



# MegaMetal

SUSTAINABILITY REPORT 2023





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# About the Report

Mega Metal is a leading industrial company in our country with more than 20 years of experience in the copper wire industry specializing in manufacturing oxygen-free electrolytic copper wire. Acting on the vision to become the leading brand in the global conductors industry to create value to its stakeholders through innovative and sustainable solutions, Mega Metal hereby presents, in this Sustainability Report, its progress in the sustainability journey. Based on the data in the period

of January-December 2023, and drawn up in compliance with the Global Reporting Initiative (GRI) Standards, this report lays down all efforts to date and future objectives in detail.

Mega Metal highly values all feedback from its stakeholders, in line with our responsibility to create benefits for them. Please contact us at [surdurulebilirlik@megametal.com.tr](mailto:surdurulebilirlik@megametal.com.tr) with any questions, comments, or suggestions regarding our 2023 Sustainability Report.







# Message from the Management

## Dear stakeholders,

We are happy to present our sustainability report that highlights our core activities and achievements in 2023. As Mega Metal family, we are continuously working to become an innovative and leading power in the sector. Throughout 2023, we not only encouraged innovation but also implemented projects that added value to our country.

As economic challenges induced by global financial uncertainties and conflicts coincided with environmental and social issues, companies in all sectors including ours began to re-assess investment and growth strategies. With our more than 20 years of experience in the sector, we are aware that such circumstances pose risks as well as offering opportunities. Despite economic stagnation particularly in Europe, our largest export market, we successfully increased our operating and net profits through higher production efficiency and an increasing share of high value-added products in our sales. Our success relies on our continuing investments, strategic expansion of product portfolio, and unflinching commitment to innovation in the sector.

Our commitment to our workforce of 658 employees, distinguished shareholders, international business partners and local stakeholders enables us to lead them with a visionary approach. As digitalization becomes an integral part of production and management processes, we embrace a future where robots and human beings collaborate in the production lines, and artificial intelligence is deployed to satisfy customer needs expeditiously and efficiently.

Innovation remains at the heart of our strategy because we actively integrate state-of-the-art technologies and systems into our operations. We also give priority to energy and water efficiency, and make significant effort to preserve natural resources in our production processes as well as in our end products, and minimize our environmental impact. With confidence in our sustainable growth strategy, we believe that our focus on high-value technological products and innovative investments will continue to sustain our success in the years to come.

Aware of our responsibility to our planet, we continue to adopt environmentally-friendly production methods that respect the ecosystem and actively reduce our carbon footprint. Sustainability continues to be high on our agenda, and will remain a high priority in every domain of our operations. In 2024, our focus will be on production and exports, and further reinforce the global presence of our brand. While doing so, we aim to strengthen our contribution to the national economy, and ensure that our efforts positively impact not only on our business but also on our country.

As one of the leading industrial companies in Türkiye, we are sincerely grateful to our selfless colleagues, reliable business partners and ever-supportive shareholders. Your faith in our mission drives us to fulfil our duty to create value and positive impact for our world, country, employees, investors and all stakeholders.

**Cüneyt Ali Turgut**  
Board Chair



# Mega Metal at a Glance

**EXPERIENCE of  
more than 20 years**

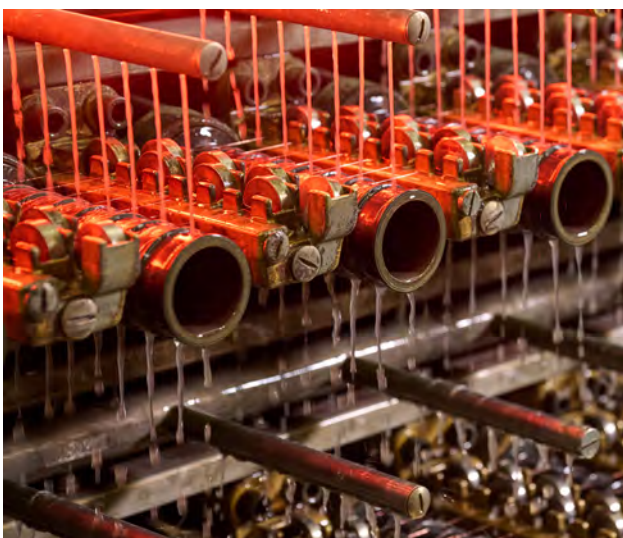


**Strong  
QUALITY**

**High performance  
in shipping**



Efforts to reduce **CARBON FOOTPRINT**  
through Solar Power Plant (SPP) investments



Total sales of  
**42,621 tons**

Revenues of  
**12 billion TL**  
in 2023

**37,000 m<sup>2</sup>**  
of closed-space facility

**75,000 m<sup>2</sup>**  
of total space

**48,000 m<sup>2</sup>**  
of installed capacity



**224,557,965 TL**  
of total investments in 2023

**52%**  
share of superfine wire group  
in total sales

**30%**  
of our sales to the  
automotive sector



**658**  
Employees



Exports to  
more than  
**20** countries

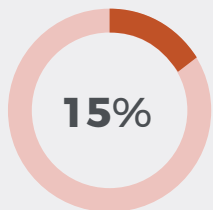


**Market leader**  
in Europe for oxygen-free  
superfine copper wire group

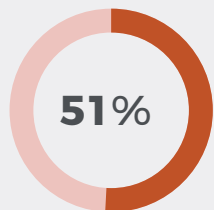
## Distribution of Exports

## Distribution of Sales

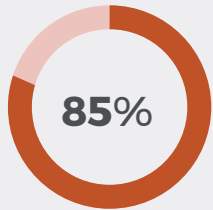
## Sectors Served



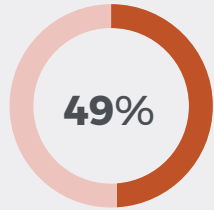
North  
America



Domestic  
markets



Europe



International  
markets

White goods  
Construction  
Energy  
Automotive,  
Communications  
Transport





# Corporate Profile

- 1.1 ABOUT MEGA METAL
- 1.2 SHAREHOLDING
- 1.3 VISION, MISSION AND VALUES
- 1.4 MEMBERSHIP AFFILIATIONS AND COLLABORATIONS
- 1.5 PRODUCTS AND SERVICES
- 1.6 POLICIES, CERTIFICATIONS AND AWARDS
- 1.7 MILESTONES



# About Mega Metal

“With our integrated production approach, we produce over half of Turkey’s superfine copper wire output and continue to operate as one of Europe’s foremost manufacturers.”

We as Mega Metal are one of the leading manufacturers in the copper wire sector with more than 20 years of experience in manufacturing oxygen-free electrolytic copper wire. By our products, we serve various sectors including power generation and distribution, electricity, electronics, communications, renewable energy, electrical home appliances, white goods, specific industrial applications (robotics) and automotive. As a company which already became one of the most important manufacturers in Europe, many customers of ours award us the “supplier of the year” title every year.

We produce copper wire at a facility of 75,000 m<sup>2</sup> with a closed space of 37,000 m<sup>2</sup>

in Kayseri. Boasting an installed capacity of 48,000 tons a year for copper wire production, we are the leading entity in Türkiye and the world for superfine copper wire manufacturing, which is our main business.

We produce more than half of superfine copper wire production for Europe, and export to more than 20 countries across the world including particularly member states of the European Union (EU). In this context, 85% of our exports to EU member states. We also offer logistics advantages to our customers by our warehouses and offices in various countries.

We continue our operations relying on our experienced, capable, successful and selfless workforce each of whom is a specialist in his/her field; production to internationally recognized standards; innovative solutions to various sectors; efficiency-oriented technological and digitalization investments; and our agile management philosophy focusing on sustainable growth. Following a successful initial public offering in early December 2023, we are now a company listed at Borsa Istanbul, and empowered and motivated by the high demand from our investors to further expand our global initiative, and enrich our innovative value-added products.







export to  
more than  
**20**  
countries

- France
- Germany
- Switzerland
- Austria
- Netherlands
- Southern Europe
- Italy
- Spain
- Portugal
- Greece
- Bosnia-Herzegovina
- Bulgaria
- Hungary
- Slovakia
- Czechia
- Poland
- Romania
- United Kingdom
- United States of America
- Canada
- Mexico
- Morocco
- Tunisia
- South Africa
- India
- Palestine



# Shareholding

SHAREHOLDER	SHARE %	SHARE VALUE TL
Cüneyt Ali TURGUT	36.44	96,575,000
Abdullah TURGUT	22.90	60,675,000
Fatma DÖNMEZ	8.48	22,500,000
İhsan Ahmet TURGUT	4.25	11,250,000
Mehmet Emin TURGUT	4.25	11,250,000
Publicly-held	23.68	62,750,000
<b>TOTAL</b>	<b>100.00</b>	<b>265,000,000</b>

\* We have a wholly owned subsidiary, Mega Metal Inc. founded in 2023 in the United States of America.

## Vision, Mission and Values

### OUR VISION

Our vision is to become the leading brand in the world which creates value for its stakeholders through innovative and sustainable solutions.

### OUR MISSION

Our mission is to:

- Make environmentally-sensitive, profitable investments,
- Offer quality, reliable products and services,
- Sustain employee development and advance technologies,

that will add value for all of our stakeholders in the world.

### OUR VALUES

- Employee happiness
- Sustainability
- Integrity and reliability
- Innovation and creativity
- Quality and excellence
- Customer orientation



# Membership Affiliations and Collaborations



## MEMBERSHIP AFFILIATIONS



## COLLABORATIONS

- ✓ We collaborate with the Turkish Employment Agency (ISKUR) to provide jobs.
- ✓ We organize internship programs with high schools and universities.
- ✓ We participate in fairs and meetings organized by Kayseri Organized Industrial Zone (OIZ).
- ✓ We obtain assistance from the Ministry of Labor and Social Security on the requirements and training for Occupational Health and Safety (OHS).
- ✓ We participate in career days in cooperation with universities in Kayseri.
- ✓ We execute fire drills and training with the fire department.
- ✓ We cooperate with the Disaster and Emergency Management Presidency (AFAD) of the Ministry of Interior on earthquake and emergency training.
- ✓ We obtain assistance from the Provincial Directorate of Environment, Urbanization and Climate Change on matters of environmental legislation.



# Products and Services

We as Mega Metal offer industrial copper wire solutions and a range of products in five categories:

## WIRE ROD



It is semi-finished metal rod manufactured by melting and processing copper cathodes often into coils form. It is mostly round cross-section.

We purchase copper cathodes as raw materials which are then processed in our casting plant comprising two upcast (Outokumpu brand) production lines with an annual production capacity of 48,000 tons of oxygen-free wire rod. Having set its top priority as purity and resilience in wire rod production, our company offers superior quality products at 8 mm in diameter containing maximum 5 ppm of oxygen. Our Oxygen-free casting technology enables us to produce wire rods as the basic input for the production of superfine copper wire that can be thinned down to 0.05 mm in single-wire diameter.

## MONO-WIRE



We are capable of producing oxygen-free copper wires at 0.05 mm to 2.60 mm in diameter, annealed or hard-drawn, which have higher conductivity and higher resistance against erosion. Mono-wire is a product of ours that is manufactured as bare or plated single wire instead of a bundle of wires, and widely used in all sectors using copper conducting wires. We offer the following mono-wire varieties:

- Bare annealed/hard-drawn mono-wire
- Tin-plated annealed/hard-drawn mono-wire
- Silver-plated annealed/hard-drawn mono-wire.

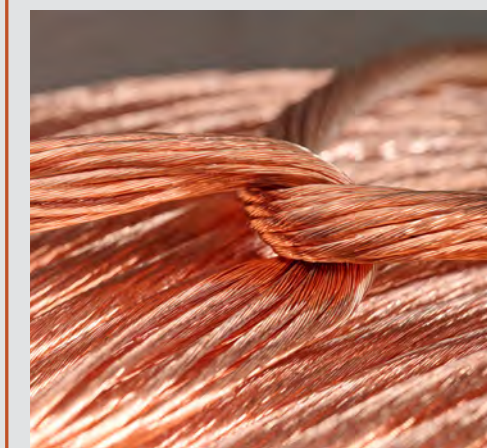
## MULTI-WIRE



Multi-wire is a wire category which we produce by thinning highly conductive and erosion-resistant oxygen-free copper wires down to 0.05 mm to 0.60 mm in diameter, then bundling up to 16 wires together and shaping to specifications as required. Multi-wire products are in the superfine wire category. We are capable of thinning our bare or tin-plated multi-wire products down to 0.05 mm in single-wire diameter. We offer the following multi-wire products:

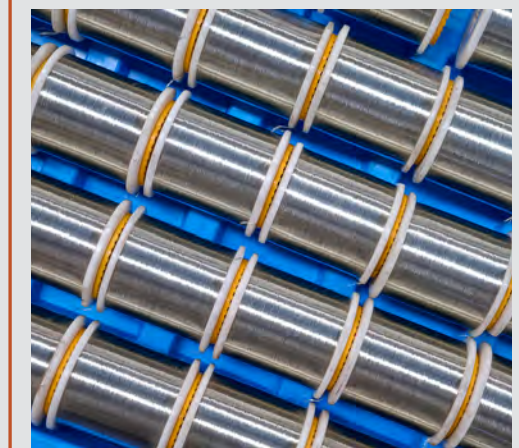
- Bare annealed copper multi-wire
- Tin-plated annealed copper multi-wire
- Hard-drawn bare copper multi-wire
- Hard-drawn tin-plated annealed copper multi-wire.

