

Fighting Against Climate Change	2020	2021	2022
Direct Energy Consumption (GJ)			
Natural gas	16,603	17,667	17,070
Diesel fuel	1,621	1,773	904
Indirect Energy Consumption (GJ)			
Electricity	14,462	14,770	13,397
Total Indirect Energy Consumption			
Total Energy Consumption			
Total Energy Consumption (GJ)	32,686	34,210	31,371
Emissions			
Scope 1 emissions (ton CO <sub>2</sub> e)	1,114	1,147	1,766
Scope 2 emissions (ton CO <sub>2</sub> e)	1,824	1,966	1,708
Scope 3 emissions (ton CO <sub>2</sub> e)	95	125	124
Greenhouse gas (GHG) emission intensity (ton CO <sub>2</sub> e/m <sup>2</sup> )	0.50	0.50	0.55
Environmental Trainings (hours)			
Environmental training hours provided for Group employees	130	406	208
Environmental training hours provided for contractors' employees	38	37.5	78.5