## BUNCHED WIRE



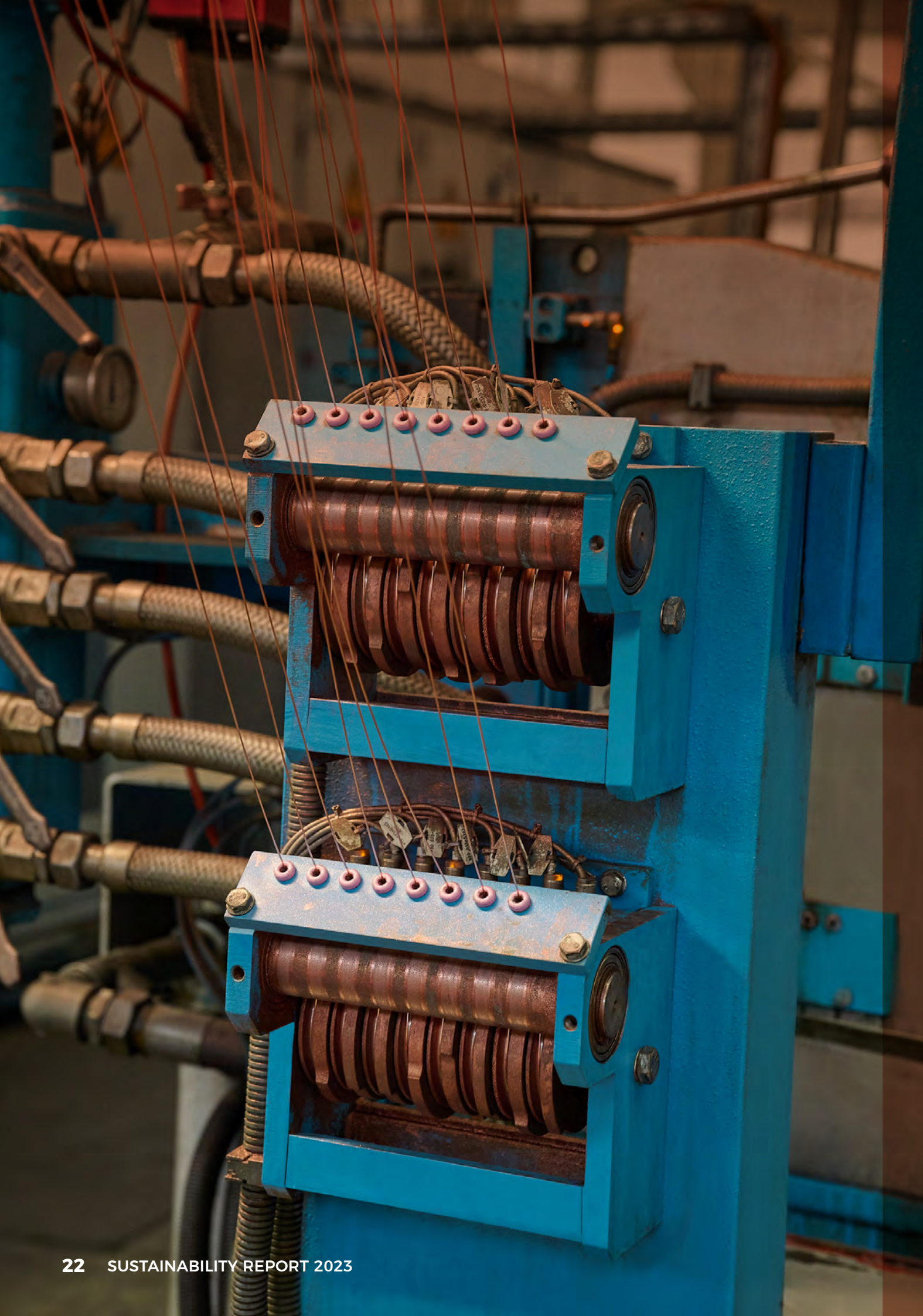
Bunched wire products are manufactured by pressing and twisting thin wires of a certain number in certain diameter. A bunched wire is more flexible and easily usable than a solid conductor of the same section. To obtain more flexible wires of same section, wire diameter is reduced and wires of small diameter are combined. By our bunching lines of advanced technology, we produce silver-plated, tin-plated and bare bunched products up to 16 mm<sup>2</sup> in section. Bunched wires are named according to their geometric structure, step lengths and bunching direction as designated by their purpose of use. Normal bunched products are produced by twisting one or more multi-wire bundles at a certain step length.

## BRAIDING WIRE



We transfer oxygen-free copper wires, mono- or multi-wire, in diameters of 0.07 mm to 0.252 mm in bare, tin-plated and silver-plated form to spools of Spirka and Wardwell brands by our high-technology fully-automated bobbin transfer machines. Our spooled multi-wire products are used in the automotive sector, industrial applications and multi-media solutions.







# Policies, Certifications and Awards

## POLICIES



## AWARDS

We as Mega Metal sustain our stable growth path and accordingly are included in many lists which are indicators of performance for the business world.

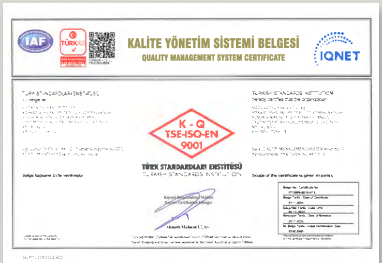
115<sup>th</sup> in the 2022 ISO Top 500 Industrials, i.e. Top 500 Industrial Companies in Türkiye as ranked and announced by Istanbul Chamber of Industry (ISO as Turkish acronym). We were also awarded as a company that had been in the ISO Top 500 Industrials since founding.

151<sup>st</sup> in "Fortune 500 Türkiye Survey" that lists largest companies in Türkiye.

183<sup>rd</sup> in "Capital 500 Survey" that lists largest 500 private companies.

We were awarded the second place in "Copper Wire and Plated Lines Category" in the Metallic Stars of Export Contest held by Istanbul Ferrous and Non-Ferrous Metals Exporters' Association (IDDMIB).

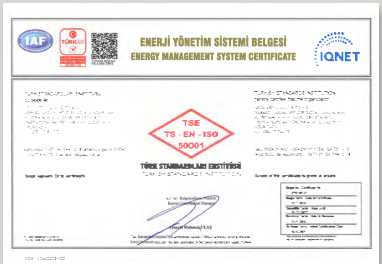
## CERTIFICATIONS



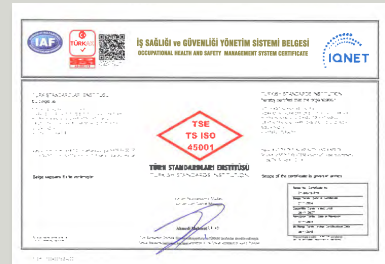
TS EN ISO 9001 Quality Management Systems



TS EN ISO 14001 Environmental Management Systems



TS EN ISO 50001 Energy Management Systems



TS ISO 45001 Occupational Health and Safety Management Systems



ISO 14064-1 Greenhouse Gas Emissions Certification



ISO/IEC 27001 Information Security Management Systems



IATF 16949 Automotive Quality Management Systems



TS EN 13602 Copper and Copper Alloys Product Certification



Authorized Economic Operator (AEO) Certification



# Milestones

## 2004

Our journey started in Kayseri on a plant with production capacity of 7,000 ton/year.

## 2007

The production capacity of our Upcast (Outokumpu brand) continuous casting plant was raised to 10,000 ton/year.

## 2012

Completed the purchase of plants and facilities, securing ownership by Mega Metal.

## 2016

Replaced the older Upcast (Outokumpu brand) continuous casting plant by a new plant with production capacity of 24,000 ton/year.

## 2017

Listed at 210th rank in the ISO Top 500 Industrials of Türkiye.

## 2018

We installed a second Upcast (Outokumpu brand) continuous casting plant with production capacity of 24,000 ton/year, thus increasing our total production capacity to 48,000 ton/year. Our sales reached 30,000 tons and revenues 250 million USD. Our workforce totalled 540 employees, including 475 in Kayseri and 65 in Istanbul.

## 2019

We reached annual production of 31,581 tons and sales of 30,542 tons. Surpassing the 30,000-ton mark in sales, we generated annual revenue of 263 million USD.

## 2021

Listed among the top 100 companies in the ISO Top 500 Industrials of Türkiye, with an annual revenue of 4.3 billion TL.

## 2022

Reached 533 million USD in revenues surpassing the half-billion-USD mark, and achieved annual production of 43,000 tons.

## 2023

Initial public offering (IPO) successfully launched in the first week of December 2023, and our shares started to be traded on 15.12.2023. The total IPO secured 1,775,825,000 TL.





# Corporate Governance

- 2.1. CORPORATE STRUCTURE
- 2.2. EFFECTIVE RISK MANAGEMENT
- 2.3. ETHICS AND COMPLIANCE
- 2.4. SUSTAINABILITY APPROACH





We as Mega Metal adopt a strong corporate governance philosophy in line with our objective of sustainable success and long-term value creation. As our management system is shaped by high ethical standards, we aim to preserve and advance the reputation and reliability of our company while caring for the rights of our stakeholders.

We build our corporate governance structure on the principles of transparency, accountability and social responsibility. Across all operations and activities, we accord great importance to transparency, fulfil our responsibilities towards stakeholders, and regularly report and share significant issues. Such transparency principle strengthens relations of trust with our stakeholders as well as helping us achieve strategic objectives.

Aware of our environmental, social and economic responsibilities, we maintain our sustainability efforts. In this context, we aim to develop effective communication strategies to add value to society in order to contribute to sustainable development. Our senior management plays an active role in achieving our sustainability objectives and leads the company in these areas.

We identify potential risks in advance and develop proactive risk management strategies to minimize risks. Effective management of risks is a cornerstone of our long-term success and sustainable growth.

We are open to views and suggestions from all of our stakeholders, and particularly engage in continuous improvement efforts to enhance the commitment of our employees. In this framework, we take various steps to increase employee satisfaction, and continue to strengthen in-house bonding.

Remaining strictly loyal to our ethical values, we continue to contribute positively to society and environment, and resolutely continue our efforts in this area.

# Corporate Structure

Our management structure consists of the Board Chair, Board Vice-Chair and Board members. We also have a Corporate Governance Committee that oversees the implementation of our corporate governance principles, examines the causes of failure to implement and identifies conflicts of interest that may be induced by such deficiencies. The committee executes a transparent process by reporting its findings to the Management Board. Assigned under the relevant communique of the Capital Markets Board (CMB), the committee also performs the functions of the Nomination and Remuneration Committee.

Corporate Governance Committee closely monitors the work of the Investor Relations Unit, reviews the "Report on Compliance with Corporate Governance Principles" to be disclosed to the public, and diligently verifies the information in the report. Following the corporate governance practices in the world,

we present recommendations to the Management Board on novelties that may be implemented in Mega Metal. We have a transparent system for identifying, assessing and training the nominees for the Management Board and managers with administrative responsibilities.

We assume an active role in the selection of independent Board members, structured assessments, performance management and career planning of senior managers. We undertake regular evaluations in these areas and submit our recommendations to the Management Board.

Our committee consists of at least two Board members and the Investor Relations Unit Manager assigned pursuant to the Corporate Governance Communique. The committee chair is selected from among independent Board members.



# Effective Risk Management

As Mega Metal, we adopt a comprehensive risk management approach in order to ensure the sustainable growth of our company and to identify strategic, operational, financial and legal risks that we may face early.

We as Mega Metal adopt a comprehensive risk management approach to ensure the sustainable growth of our company, and identify in advance the strategic, operational, financial and legal risks which we may face. In this framework, the Crisis and Risk Management Committee consisting of the Management Board and Assistant General Managers of Mega Metal works proactively to identify in advance any risks that may threaten our operations, assess potential impacts and likelihoods of such risks, and take necessary measures.

Our committee develops principles to define, monitor and manage risks in accordance with our risk-taking profile. A critical process in attaining our long-term strategic objectives is to analyze potential risks. Accordingly, we closely monitor and manage potential risks through internal control systems integrated in our corporate structure.

We regularly review likelihoods and impacts of risks to minimize their impacts. In this process, we diligently examine all factors including potential technical bankruptcy risks that may threaten our sustainability and continuously inform our Management Board on these matters. Our committee oversees and guides the practices in relevant departments in line with the strategies which it formulated to ensure effectiveness of risk management processes.

We integrate the committee's recommendations into our decision-making mechanisms, thus ensuring the implementation of our risk management strategies. By this strategic approach, we secure our long-term success as well as supporting a proactive risk management philosophy. Our effective risk management is a core factor that enables us to secure our operations and attain our sustainability objectives.

# Ethics and Compliance

We strictly adhere to ethical principles and codes of conduct in our engagements with all of our stakeholders. We aim to create a strong working environment to ensure integrity, transparency and reliability in our internal and external activities. We expect highest ethical standards from all of our employees, suppliers and business partners. In this framework, it is not only a necessity but also our responsibility to preserve our corporate reputation and sustainability.

We guide all of our employees and everyone who represents us by remaining true to superior business ethics and honest work principles. We emphasize that our employees hold ethical values in high esteem in decision-making processes and conduct. Accordingly, we deliver

regular training to foster a culture of ethical conduct within our company, and raise the awareness of our employees on these matters.

We continuously review and update our processes, thus comply with legal and regulatory requirements. We build legislative monitoring systems for the relevant units to keep up with the legislation, and fully satisfy all legal requirements. This approach enables us to effectively fulfil both our legal obligations and our responsibilities to society and environment.





# Sustainability Approach

We aspire to create long-term value by placing sustainability at the heart of our business strategy. Aware of our environmental and social responsibilities, we develop innovative solutions for the future and accord great importance to renewable energy sources. We are planning to cover 85% of our electricity consumption from renewable sources, through solar power plant (SPP) projects in order to conform to the European Green Deal (EGD), and promote environmental sustainability. By these steps, we are contributing to a cleaner and more sustainable energy future by reducing our carbon footprint. In addition, we assume a leading role in energy efficiency, continuously analyse our energy consumption per unit of production, and improve our energy performance through technological innovation. Accordingly, we keep our leading position in the sector by complying with regulations on sustainability and energy.

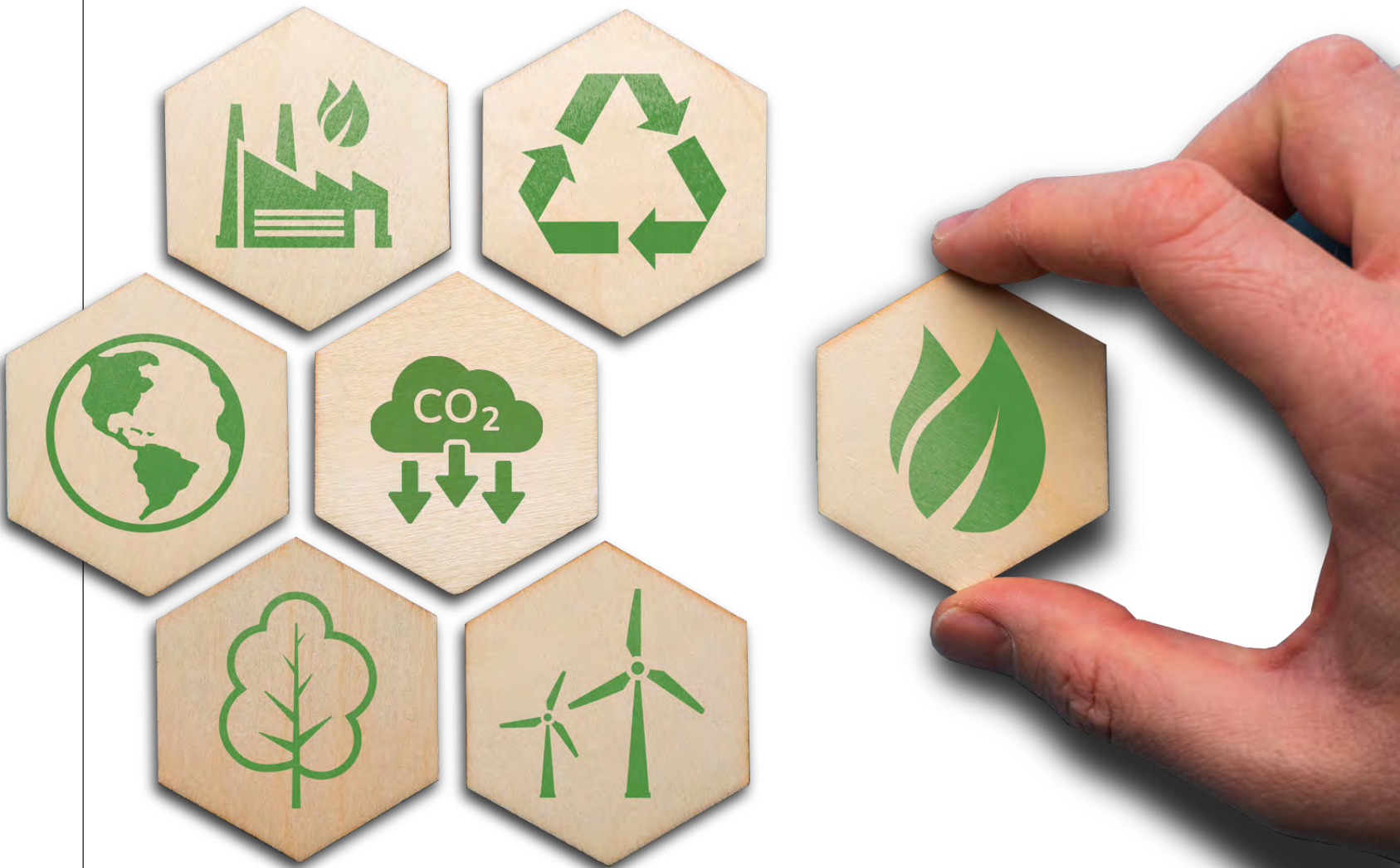
We promote, in concert with our stakeholders, sustainable development by adopting the motto “Make It Mega” and through “Our Sustainability Roadmap”

which we plan to complete in 2024. We use natural resources in the most efficient way and continue our production and marketing operations in conformity with global standards, and aim to build a sustainable business model in the future. We plan to take concrete steps in areas such as waste management, water consumption, and circular economy. In this framework, we work on formulating a transition strategy to low-carbon economy and advance on the path to becoming carbon neutral, in addition to our sustainability objectives including reducing waste, increasing recycling rates, reducing water consumption, and installing rainwater harvesting systems. We plan to integrate renewable energy use and new R&D projects into our objectives, and raise the awareness of our employees and suppliers on sustainability. We closely monitor all such processes by integrating them into the performance criteria for our employees.

## SUSTAINABILITY GOVERNANCE STRUCTURE

We as Mega Metal have a Sustainability Committee consisting of senior managers in charge of sustainability matters. Led by the Board Vice-Chair, the committee regularly reports to the Management Board. Performing such critical functions as defining our strategy and objectives

on sustainability, identifying risks and opportunities, and monitoring our performance, the committee represents a significant cornerstone for better integrating sustainability into our overall management strategy.



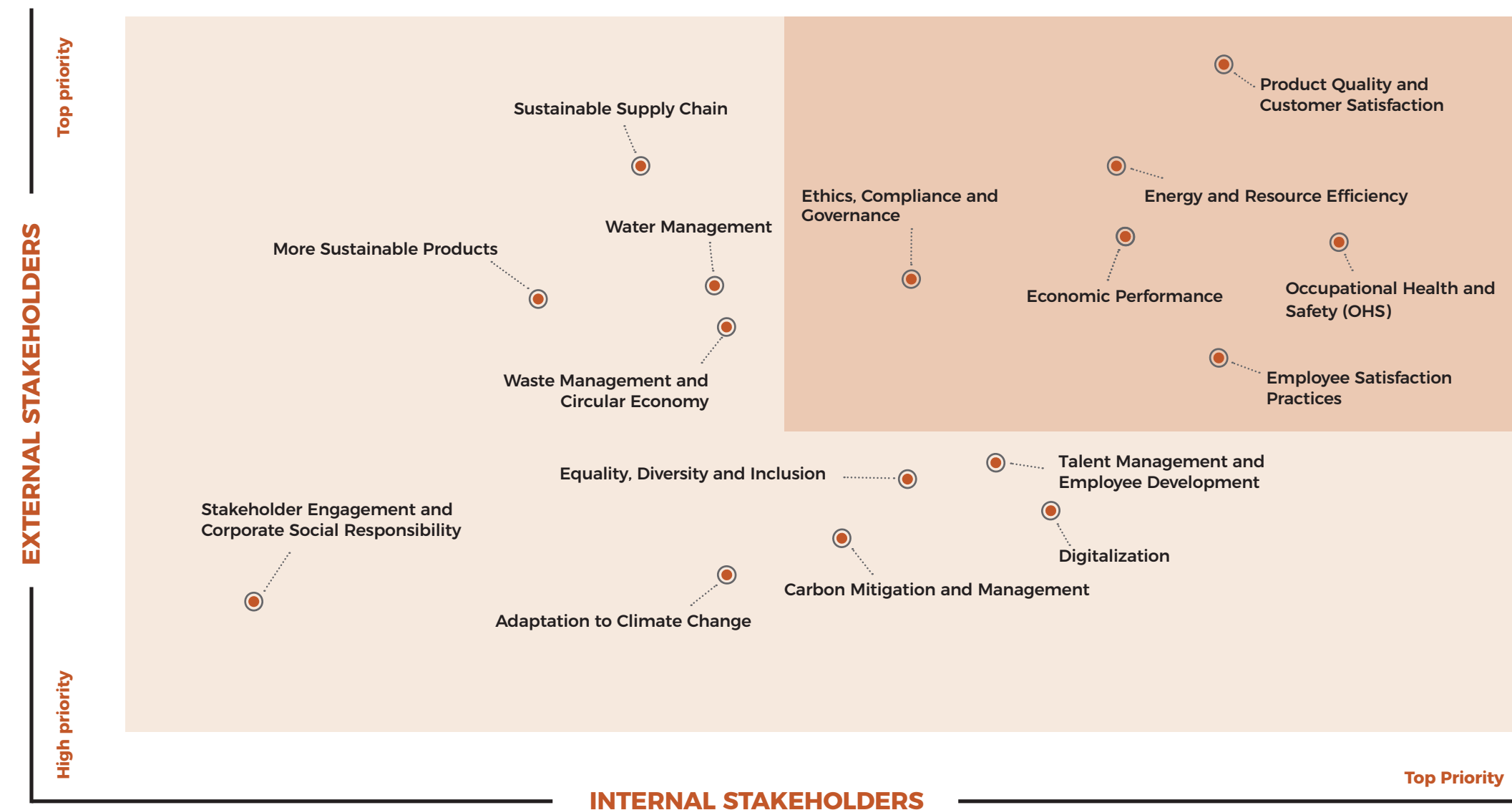


## MATERIALITY ANALYSIS

We administered a comprehensive survey to our stakeholders who had influence on our business processes and operations to elicit their views, needs and expectations. By the survey, we aimed to involve stakeholders in decision-making processes, identify strengths and weaknesses of the company, and early detect potential risks and opportunities.

For the study, we identified 16 potential material topics relating to sustainability, and presented them to our internal and external stakeholders for assessment. We structured the questionnaire form on three stages to obtain comprehensive responses, which allowed a multi-faceted

analysis. Responses were received from 141 stakeholders, 113 of whom were internal and 28 external. We analysed the responses diligently to identify top-priority and high-priority material topics of sustainability as depicted in the following matrix.



The following were identified as top-priority topics for Mega Metal in the materiality matrix:

- Occupational Health and Safety (OHS)
- Product quality and customer satisfaction
- Employee satisfaction practices
- Economic performance
- Energy and resource efficiency
- Ethics, compliance and governance

The following were identified as other priority topics:

- Digitalization
- Talent management and employee development
- Equality, diversity and inclusion
- Carbon mitigation and management
- Adaptation to climate change
- Waste management and circular economy
- Water management
- More sustainable products
- Stakeholder engagement and corporate social responsibility
- Sustainable supply chain.



## ALIGNMENT WITH UN SUSTAINABLE DEVELOPMENT GOALS

As a result of the materiality analysis study, we related the 6 top-priority topics with the Sustainable Development Goals (SDGs) as follows:

Material Topics	Sustainable Development Goals
Occupational Health and Safety (OHS)	8 DECENT WORK AND ECONOMIC GROWTH
Product Quality and Customer Satisfaction	8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 17 PARTNERSHIPS FOR THE GOALS
Employee Satisfaction Practices	8 DECENT WORK AND ECONOMIC GROWTH
Economic Performance	8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Energy and Resource Efficiency	7 AFFORDABLE AND CLEAN ENERGY, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Ethics, Compliance and Governance	8 DECENT WORK AND ECONOMIC GROWTH, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS





# Mega Impact for Environment

- 3.1. ENVIRONMENTAL SUSTAINABILITY APPROACH
- 3.2. ENERGY AND EMISSION MANAGEMENT
- 3.3. WATER MANAGEMENT
- 3.4. WASTE MANAGEMENT AND CIRCULAR ECONOMY



# Environmental Sustainability Approach

As the adverse impacts of climate change become more prominent in the world, combating climate change is now becoming a critical matter for all sectors. Such issues as extreme weather events, rising sea levels, biodiversity loss and degrading human health pose major environmental and socio-economic threats. The industry sector has already started to fulfil its duties in respect of combating climate change, and is engaged in various initiatives including increasing the use of renewable energy resources, reducing emissions, minimizing waste, and promoting recycling.

Acting with the awareness of criticality of combating climate change, we as Mega Metal take resolute steps to mitigate our adverse impact on the environment. We place sustainability at the heart of our business strategy in line with our goal of handing over a more liveable planet to future generations. We carry out environmental activities in compliance

with all national and international legislation and in the framework of ISO 14001 Environmental Management Systems standard. We implement initiatives to prevent the creation of waste, to sort unavoidable waste at the source, and to recycle that waste. We take great care to efficiently use our resources such as water, electricity and natural gas, and minimize our consumption. In addition, we aim to reduce our environmental impacts by making technological investments to reduce our greenhouse gas (GHG) emissions.





At Mega Metal, our Environmental Engineer under the Quality Assurance Unit is in charge of managing environmental matters, including but not limited to performing the following tasks:

- Following up environmental permits
- Executing the processes of Environment Impact Assessment (EIA)
- Making regular statements and declarations pursuant to laws
- Managing wastewater
- Building necessary systems to sort waste at source in the context of Zero Waste initiative
- Managing hazardous and non-hazardous waste
- Tracking and measuring emissions from our operations
- Delivering training on environmental matters
- Keeping contact with the consultant on storage, handling and management of chemicals
- Calculating the corporate carbon footprint.

In line with our environmental sustainability objectives, we make investments in various environmental management activities, and set aside the necessary budget for all environmental expenditures. Thereby, we are acting in line with our commitment to minimizing our environmental impact and fully complying with legal requirements. In addition, we deliver comprehensive training every year to our plant employees to raise their environmental awareness on such matters as zero waste principles, combating climate change.

We as Mega Metal are working to conduct in-house life cycle analyses (LCA) in order to minimize the environmental impacts of our products. We aim to improve our environmental performance in our production processes by analyzing the life-cycle environmental impacts of our products.



# Energy and Emission Management

By LED transformation, we achieved 271,176 kWh of savings in electricity which meant reduction of 119.04 tons of CO<sub>2</sub>.



Energy and emissions management constitutes a cornerstone of our sustainability strategies; and we lead industrial entities by our energy policy developed in this context. We carry out our operations in conformity to ISO 50001 Energy Management Systems in order to use energy efficiently. We prioritize energy efficiency at all stages of our operations, closely monitor advancing technologies, and make necessary investments to continuously enhance our energy performance. We also fully comply with

all legislation on sustainability and energy management, and aspire to be the sector leader in this area. Click here for our Energy Policy.

We take concrete steps to efficiently use resources in line with our sustainability strategy. We aim to reduce electricity consumption per unit of production every year to optimize electricity consumption. We plan to reduce our natural gas consumption significantly. We continue our work to reduce natural gas consumption per unit of production (Sm<sup>3</sup>/ton) by 50% by 2025 compared to 2020.

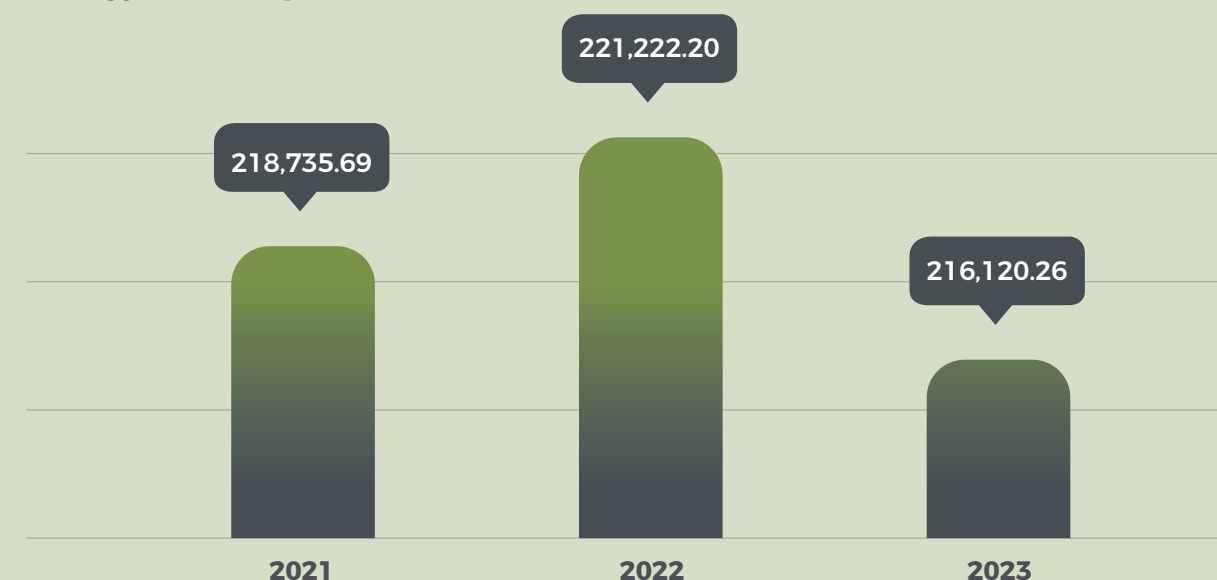
We engage in continuous improvement activities to achieve our energy objectives, and save significantly in our energy use. In the context of energy improvement activities in 2023, we replaced all fluorescent lamps in our enterprise by LED lights to improve energy efficiency. On account of such transformation, we both achieved energy savings in 2023, and reduced environmental impact by preventing waste from discarded mercury-containing fluorescent lamps.



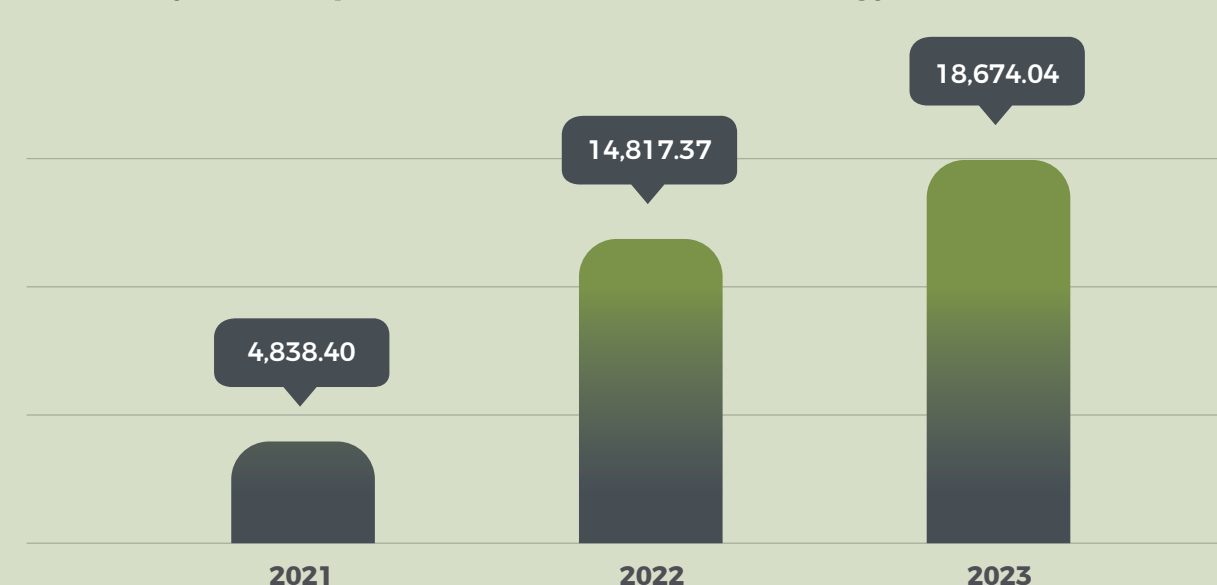
We as Mega Metal believe that our support to green energy is a critical stride in contributing to environmental sustainability and harmonization with EGD. Our total energy

consumption in 2023 was 216,120.27 GJ with 18,674.04 GJ from renewable energy resources.

Energy Consumption Data (GJ)



Electricity Consumption (GJ) from Renewable Energy Resources

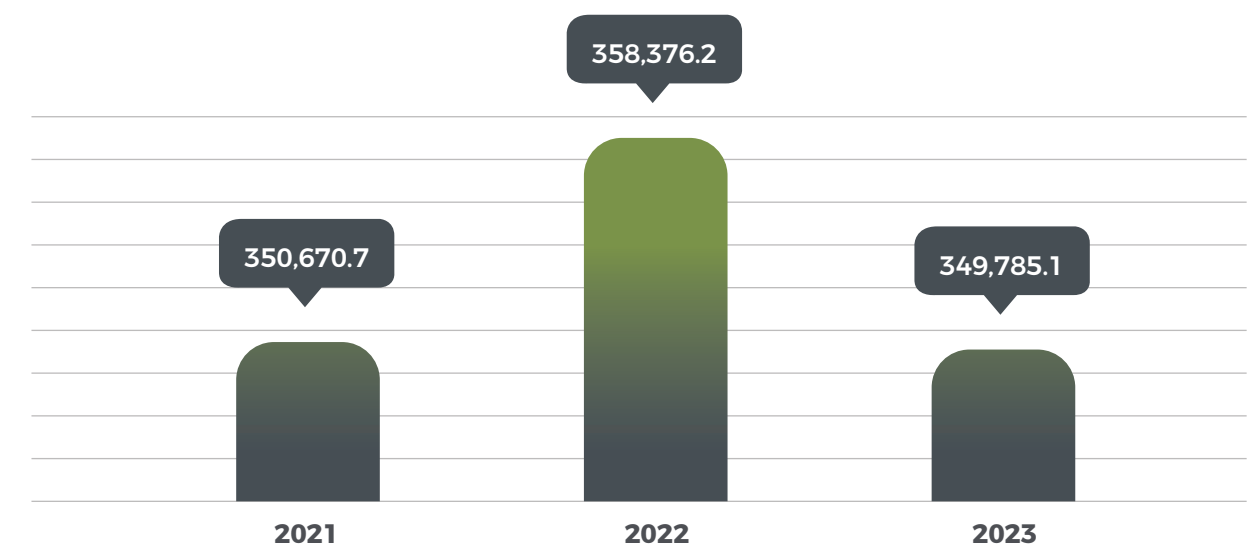






Through investments in renewable energy, we aspire to satisfy 65% of our electricity needs from renewable resources.

### Total GHG Emission Data (Scope 1, Scope 2 and Scope 3) (tCO<sub>2</sub>e)



In line with our objective to reduce our carbon footprint, we have been working intensively for three years to meet our increasing energy needs from renewable resources, and we are continuing our renewable energy investments. In 2023, we successfully completed the installation of a rooftop SPP of 4.6 MW capacity on our plant with 37,000 m<sup>2</sup> of closed space. In addition, we speed up our work to install two new land-based SPPs, 21 and 20 MW of average annual generation capacity, respectively in Bilecik and Kütahya. We plan to commission both plants in the final quarter of 2024. By completing such projects, we intend to cover 65% of our energy needs from renewable energy resources. The expected reduction of CO<sub>2</sub> is 3,247.72 tCO<sub>2</sub>e from the rooftop SPP of 4.6 MW in capacity, and 28,947.13 tCO<sub>2</sub>e from the

two under-construction SPPs of 41 MW in capacity.

We calculate our GHG emissions by the internationally recognized ISO 14064-1 standard. Our emission density (Scope 1 and Scope 2) across 2021-2023 shows that we have mitigated our environmental impacts

By emission per ton of product sold, we reduced our emission density of 0.72 tCO<sub>2</sub>e/ton of product in 2021 to 0.70 in 2023.

For internal production, we reduced our emission density of 0.165 tCO<sub>2</sub>e/ton of product in 2021 to 0.161 in 2022 and 0.152 in 2023.

We as Mega Metal implement various procedures to reduce our GHG emissions, and undertake improvement actions. In this context, we replaced diesel-fuelled forklifts operated in the plant with battery-powered ones in 2021 and 2022, and achieved a reduction of 33.08 tCO<sub>2</sub>e/year in 2023 through the transformation. In addition, we launched a project to switch from lead-acid-type batteries to lithium-ion batteries. We thereby aim to prevent emissions of hydrogen gas and sulphuric acid, achieve energy saving by 25%, eliminate the need to replace batteries and prevent battery waste.

In line with our objective to minimize our environmental impacts, we offer shuttle bus service to cater to the commuting needs of all of our employees. We schedules shuttle routes diligently to

ensure that all employees have access to such service in the easiest way. We aim to reduce vehicular traffic density and carbon emissions by minimizing the use of private cars.

We manage our stack flue emissions in compliance with the Regulation on Control of Industry-Induced Air Pollution, and monitor and report the conformity of our measurement results with thresholds. We plan to undertake an improvement initiative to switch to a water-filtered chimney system to reduce flue emissions. In addition, we are working to abandon natural gas-based paint drying and switch to a natural drying method, thus eliminating the use of natural gas for this purpose.



# Water Management

We as Mega Metal are aware that water resources are becoming more scarce and increasingly more valuable, and water management is critical to environmental sustainability and operational efficiency. We take steps to optimize water consumption in our production processes to protect and effectively use water resources. We regularly monitor our water consumption, and continue our efforts to reduce our water footprint.

Through our industrial wastewater treatment plant, we treat the wastewater from our production processes before it harms the environment, and improve water quality. We are working to install a flowmeter at the wastewater discharge point to continuously monitor wastewater discharge from our enterprise and manage wastewater more effectively. In addition, we connect the wastewater from the osmosis unit to the flushing systems at toilets, urinals, and wastewater dilution

processing during physical treatment of wastewater.

On account of the improvement of cathode washing baths, we extended replacement periods of washing baths and achieved water saving. As a result of improvements in the treatment plant, we both reduced the quantity of chemicals used, and employed sludge precipitation on the wastewater from the tin section thus using it for treating other wastewater, eventually achieving water saving.

In the context of rainwater management, the rainwater accumulating in the closed spaces are directed by the Directorate of Organized Industry Zone to the rainwater ducts, preventing connection to the sewer line. In addition, we aim to reduce our blue water footprint by including the rainwater accumulated at the rainwater areas which we will build to make good use of rainwater.

WATER CONSUMPTION (m³)	2021	2022	2023
Total Water Consumption	122,638	135,908	120,039
Quantity of Water Recovered/Reused	5,256	7,734	6,950



# Waste Management and Circular Economy

We as Mega Metal execute our waste management processes in full compliance with national and international legislation. We employ a comprehensive waste management system to sort, store, recover and dispose of waste arising from our operations. We monitor waste quantities monthly, sort waste at source, and provide appropriate storage conditions.

We as Mega Metal boast the Basic-Level Zero Waste Certificate since 2021. We are working to upgrade our certificate to silver, gold and platinum levels. In this context, we deliver regular training to our employees on zero waste management and place zero waste bins at designated locations. In addition, we made an investment plan to increase the number of our zero waste bins.

We send the hazardous and non-hazardous waste from our processes to recovery companies licensed under the environmental legislation. We check the waste code lists of licensed companies for hazardous and non-hazardous waste, and do not work with companies which do not hold licenses for waste transport and recovery. We regularly visit our collaborating licensed companies for non-hazardous (e.g. paper, plastics, wood, metal) and hazardous (e.g. contaminated packaging) waste, and audit their recycling processes for compliance with environmental legislation. In addition, competent authorities analyzed the waste cables from our enterprise classified earlier as hazardous waste and found them to be in the non-hazardous class. Thereby, we now send the cables that were previously

CORPORATE  
PROFILE
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GOVERNANCE
MEGA IMPACT  
FOR ENVIRONMENT
MEGA IMPACT  
FOR PEOPLE
MEGA IMPACT  
FOR SOCIETY
MEGA IMPACT  
FOR FUTURE
ANNEXES

classified as hazardous to recovery as non-hazardous waste and reduce adverse environmental impact.

to recovery. By the end of 2023, we sent 84% of hazardous waste and 100% of non-hazardous waste to recovery.

We aim both to minimize waste at source, and to increase the annual amount sent

We implement projects to raise environmental awareness of our employees working in waste management processes while outside the boundaries

of our enterprise. We started an initiative for our employees to bring in the waste frying oil and waste batteries collected in their homes, and include such waste in our recycling processes.

We accord major importance to efficient use of natural resources through production processes conforming to the principles of circular economy. All copper raw materials used in our production consist of primary copper cathode produced from ores. We recycle and reuse the scrap copper created in the processes; with such recycling constituting 2% of our production. While our production in 2021 was 100% based on primary materials; we lowered that rate to 98.5% in 2022 and 2023 by copper recycling.

WASTE QUANTITIES	UNIT	2021	2022	2023
Quantity of Hazardous Waste	ton	138.87	103.74	79.12
Quantity of Non-Hazardous Waste	ton	1,436.21	1,003.83	960.36
Total	ton	1,575.08	1,107.57	1,039.48
Quantity Recycled	ton	1,516.75	1,068.15	1,026.82

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# Mega Impact for People

- 4.1. HUMAN RESOURCES APPROACH
- 4.2. INCLUSION, EQUAL OPPORTUNITY AND DIVERSITY
- 4.3. EMPLOYEE COMMITMENT AND SATISFACTION
- 4.4. TALENT MANAGEMENT AND EMPLOYEE DEVELOPMENT
- 4.5. SUPPLIER MANAGEMENT
- 4.6. OCCUPATIONAL HEALTH AND SAFETY (OHS)

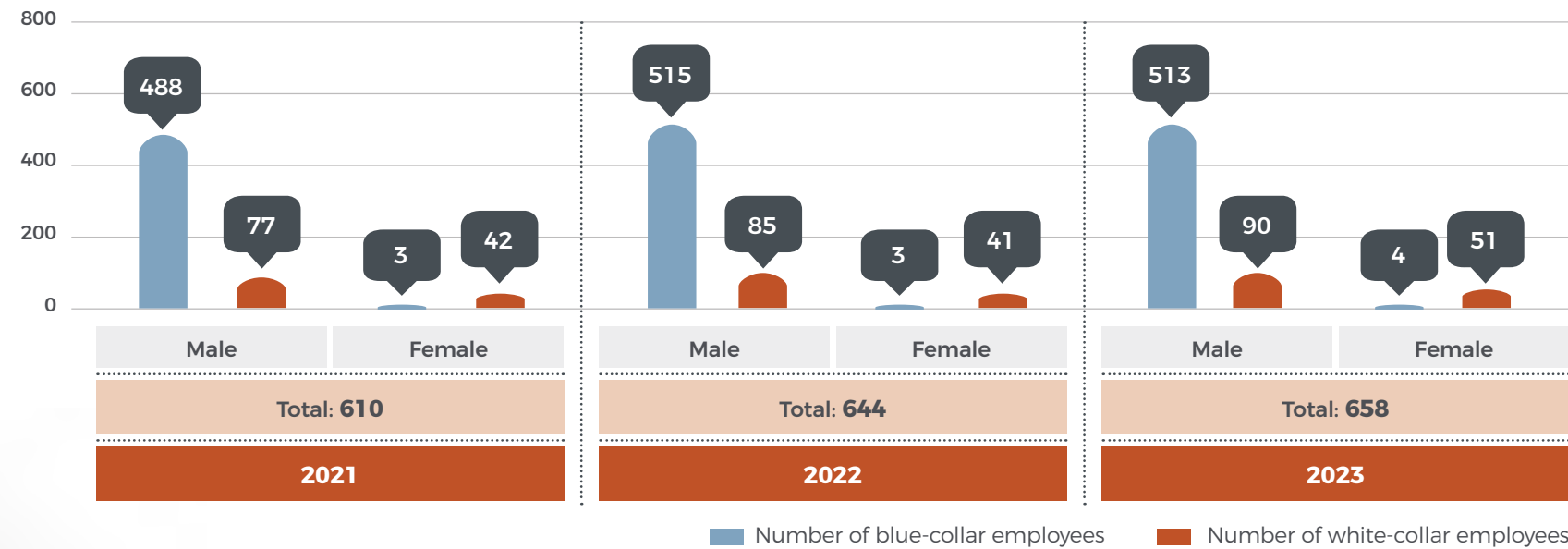


# Human Resources Approach

We declare that respect for human rights is a fundamental principle in our employee relations, in line with our Ethical Principles. In this context, we refuse forced or compulsory labour practices. We respect the freedom of association of our employees, and implement policies that uphold such rights. We have zero tolerance

for child labour, and diligently check age verification in our recruitment procedures. We never discriminate in our recruitment, promotion and other business processes, and strictly adhere to principles of equal opportunity and justice.

Employee Profile



Employees by Age Group

	2021		2022		2023	
Number of employees under 30 years of age	Male	Female	Male	Female	Male	Female
	122	13	150	12	179	12
	135		162		191	
Number of employees at 30 to 50 years of age	Male	Female	Male	Female	Male	Female
	400	29	398	31	393	30
	429		429		423	
Number of employees above 50 years of age	Male	Female	Male	Female	Male	Female
	41	5	49	4	39	5
	46		53		44	



We value our employees as our most precious asset, and contribute to their continuous development. We make investments for facilitating the lives of employees and visitors with disabilities, and plan for continuous improvements. We elaborate the principles of protecting employee rights in the framework of relevant policies and procedures, treat

all of our employees fairly and equally, create a safe and healthy working environment, offer fair wages and benefits, provide opportunities for training and development, create means for open communications and engagement opportunities, and highly value business ethics and ethical conduct.

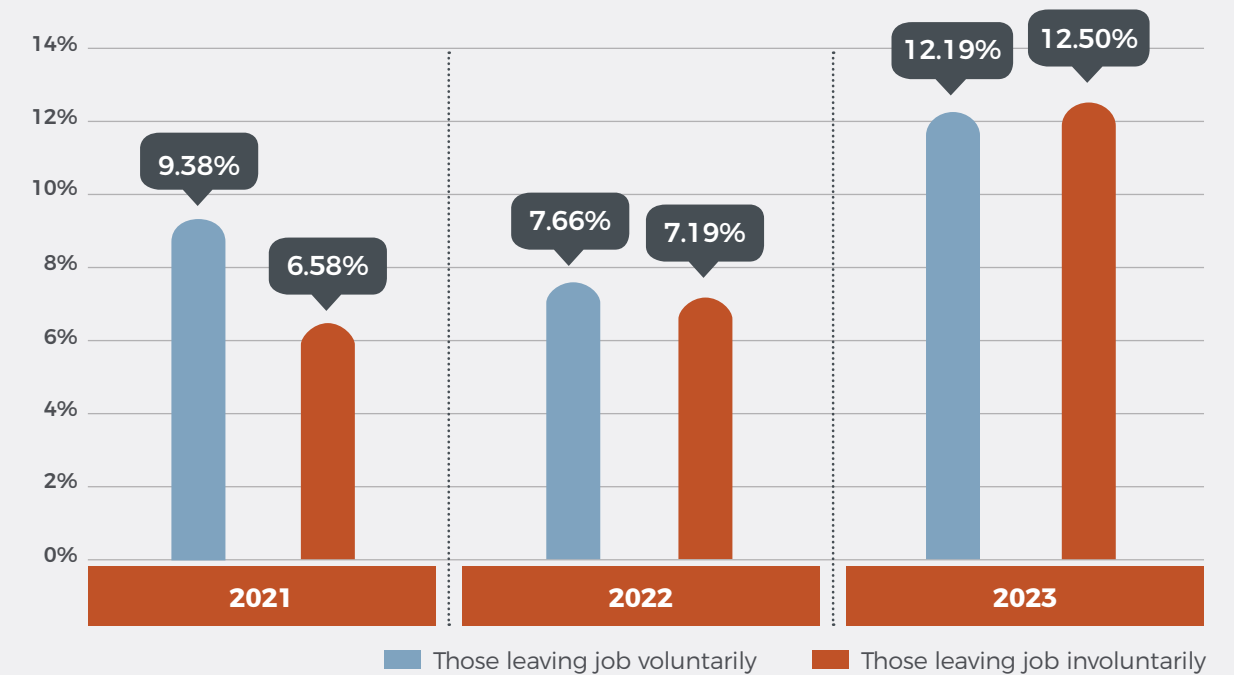
### Employees with Disabilities

	2021		2022		2023	
Number of employees with disabilities	Male	Female	Male	Female	Male	Female
	13	1	12	1	12	1
	14		13		13	
Ratio of employees with disabilities (%)	Male	Female	Male	Female	Male	Female
	2.13	0.16	1.86	0.16	1.82	0.15

All of our blue-collar workers at our plant in Kayseri are members of the authorized union Özçelik-İş with which we have a collective labour agreement. There is no one under age of 18 in our selection and placement processes; we do not employ

anyone under threat or penalty, or without their consent. We abide by the Constitution and the Labor Code; and execute our processes transparently through an ethical hotline where unethical practices can be reported .

### Those Leaving Job







# Inclusion, Equal Opportunity and Diversity

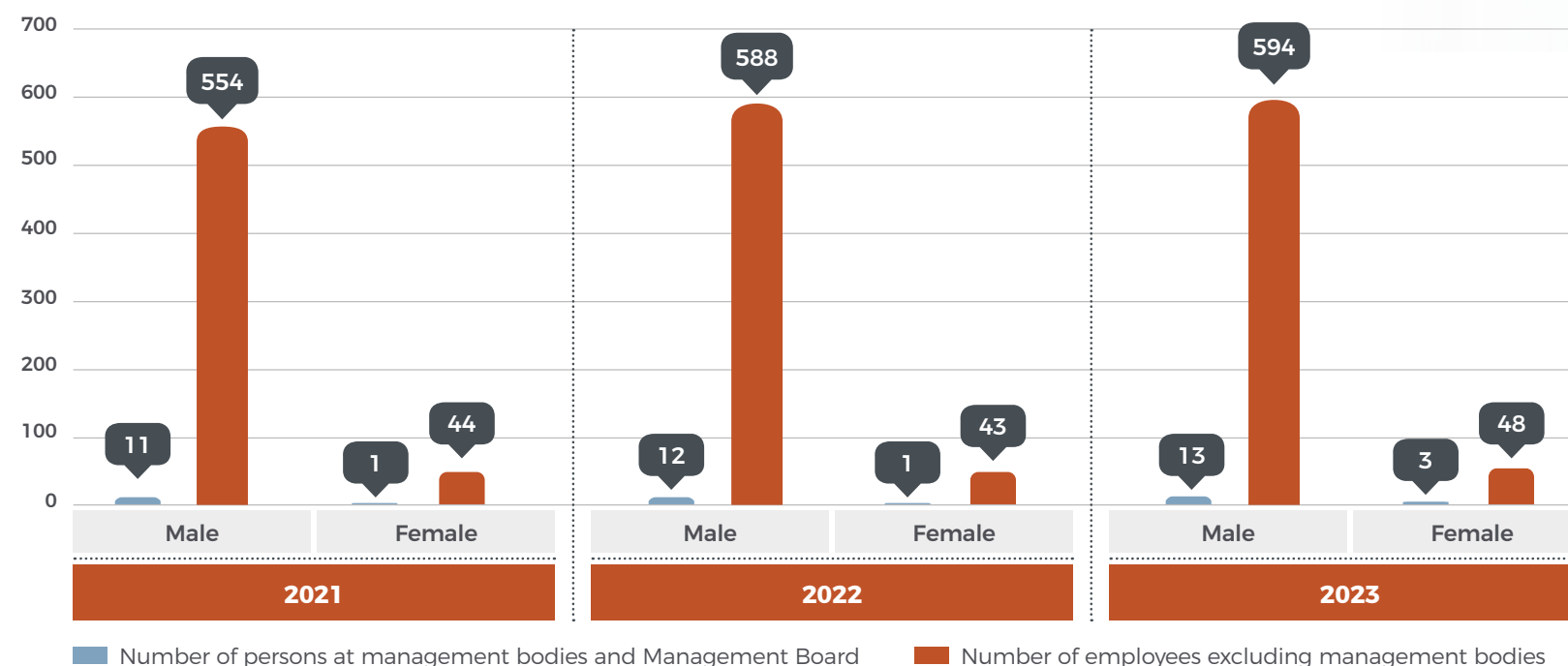
In line with the principles of inclusion, equal opportunity and diversity, we aim to meet a certain standard in all of our job vacancy announcements. In this framework, we as Mega Metal observe equal opportunity in recruitment processes, and make our evaluations without discrimination on the basis of race, gender, colour, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender definitions, marital status, political views or other status protected by laws. We maintain our approach in line with our

objective to boost the diversity and inclusion of our workforce.

Our objectives for human resources for 2024 include increasing the rate of female employees, and we take strategic steps to that end. As our production department involves heavy and hazardous work, we implement policies and programs specially designed for positions where female employees can be represented in higher numbers. In this context, we establish gender balance in our work processes, and encourage women's participation in the labour force.



## Gender Distribution of Employees



In addition, we work to continuously review and enhance our corporate culture in the framework of inclusion and diversity principles. We aim to build equality and fairness among our employees. We take action to support all of our employees starting from recruitment through career development, and ensure equality all

along, and develop policies in this regard in line with sustainability principles. We make all such efforts as part of our mission to increase the diversity of our workforce, and create a working environment where everyone feels valued.



# Employee Commitment and Satisfaction

Employee loyalty and satisfaction play a critical role in the sustainable success of our organization. At Mega Metal, we are committed to providing equal, fair and diverse working environments for everyone.

Employee commitment and satisfaction plays a critical role in the sustainable success of our company. We as Mega Metal care to create a working environment that is equal, fair and inclusive for all. We believe that a culture that promotes courtesy and respect can solve any problem and is a cornerstone in boosting employee commitment. We diligently record and maintain all data and information on our employees in a digital environment. We continuously monitor the legislation, and protect the rights of our employees and company. In line with our corporate objectives, we

select the qualified workforce considering the needs of today and tomorrow. We treat all candidates equally in our recruitment process and use objective assessment tools. In this process, we pay attention to candidate's technical skills, job requirements, conformity to our company's basic competencies and values. We assess the leadership competencies of candidates, internal or external, for management positions using the Assessment Centre practice, in cooperation with a firm providing the assessment system.

We classify the jobs performed by our employees, and build a grade system based on such classification. We create opportunities for transition between grades based on performance, thus building a fair model of career development. We employ a wage and benefits system differentiated by grades. We value employee experience, and administer satisfaction and commitment surveys to build a sustainable future. In line with our administration and assessment methods for the employee satisfaction survey as described in the practical instructions, we administer the survey once a year. The questionnaire forms designed by our Human Resources Unit or prepared by assistance from a specialized entity are communicated to our employees in digital environment, and responses are analyzed. Relying on

the survey results, we identify areas for improvement, prepare action plans and start acting accordingly. We organize and deliver training programs to contribute to personal development of our employees in the framework of defined competencies. We adopt the Six Sigma method to improve our processes and reach excellence in operations, and support our employees to be performance- and success-oriented.

We formulate our corporate remuneration policy in line with the requirements of modern management. We set employee wage levels to attract and retain talents for our company. In addition, we consider performance differences between employees and encourage everyone to develop him/herself. We use a job size measurement system based on job content independent of title, gender or person, and implement a competitive remuneration policy in the market conditions. We set wages based on such management techniques as wage surveys in the market, job assessment and performance evaluation. Considering personal qualifications, we pay equal wages to work of equal value. We build the

remuneration structure considering job assessment qualifications, periodic wage surveys, and wages paid to similar jobs in the labour market. We define wage groups once in annual plans to ensure unity of practice. We employ a performance-based remuneration policy detailed on the basis of performance evaluation procedures for white- and blue-collar employees. We calculate performance scores as a result of year-end assessment for white- and blue-collar employees. We award annual pay raises based on performance scores.

We allow one day of work from home for employees whose job descriptions and job areas are suitable. We offer yearly payments to support rehabilitation processes for our employees who have relatives with disabilities or illness. We offer a tiered benefits system, with different benefit packages for our white-collar and blue-collar employees. We provide various benefits to white-collar employees by their management roles in top, middle or initial grades, and roles as white collar; while we offer such benefits as tenure allowance, family allowance, heating allowance to blue-collar employees.

	2021	2022	2023
Workforce turnover rate (%)	13.91	14.47	24.38
Unionization rate (%)	99.60	99.60	99.60



# Talent Management and Employee Development

We offer internships to university and vocational high school students. We evaluate interns during their internship, and add to our candidate pool those who show potential – university students eager to start their careers and gain useful experience for working life. Similarly, we provide internship opportunities of longer periods for hard-working, dynamic,

young high school students where they can develop their abilities. We view all interns as potential candidates, and aim to increase the number of employees who had their internships at Mega Metal.

For our white-collar employees, we set objectives in line with our corporate goals and strategies, and observe how they do

## Educational Attainment

	2021		2022		2023	
Average tenure of employees in years	Male	Female	Male	Female	Male	Female
	6.96	6.27	6.55	5.72	5.74	4.31
Number of employees with educational attainment of high school or less (Board members included)	Male	Female	Male	Female	Male	Female
	454	16	482	16	481	14
	470		498		495	
Number of employees with educational attainment of bachelor's degree (Board members included)	Male	Female	Male	Female	Male	Female
	96	26	104	24	113	29
	122		128		142	
Number of employees with educational attainment of postgraduate degree (Board members included)	Male	Female	Male	Female	Male	Female
	15	3	14	4	16	5
	18		18		21	

against such objectives in the Balanced Scorecard system, and help them improve. For our blue-collar employees, we apply performance evaluation on the basis of work objectives, competencies and indicators in line with the collective labour agreement signed with Özçelik-İş authorized at our workplace. We have planned communication training in the plant, and form mixed groups to deliver training outside the enterprise. To promote socialization among employees of various departments, we continue to deliver such training. Our Human Resources Activity Plan includes actions to boost commitment and motivation.

We started to elicit requests to build clubs on various topics among our employees in 2024; and in 2023, we already held training sessions on communication, presentation skills, multi-dimensional thinking, and leadership workshop. For 2024, we plan training for white-collar employees to build team spirit. In addition, the online MEGA AKADEMI platform was commissioned for service to all employees. Further, we delivered Vocational Qualifications Training, supported by the Ministry of National Education (MoNE) to all blue-collar employees with educational attainment of at least high school diploma, and certified such training. We delivered gender equality training to white-collar employees, and distributed awareness-raising brochures to blue-collar employees.



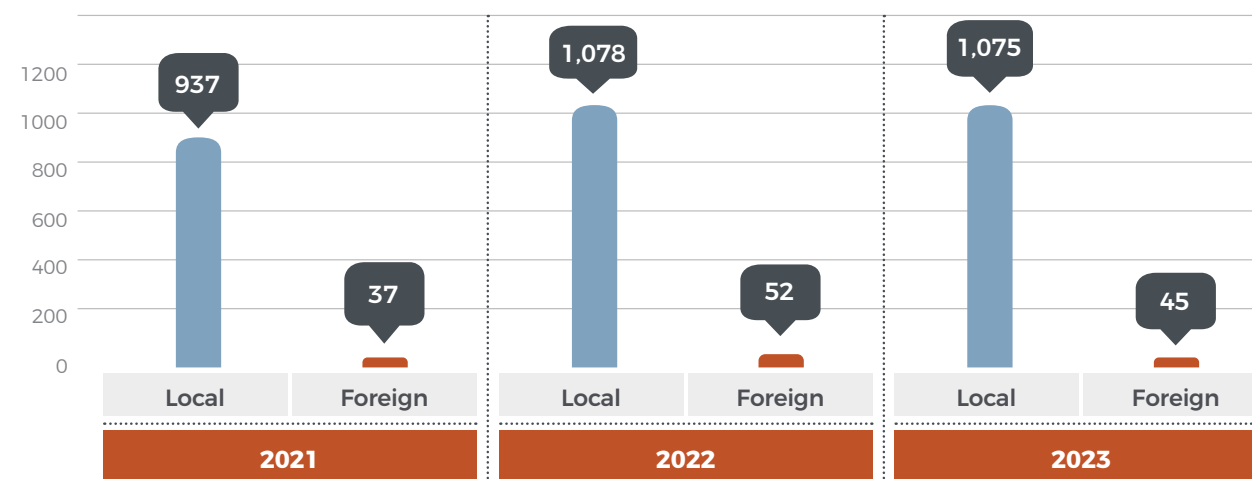


# Supplier Management

We adopt the principles of transparency and effectiveness in our corporate supplier management processes. We build supplier collaboration to support our corporate quality standards and business objectives. In this context, we apply a systematic

approach to supplier selection, assessment and monitoring processes. We assess and select suppliers against pre-defined criteria of quality, reliability and efficiency. We also prioritize local suppliers in supplier selection.

Number of Suppliers



We assess suppliers at monthly intervals for their performance, delivery times, product quality and general mode of business conduct, and aim to have long-term collaboration with high performers. We also keep continuous contact with our suppliers and provide feedback to them

on their needs. We execute such processes to ensure sustainability in our supply chain and ensure operational excellence. As this structure was built to monitor and improve supplier performance, it supports our continuous improvement philosophy in line with our corporate strategic objectives.





# Occupational Health and Safety (OHS)

We as Mega Metal hold ISO 45001 Occupational Health and Safety Management Systems certification since 16.12.2022 for our Kayseri plant to comply with international OHS standards. We regularly undergo Turkish Standards Institute (TSE) audit every year. At our plant, we have two occupational safety specialist and a full-time Other Health Staff. In addition, we provide workplace physician and OHS specialist support three workdays a week at our Kayseri plant, and one workday a month at our head office in Istanbul.

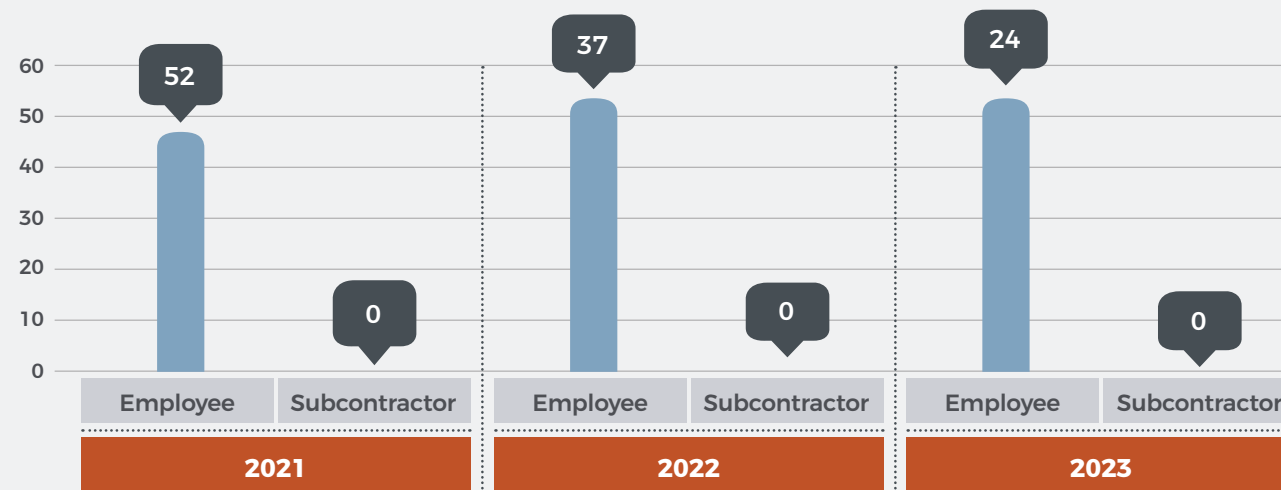
We as Mega Metal had no occupational disease, work accident or injury during 1 million work hours at our Kayseri plant. Similarly, our suppliers and subcontractors had no occupational disease, work accident or injury that caused at least one workday during 1 million work hours. Our Kayseri plant's accident records for 2021, 2022 and 2023 reveal accident frequency rate of 39.09, 28.92 and 18.16 respectively, and accident severity rate of 2.05, 1.20 and 1.75 respectively.



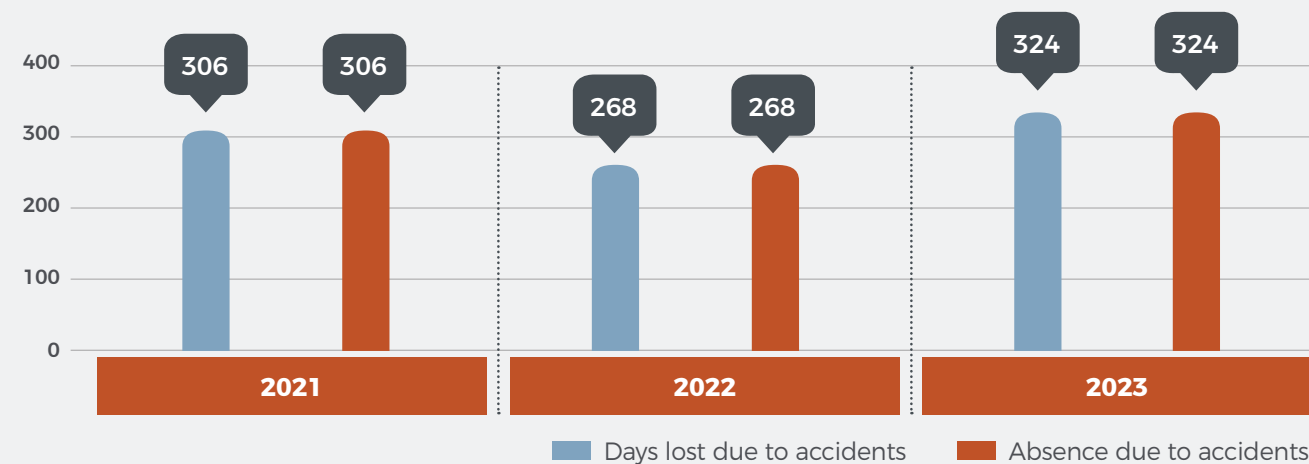




### Number of Accidents



### Accident Impact Monitoring



We provide comprehensive OHS training to our employees and subcontractors. Pursuant to the Law 6331, we deliver at least 12 hours per year of basic OHS training to every employee working at our hazardous workplaces and repeat such training every year for all employees. In addition to basic training, we also deliver training on matters of special needs such as fire drills, fire training, hydrant use, personal protective equipment (PPE), safe forklift driving, chemicals training etc. Through various training programs delivered to our employees in 2023, we reached a cumulative participation of 1,192 persons

and 3,792 hours of OHS training with 2.18 hours of training per person.

The training delivered to our employees Regulation on Occupational Health and Safety Training includes general, health and technical matters. Training topics include many important headings such as labour legislation, legal consequences of work accidents and occupational diseases, prevention of occupational diseases, biological and psychosocial risk factors, first aid, ergonomic risks, manual lifting and carrying, fire and explosion risk, electrical hazards, and safe use of work equipment.





# Mega Impact for Society

- 5.1. STAKEHOLDER ENGAGEMENT
- 5.2. PRODUCT QUALITY AND CUSTOMER SATISFACTION
- 5.3. CORPORATE SOCIAL RESPONSIBILITY
- 5.4. ECONOMIC PERFORMANCE



# Stakeholder Engagement

The Investor Relations Unit within Mega Metal aims to establish effective and continuous communication channels between our company and financial markets to ensure continued interest of investors in our company. The unit serves as a trust-based bridge between our company and existing and potential shareholders by regularly providing information. Its main functions include maintaining correspondence between our investments and partnerships safely, updated and in good order; responding to written requests of information from

shareholders; preparing documents to be submitted for the review of shareholders before the general assembly; ensuring the general assembly be held in compliance with the relevant legislation, articles of association and internal rules; and fulfilling obligations of our company in the framework of corporate governance, public disclosure and capital markets legislation. The activities and reports by the unit are described in detail in the menu item "Investor Relations" in the corporate website.



Stakeholders	Interaction Method	Frequency
<b>Employees</b>	<ul style="list-style-type: none"> <li>E-mail, telephone, face-to-face</li> <li>Meetings and training events</li> <li>Digital communication tools</li> <li>Digital training programmes</li> <li>Employee satisfaction surveys</li> <li>Events organized for employees</li> <li>Committee meetings</li> <li>Announcements and notices</li> <li>In-house publications</li> </ul>	<p>Everyday</p> <p>Everyday</p> <p>At irregular intervals</p> <p>Continuous</p> <p>Once a year</p> <p>At irregular intervals</p> <p>Once a month</p> <p>At irregular intervals</p> <p>At irregular intervals</p>
<b>Customers</b>	<ul style="list-style-type: none"> <li>Customer satisfaction surveys</li> <li>E-mail, telephone, face-to-face</li> <li>Customer visits and meetings</li> <li>Exhibitions, conferences, fairs</li> </ul>	<p>Once a year</p> <p>E-mail and telephone everyday, face-to-face ad hoc and 3 to 4 times per year per customer</p> <p>3 to 4 times per year per local customer, 1 to 2 times per year per foreign customer</p> <p>Participation in fairs once every two years in Europe, and once every two years in the United States</p> <p>Visits At irregular intervals to all exhibitions, conferences, fairs relevant to the sector</p>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>E-mail, telephone, face-to-face</li> <li>Meetings</li> <li>Supplier audits</li> </ul>	<p>At irregular intervals (minimum once a year)</p>
<b>Public Institutions and Legislative / Regulatory Bodies</b>	<ul style="list-style-type: none"> <li>Periodic reporting</li> <li>Meetings and conferences</li> <li>E-mail, telephone, face-to-face</li> <li>Audits and inspections</li> </ul>	<p>At irregular intervals once a month with ISKUR and SGK</p>



# Product Quality and Customer Satisfaction

We as Mega Metal employ the Total Productive Maintenance (TPM) methodology, and engage in continuous improvement efforts through TPM committees. In this context, we apply methods such as Kobetsu Kaizen, Kaizen Before During After, and Poka-Yoke relying on our internal knowledge and competencies.

Our ISO 9001 Quality Management Systems certification covers all of our operations and activities. In addition, we effectively use the Project Management System, and implement projects and training in this context. By the Six Sigma Green Belt training, we develop project management skills of our employees and ensure continuous improvement.

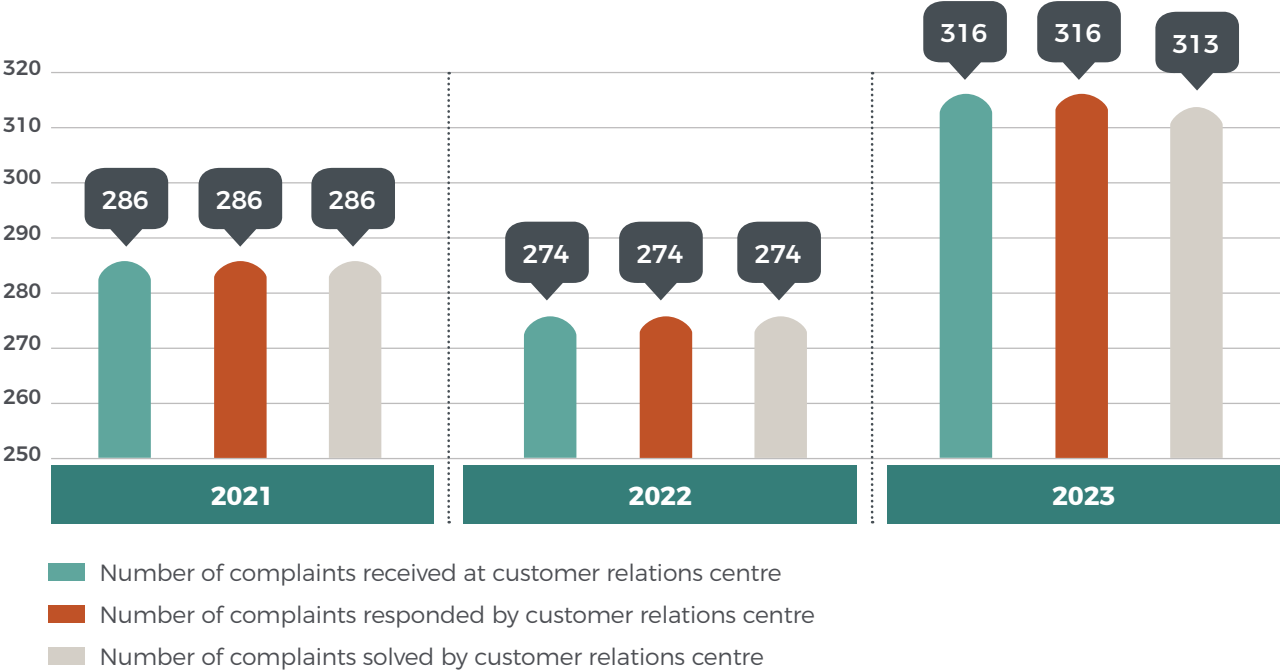
We as Mega Metal prioritize full compliance with customer's specifications and specific needs, and are keen on timely satisfying customer demands by better understanding their complaints, suggestions and expectations. We always strive to increase customer satisfaction. Through the annual customer satisfaction survey, we measure and analyze our customers' satisfaction levels and views

on various matters. We share the survey results with our senior management at Management Review Meetings.

Customer complaints and feedback are communicated to our Quality Assurance Unit over our e-mail address customer.service@megametal.com.tr. We assess the incoming communications in 8-D format, and initiate corrective actions. Every Monday, we address the previous week's customer complaints at a meeting attended by managers, and define actions to be taken and questions if any to be inquired from customers. We review actions taken in previous weeks, and follow up with such processes through internal documentation.

We compile complaint statistics broken down by month, by issue type, and by customer or product group, and we review these at weekly meetings. In addition, at the annual Management Review Meeting, we present the customer complaints of the previous year to the senior management and conduct necessary assessments.

Customer Complaints





# Corporate Social Responsibility

We meet the nutritional needs of the animals living in Patiliköy by donating food regularly every month. With our respect for animal rights, we plan to continue this kind of aid in the long term.

Acting with our awareness of social responsibility, we as Mega Metal support projects that aim to contribute to various segments of society. We firmly believe in the importance of not only achieving economic success but also fulfilling our social responsibilities. We are elated to have education as our focus. In this context, we support 100 students by our scholarship fund titled “To Future with Mega Metal Education” in cooperation with the Turkish Educational Foundation. Another scholarship program of ours which supports students who are

earthquake survivors in Istanbul Technical University (ITU) is another indicator of the importance that we accord to education. Continuing for two years without interruption, we aim to provide financial means to disadvantaged students to continue their education. Through our social responsibility action in Ankara, we support projects that care for animal welfare. We donate food regularly every month to animals living in Patiliköy (“Paw Village”). On account of our respect for animal rights, we intend to maintain such assistance in the long term.

We care to encourage our employees to participate in social responsibility projects. In the operational period of 2024-2025, we plan to develop various incentive mechanisms to support voluntary involvement of our employees in such projects. We aim to increase social responsiveness of our employees to ensure their more active participation in social responsibility projects. In the context of corporate social responsibility projects, we have already included in our agenda new projects that will reach out to larger masses and deliver higher social good in the future. Such projects will attest to Mega Metal’s strong commitment to sustainability and social responsibility. As the company, we continue our work with all of our stakeholders to offer a better future to society.





# Economic Performance

In our sustainability philosophy, we aspire to achieve long-term economic success and fulfil our social and environmental responsibilities in a well-balanced manner. This philosophy refers to considering economic performance as well as environmental and social impacts simultaneously. Economic performance is of critical importance for the viability of our growth strategies and continuity of value that we provide to stakeholders. In this framework, it is supported by such factors as financial sustainability, optimizing investments, efficient use of resources and risk management. Economic growth both enhances the competitiveness of the company and strengthens its capacity to create long-term value to stakeholders.

The year 2023 marked a significant milestone where financial and sustainability objectives were integrated for our company. Our total revenues increased by 33% compared to 2022

to reach 11.7 billion TL. We owe such increase to our innovative production processes, optimum production and operating costing control and improvements, and highly efficient supply chain management. We achieved a significant increase in net profitability of 266% year-on-year resulting in 300 million TL in net profits, through successfully deployed optimum cost reduction strategies and resource optimization processes

We plan our steps towards economic objectives in a manner to ensure that they also support our social and environmental responsibilities, and adhere to the principle of continuous improvement in such equilibrium. The combination of sustainable economic growth, environmental protection and social contributions are the cornerstones of our company's long-term success. Our company's total investments in 2023 stood at 224,557,965 TL.





## Summary Financial Performance

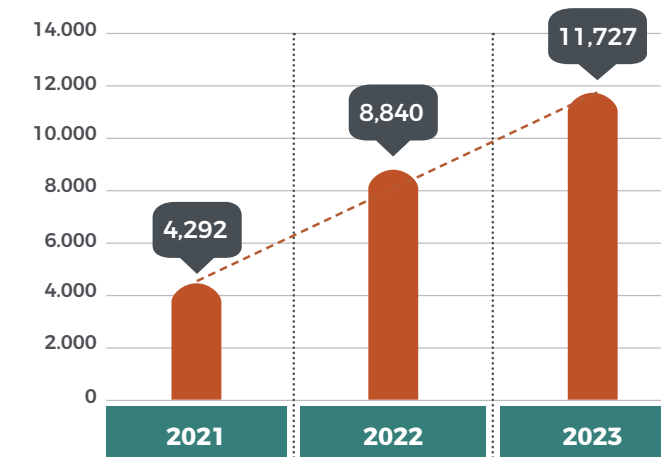
SUMMARY FINANCIAL INFORMATION (TL)	31.12.2023	31.12.2022	CHANGE (%)
Current Assets	4,168,103,692	1,971,498,833	111.42
Fixed Assets	2,689,752,408	1,591,382,209	69.02
<b>Total Assets</b>	<b>6,857,856,100</b>	<b>3,562,881,042</b>	<b>92.48</b>
Current Liabilities	3,502,028,701	2,248,524,315	55.75
Long-term Liabilities	587,780,197	491,426,659	19.61
Equity	2,768,047,202	822,930,068	236.36
<b>Total Resources</b>	<b>6,857,856,100</b>	<b>3,562,881,042</b>	<b>92.48</b>
SUMMARY FINANCIAL INFORMATION (TL)	31.12.2023	31.12.2022	CHANGE (%)
Revenue	11,726,940,184	8,840,193,329	32.65
Gross Profit	1,093,360,210	681,105,663	60.53
Operating Profit /Loss	671,545,097	423,918,287	58.41
EBITDA	895,556,661	544,234,060	64.55
Net Profit	300,121,994	81,690,973	267.39

## Financial Analysis

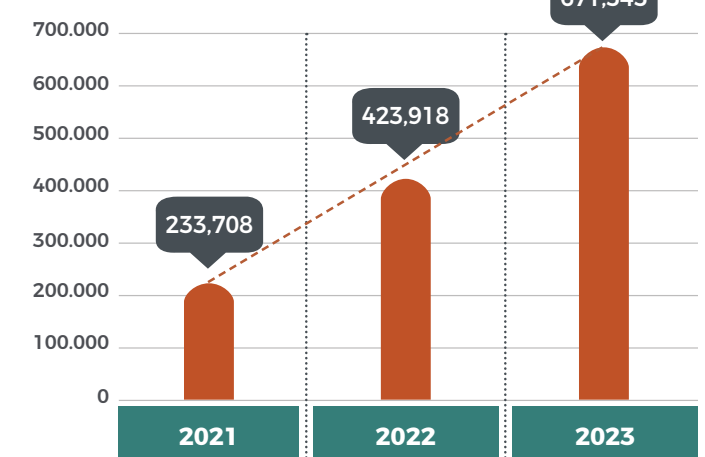
PROFITABILITY	31.12.2023	31.12.2022
Revenue (Billion TL)	11,727	8,84
EBITDA (Million TL)	895,557	544,234
Total Liability / Total Asset	60%	77%
Operating Profit (Million TL)	671,545	423,918
Net Profit (Million TL)	300,122	81,691



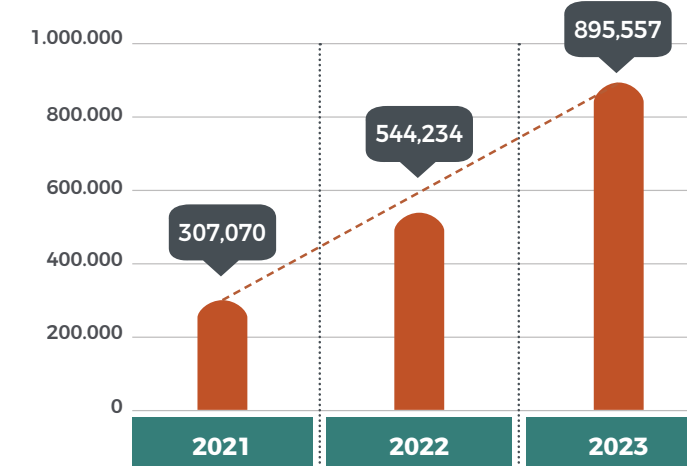
### Business Volume (billion TL)



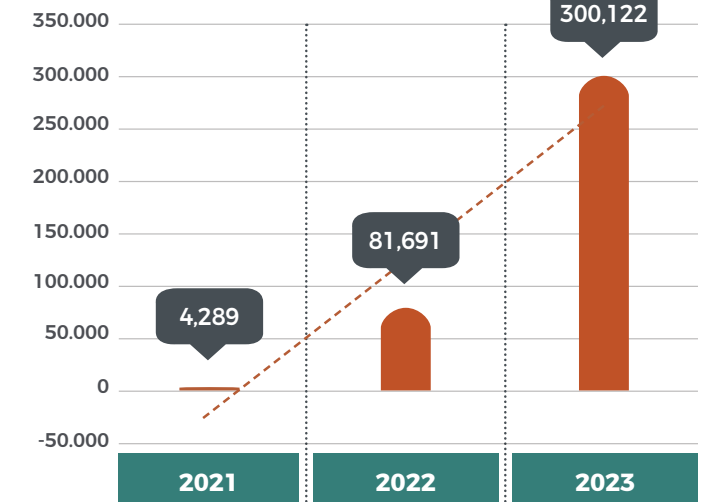
### Operating profits (million TL)



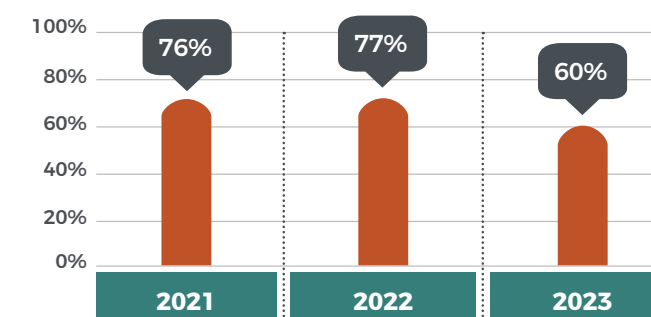
### EBITDA (million TL)



### Net profits (million TL)



### Total Liabilities / Total Assets







# Mega Impact for Future

6.1. R&D AND INNOVATION

6.2. DIGITALIZATION



# R&D and Innovation

We as Mega Metal place great importance on R&D and innovation activities in line with our vision of sustainable growth and becoming a global brand. We aim to offer innovative and functional solutions to the varying expectations and needs of sectors that we serve; and execute our research and new product development processes through our specialized technical teams equipped with state-of-the-art technologies.

We formulated our R&D and innovation strategy to keep up with the latest developments in the sector and to enhance our competitiveness by implementing those innovations. We focus on automating our business processes,

increasing efficiency, and providing our customers with innovative products by actively employing such advanced technologies as artificial intelligence, IoT, cloud computing, and big data analytics.

In 2023, implemented a digital transformation project and significantly improved our production efficiency through data analytics. Consequently, we improved our production efficiency while reducing our environmental impacts, and continuing to create new products in response to market needs. We adopt a sustainability-focused approach and continue our operations to efficiently produce high energy-efficient and durable copper wires particularly.



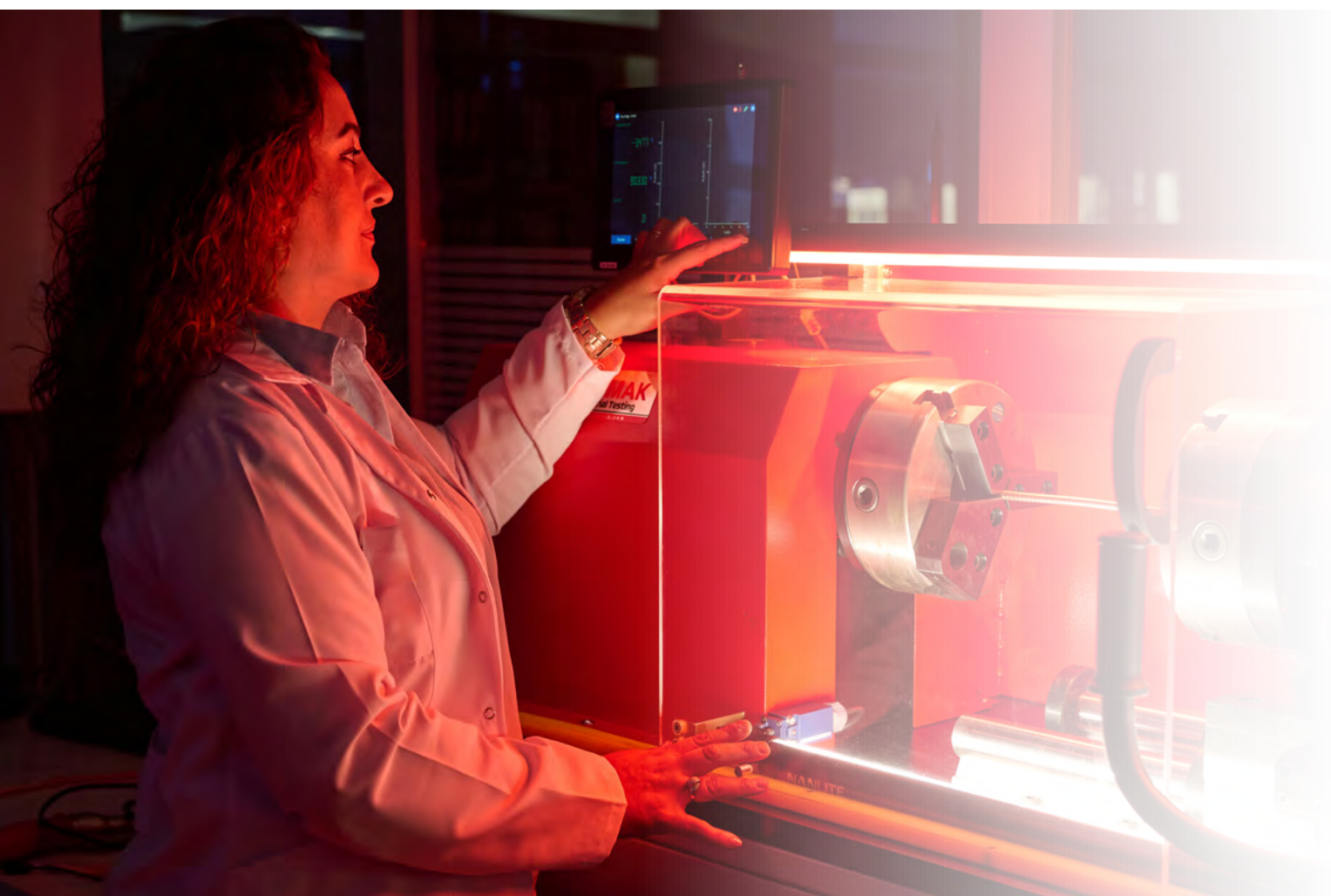


# Digitalization

We as Mega Metal defined a comprehensive information technologies (IT) strategy to maintain our competitive edge and support our growth in the rapidly-changing business world. Aware of digital transformation and intensifying competition, we aim by our IT strategy to ensure our sustainable growth in line with our short- and long-term objectives. We aim to enhance our operational efficiency,

improve customer experience, and offer innovative solutions.

We formulated and deployed our IT strategy in conformity to our business objectives. We launched a series of IT projects to enhance our operational efficiency, improve customer experience, and offer innovative solutions:



## Digitalization Projects in 2023

### Agile Methodologies

We received agile project management training for our IT team, and promoted agile work principles across our company.

### Data Security Enhancement

We reinforced our cyber-security through advanced security software such as SIEM (Security Information And Event Management) and DLP (Data Loss Prevention).

### Cloud Computing

We expanded our cloud computing infrastructure and started to make higher use of cloud services.

### Artificial Intelligence Projects

Through artificial and machine learning projects, we improved our customer relations management (CRM) and operational efficiency.

### Disaster Management and Redundancy

We secured uninterrupted transmission through geographic redundancy and backbone network backup. By server backup and Disaster Recovery Centre practices, we created swift failover mechanisms to reinforce data security.

### Security and Data Management

We transferred the camera systems into the new storage infrastructure and upgraded our security measures. We made authentication more secure through return to classical architecture and Office365 2FA verification.

### BPM Projects

We implemented BPM projects that covered procurement, investment, risks, fault cards and Kaizen processes to increase operational efficiency.

### Operational Improvements

We optimized business processes by moving budgeting, costing, payroll and warehouse management processes to digital platforms. By Promanage and LME Hedge projects, we improved planning processes as well as minimizing raw material purchase risks.

### Data and CRM Management

We enhanced data governance processes to ensure effective use of the CRM system. In addition, we optimized unit pricing processes for silver-containing products to improve the accuracy of pricing.

### IT and Corporate Architecture

We made our project management processes more effective by using Jira Software, and reinforced our enterprise architecture using the Archi platform.





# Annexes





# Environmental Indicators

ENERGY CONSUMPTION DATA	UNIT	2021	2022	2023
Electricity consumption	GJ	218,735.69	221,222.20	216,120.26
Natural gas consumption	GJ	26,150.69	18,472.09	9,458.93
Diesel fuel	GJ	332.94	591.83	207.06
LPG	GJ	222.76	172.77	240.26
Gasoline	GJ	11.07	2.00	2.39
Consumption of Electricity From Renewable Resources	GJ	4,838.40	14,817.37	18,674.04
<b>Total Energy Consumption</b>	<b>GJ</b>	<b>250,291.55</b>	<b>255,278.26</b>	<b>244,702.94</b>

EMISSION PARAMETER	UNIT	2021	2022	2023
NO <sub>x</sub>	ton/hr	0.00085461	-	0.000631848
SO <sub>x</sub>	ton/hr	0.00050778	-	0.000102548
VOC	ton/hr	0.0003135	-	0.0002855

SCOPE	CALCULATION STANDARD	UNIT	2021	2022	2023
Scope 1	14064-1	tCO <sub>2</sub> e	1,745.76	1,478.80	962.20
Scope 2	14064-1	tCO <sub>2</sub> e	28,540.75	29,696.08	29,123.38
Scope 3	14064-1	tCO <sub>2</sub> e	320,384.21	327,201.31	319,699.49
Total	14064-1	tCO <sub>2</sub> e	350,670.72	358,376.19	349,785.07

EMISSION DENSITY DATA	UNIT	2021	2022	2023
Total GHG emission density (Scope 1 and 2) (production for sale)	tCO <sub>2</sub> e/ton of product	0.719	0.720	0.706
Total GHG emission density (Scope 1 and 2) (in-house production)	tCO <sub>2</sub> e/ton of product	0.165	0.161	0.152

WATER CONSUMPTION	UNIT	2021	2022	2023
Total Water Consumption	m <sup>3</sup>	122,638	135,908	120,039
Quantity of Water Recovered/reused	m <sup>3</sup>	5,256	7,734	6,950
Quantity of Water Discharged	m <sup>3</sup>	66,593	135,878	120,039
Water Consumption Per Ton of Copper produced	m <sup>3</sup> /ton	1.58	3.14	2.82

MATERIAL EFFICIENCY	UNIT	2021	2022	2023
Use of Primary Material Per Ton of Product	%	100	98.5	98.5

WASTE DATA	UNIT	2021	2022	2023
Quantity of hazardous waste	ton	138.87	103.74	79.12
Quantity of non-hazardous waste	ton	1,436.21	1,003.83	960.36
Total	ton	1,575.08	1,107.57	1,039.48
Quantity recycled	ton	1,516.75	1,068.15	1,026.82



# Social Indicators

DATA ON JOB LEAVERS	2021	2022	2023
Rate of leaving job voluntarily (%)	9.38	7.66	12.19
Rate of leaving job involuntarily (%)	6.58	7.19	12.50

EMPLOYEE DATA	2021		2022		2023	
Total Number of Employees	Blue collar	White collar	Blue collar	White collar	Blue collar	White collar
	491	119	518	126	517	141
	610		644		658	
Number of White-collar Employees	Male	Female	Male	Female	Male	Female
	77	42	85	41	90	51
	119		126		141	
Number of Blue-collar Employees	Male	Female	Male	Female	Male	Female
	488	3	515	3	513	4
	491		518		517	
Number of Persons at Management Bodies and Management Board	Male	Female	Male	Female	Male	Female
	11	1	12	1	13	3
	12		13		16	
Number of Employees Excluding Management Bodies	Male	Female	Male	Female	Male	Female
	554	44	588	43	594	48
	598		631		642	
Number of Employees Under 30 Years of Age	Male	Female	Male	Female	Male	Female
	122	13	150	12	179	12
	135		162		191	
Number of Employees at 30 to 50 Years of Age	Male	Female	Male	Female	Male	Female
	400	29	398	31	393	30
	429		429		423	



Number of Employees Above 50 Years of Age	Male	Female	Male	Female	Male	Female
	41	5	49	4	39	5
	46		53		44	
Number of Employees by Working Hours	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
	610	-	644	-	658	-
Number of Employees by Contract Type	Indefinite	Definite	Indefinite	Definite	Indefinite	Definite
	610	-	644	-	657	1
Number of Employees with Disabilities	Male	Female	Male	Female	Male	Female
	13	1	12	1	12	1
	14		13		13	
Ratio of Employees with Disabilities (%)	Male	Female	Male	Female	Male	Female
	2,13	0,16	1,86	0,16	1,82	0,15
Ratio of Employees by Gender (%)	Male	Female	Male	Female	Male	Female
	92.93	7.07	93.79	6.21	92.25	7.75
	100%		100%		100%	
Number of New Recruits	Male	Female	Male	Female	Male	Female
	15	2	12	3	20	5
	17		15		25	

	2021	2022	2023
Number of Female Employees on Maternity/Parental leave	0	2	2
Number of Employees Under Collective Labour Agreement	475	495	490
Number of Female Employees Returning to Work Following End of Maternity/Parental Leave	0	2	2
Ratio of Female Employees Returning to Work Following End of Maternity/Parental Leave (%)	100	100	100
Workforce Turnover Rate (%)	13.91	14.47	24.38
Unionization Rate (%)	99.6	99.6	99.6





	2021		2022		2023	
Average tenure of employees in years	Male	Female	Male	Female	Male	Female
	6.96	6.27	6.55	5.72	5.74	4.31
Number of employees with educational attainment of high school or less (Board members included)	Male	Female	Male	Female	Male	Female
	454	16	482	16	481	14
	470		498		495	
Number of employees with educational attainment of bachelor's degree (Board members included)	Male	Female	Male	Female	Male	Female
	96	26	104	24	113	29
	122		128		142	
Number of employees with educational attainment of postgraduate degree (Board members included)	Male	Female	Male	Female	Male	Female
	15	3	14	4	16	5
	18		18		21	

CONSOLIDATED	2021		2022		2023	
Total Number of Suppliers	Local	Foreign	Local	Foreign	Local	Foreign
	937	37	1,078	52	1,075	45
	974		1,130		1,120	
Ratio of Local Suppliers (%)	96.32 %		95.3 %		95.9 %	
Number of Audits in the Year	Local	Foreign	Local	Foreign	Local	Foreign
			4		5	
Ratio of Raw Materials Supplied from Closer than 4,000 Km					0.01%	

CONSOLIDATED	2021		2022		2023	
Number of Accidents	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	52	0	37	0	24	0
Days Lost Due to Accidents	306		268		324	
Absence Due to Accidents	306		268		324	
Accident Frequency Rate	39.09		28.92		18.16	
Accident Severity Rate	2.05		1.20		1.75	

MONITORING PARAMETERS	2021	2022	2023
Number of Complaints Received At Customer Relations Centre	286	274	316
Number of Complaints Responded by Customer Relations Centre	286	274	316
Number of Complaints Solved by Customer Relations Centre	286	274	313
Ratio of Complaints Solved by Customer Relations Centre	100%	100%	100%



# GRI Content Index

GRI Standards	Disclosure	Page numbers, descriptions and/or URL	Exclusions
GRI 1: Foundation 2021			
GRI 2: GENERAL DISCLOSURES 2021			
GRI 2: GENERAL DISCLOSURES 2021	CORPORATE PROFILE		
	2-1 Organizational details	Mega Metal at a Glance, p.8 Corporate Profile, p.10-27	-
	2-2 Entities included in the organization's sustainability reporting	About the Report, p.4	-
	2-3 Reporting period, frequency and contact point	About the Report, p.4	-
	2-4 Restatements of information	This is Mega Metal's first sustainability report.	-
	2-5 External assurance	No external audit has been conducted as part of the sustainability report.	-
	2-6 Activities, value chain and other business relationships	Mega Metal at a Glance, p.8 About Mega Metal, p.12 Shareholding, p.16 Vision, Mission and Values, p.17 Membership Affiliations and Collaborations, p.18 Products and Services, p.20 Stakeholder Engagement, p.74	-
	2-7 Employees	Human Resources Approach, p.56 Inclusion, Equal Opportunity and Diversity, p.60 Employee Commitment and Satisfaction, p.62 Talent Management and Employee Development, p.64 Social Indicators, p.94	-
	2-8 Workers who are not employees	Occupational Health and Safety (OHS), p.68 Social Indicators, p.94	-





GRI 2: GENERAL DISCLOSURES 2021	2-9 Governance structure and composition	Shareholding, p.16 Corporate Governance, p.28-39 Sustainability Governance Structure, p.35	-
	2-10 Nomination and selection of the highest governance body		Privacy Restrictions  In accordance with the privacy policies, Mega Metal does not share this information publicly.
	2-11 Chair of the highest governance body	Corporate Structure, p.31	-
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Structure, p.31	-
	2-13 Delegation of responsibility for managing impacts	Corporate Structure, p.31	-
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance Structure, p.35	-
	2-15 Conflicts of interest	Corporate Structure, p.31 Ethics and Compliance, p.33	-
	2-16 Communication of critical concerns	Corporate Structure, p.31 Sustainability Governance Structure, p.35  During the reporting period, Mega Metal did not receive reports on any critical issues.	-
	2-17 Collective knowledge of the highest governance body	Corporate Structure, p.31	-
	2-18 Evaluation of the performance of the highest governance body		Privacy Restrictions  In accordance with the privacy policies, Mega Metal does not share this information publicly.
	2-19 Remuneration policies	Corporate Structure, p.31 Human Resources Approach, p.56 Employee Commitment and Satisfaction, p.62	-
	2-20 Process to determine remuneration	Corporate Structure, p.31 Human Resources Approach, p.56 Employee Commitment and Satisfaction, p.62	-



GRI 2: GENERAL DISCLOSURES 2021	2-21 Annual total compensation ratio		Privacy Restrictions  In accordance with the privacy policies, Mega Metal does not share this information publicly.
	2-22 Statement on sustainable development strategy	Sustainability Approach, p.34 Materiality Analysis, p.36 Alignment with UN Sustainable Development Goals, p.38	-
	2-23 Policy commitments	Policies, Certifications and Awards, p.24	-
	2-24 Embedding policy commitments	Sustainability Governance Structure, p.35	-
	2-25 Processes to remediate negative impacts	Mega Impact for Environment, p.40-53 Mega Impact for Human Beings, p.54-71 Mega Impact for Society, p.72-83	-
	2-26 Mechanisms for seeking advice and raising concerns	Ethics and Compliance, p.33	-
	2-27 Compliance with laws and regulations	Ethics and Compliance, p.33 Environmental Sustainability Approach, p.34 Human Resources Approach, p.56	-
	2-28 Membership associations	Membership Affiliations and Collaborations, p.18	-
	2-29 Stakeholder engagement	Membership Affiliations and Collaborations, p.18 Stakeholder Engagement, p.74	-
	2-30 Percentage of employees subject to collective bargaining agreements	Human Resources Approach, p.56 Employee Commitment and Satisfaction, p.62 Talent Management and Employee Development, p.64 Social Indicators, p.94	-



MATERIAL TOPICS

GRI Standards	Disclosure	Page numbers, descriptions and/or URL	Exclusions
GRI 3: Material Topics 2021			
MATERIAL TOPICS			
GRI 3: MATERIAL TOPICS 2021	CORPORATE PROFILE		
	3-1 Process to determine material topics	Materiality Analysis, p.36	-
	3-2 List of material topics	Materiality Analysis, p.36 <ul style="list-style-type: none"><li>Occupational Health and Safety (OHS)</li><li>Product Quality and Customer Satisfaction</li><li>Employee satisfaction practices</li><li>Economic Performance</li><li>Energy and resource efficiency</li><li>Ethics, compliance and governance</li><li>Digitalization</li><li>Talent Management and Employee Development</li><li>Equality, diversity and inclusion</li><li>Carbon mitigation and management</li><li>Adaptation to climate change</li><li>Waste Management and Circular Economy</li><li>Water Management</li><li>More sustainable products</li><li>Stakeholder Engagement and Corporate Social Responsibility</li><li>Sustainable supply chain</li></ul>	-
	3-3 Management of material topics	Materiality Analysis, p.36 Alignment with UN Sustainable Development Goals, p.38	-
GRI 200: ECONOMIC STANDARDS			
ECONOMIC PERFORMANCE			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Economic Performance, p.80	-
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	Mega Metal at a Glance, p.8 Corporate Profile, p.10-27 Economic Performance, p.80	-
GRI 203: INDIRECT ECONOMIC IMPACTS 2016	203-2 Significant indirect economic impacts	Energy and Emission Management, p.46 Waste Management and Circular Economy, p.52	-





SUSTAINABLE SUPPLY CHAIN			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Supplier Management, p.66	-
GRI 204: PROCUREMENT PRACTICES 2016	204-1 Proportion of spending on local suppliers	Supplier Management, p.66 Social Indicators, p.94	-
MORE SUSTAINABLE PRODUCTS			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Products and Services, p.20 Product Quality and Customer Satisfaction, p.76	-
ETHICS, COMPLIANCE AND GOVERNANCE			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Effective Risk Management, p.32 Ethics and Compliance, p.33	-
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption	Effective Risk Management, p.32 Ethics and Compliance, p.33	-
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	During the reporting period, there were no lawsuits related to anti-competitive behavior and monopoly activities.	-
GRI 300: ENVIRONMENTAL STANDARDS 2016			
ENERGY AND RESOURCE EFFICIENCY			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Environmental Sustainability Approach, p.34 Energy and Emission Management, p.46	-
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	Energy and Emission Management, p.46 Environmental Indicators, p.92	-
	302-4 Reduction of energy consumption	Energy and Emission Management, p.46	-
	302-5 Reductions in energy requirements of products and services	Energy and Emission Management, p.46	-



CARBON MITIGATION AND MANAGEMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Environmental Sustainability Approach, p.34 Energy and Emission Management, p.46	-
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	Energy and Emission Management, p.46 Environmental Indicators, p.92	-
	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emission Management, p.46 Environmental Indicators, p.92	-
	305-3 Other indirect (Scope 3) GHG emissions	Energy and Emission Management, p.46 Environmental Indicators, p.92	-
	305-4 GHG emissions intensity	Energy and Emission Management, p.46 Environmental Indicators, p.92	-
	305-5 Reduction of GHG emissions	Energy and Emission Management, p.46 Environmental Indicators, p.92	-
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental Indicators, p.92	-
WATER MANAGEMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Water Management, p.50	-
GRI 303: WATER 2016	303-3 Water withdrawal	Water Management, p.50 Environmental Indicators, p.92	-
	303-4 Water discharge	Water Management, p.50 Environmental Indicators, p.92	-
	303-5 Water consumption	Water Management, p.50 Environmental Indicators, p.92	-
WASTE MANAGEMENT AND CIRCULAR ECONOMY			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Waste Management and Circular Economy, p.52	-
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy, p.52	-
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy, p.52	-
	306-3 Waste generated	Waste Management and Circular Economy, p.52 Environmental Indicators, p.92	-





## ADAPTATION TO CLIMATE CHANGE

GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Environmental Sustainability Approach, p.34	-
GRI 307: ENVIRONMENTAL COMPLIANCE 2016	307-1 Non-compliance with environmental laws and regulations	Environmental Sustainability Approach, p.34	-

## GRI 400: SOCIAL STANDARDS 2016

## EMPLOYEE SATISFACTION PRACTICES

GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Employee Commitment and Satisfaction, p.62	-
GRI 401: EMPLOYMENT 2016	401-1 New employee hires and employee turnover	Employee Commitment and Satisfaction, p.62 Social Indicators, p.94	-
	401-3 Parental leave	Social Indicators, p.9	-

## OCCUPATIONAL HEALTH AND SAFETY (OHS)

GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Occupational Health and Safety (OHS), p.68	-
GRI 403: OCCUPATIONAL HEALTH AND SAFE 2016	403-1 Occupational health and safety management system	Occupational Health and Safety (OHS), p.68	-
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety (OHS), p.68 Social Indicators, p.94	-
	403-3 Occupational health services	Occupational Health and Safety (OHS), p.68	-
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety (OHS), p.68	-
	403-5 Worker training on occupational health and safety	Occupational Health and Safety (OHS), p.68	-
	403-6 Promotion of worker health	Occupational Health and Safety (OHS), p.68	-
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety (OHS), p.68	-
	403-9 Work-related injuries	Occupational Health and Safety (OHS), p.68 Social Indicators, p.94	-
	403-10 Work-related ill health	Occupational Health and Safety (OHS), p.68	-



EQUALITY, DIVERSITY AND INCLUSION			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Inclusion, Equal Opportunity and Diversity, p.60	-
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016	405-1 Diversity of governance bodies and employees	Human Resources Approach, p.56 Inclusion, Equal Opportunity and Diversity, p.60 Social Indicators, p.94	-
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	Inclusion, Equal Opportunity and Diversity, p.60  There were no cases of discrimination during the reporting period.	-
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labour	Human Resources Approach, p.56	-
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Human Resources Approach, p.56	-
TALENT MANAGEMENT AND EMPLOYEE DEVELOPMENT			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Talent Management and Employee Development, p.64	-
GRI 404: TRAINING AND EDUCATION 2016	404-1 Average hours of training per year per employee	Talent Management and Employee Development, p.64	-
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management and Employee Development, p.64	-
STAKEHOLDER ENGAGEMENT AND CORPORATE SOCIAL RESPONSIBILITY			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Mega Impact for Society, p.72-83	-
PRODUCT QUALITY AND CUSTOMER SATISFACTION			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Product Quality and Customer Satisfaction, p.76	-
DIGITALIZATION			
GRI 3: MATERIAL TOPICS 2021	3-3 Management of material topics	Mega Impact for Future, p.84-89	-



# MegaMetal

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DESIGN

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