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ABOUT THE REPORT

Sustainability Report

We present you the sustainability report of Döktaş, a leading company in the production of cast iron, ductile iron, and aluminum castings.

In our sustainability report, we have discussed our achievements, challenges, and best practices in our sustainability journey in terms of environmental, social, and economic dimensions.

In our report, we will highlight our efforts to reduce environmental impact, promote social responsibility, create economic value, and ensure their integration into the United Nations Sustainable Development Goals for the period between January 1, 2022, and December 31, 2022.

As Döktaş, we have adopted the Environmental, Social and Governance dimensions as a principle in our management approach, as evidenced by the studies we have carried out and the environmental reports we have published throughout our entire period of operations. In accordance with this principle, one of our goals is to raise the awareness of our stakeholders with our sustainability reports, the first of which we have prepared this year and will publish regularly.

We hope that this report will provide valuable insights into Döktaş's sustainability performance, strategies, and future goals. Our report has been prepared by Sachi Consulting under the guidance of the Global Reporting Initiative Sustainability Reporting Standards. The data we share has not been subjected to external audit and you can contact us at doktas@doktas.com for your questions and comments.

MESSAGE FROM THE CHAIRMAN OF THE BOARD



Dear stakeholders,

Firstly, we are deeply saddened by the devastating earthquake disaster that occurred on February 6, 2023, centered in Kahramanmaraş, and affected 11 provinces. We know that it will take a long time to heal the wounds of such a large and devastating earthquake. With this awareness, the entire GÜRIŞ Group took action to meet the urgent needs of the region immediately after the earthquake, and we are trying to continue our support and assistance as much as we may afford. We believe that we will overcome this difficult period with unity, solidarity, and solidarity, and we wish God's mercy to our citizens who lost their lives in the earthquake, and patience and condolences to all of us as a nation, especially to their relatives.

As DÖKTAŞ Foundry, we have been creating value for our country and our stakeholders since 1973. With the sense of responsibility of being one of the leading companies in the sector in all our activities, we continue our development by acting with sustainability-oriented new strategies, business models, socially sensitive and with the philosophy of leaving a livable world to future generations. As of 2022, we aim to share and develop all these efforts with all our parties through sustainability reporting.

2022 was a challenging year for the business world due to developments in the world and in our country, the Russia-Ukraine war, rising raw material and commodity prices, difficulty in accessing credit, rising inflation and interest rates. Despite all these conditions, our company has left behind a successful year by managing this difficult process very meticulously. In 2022, we ranked 22nd among the top 1000 exporters, increasing our export rate by 11.4%. With our company's growing exports, we are increasing our contribution to the national economy every year. In 2023, we will continue our activities successfully and continue to create sustainable value with our number of employees exceeding 3000.

We continue our investments, R&D, and innovation studies with our growth strategy that we have developed in line with the changing customer expectations, the effects of electrical transformation in the automotive sector, rapidly changing material structures and our vision to lead the sector with the expectations of our customers and new projects.

Within the scope of combating the climate crisis, as an energy-intensive sector, we provide the electrical energy we use in all our processes from renewable energy sources. In 2022, we commissioned our projects that will ensure clean production and energy efficiency with our investments.

As Turkey's leading manufacturer in our production business units with our experience in the sector, qualified and competent colleagues, we continue our efforts to provide environmentally friendly products and services that shape our production for the expectations of the future. Thanks to our engineering competencies and R&D power, we continue to provide added value to our country by developing new projects with our goal of being a solution partner with our customers.

Always focusing on supporting everyone's right to access quality education, we contribute to education in cooperation with Yamantürk Foundation and other foundations to create social benefit. As our founder Mr. İdris Yamantürk said: "Like every company, GÜRIŞ aims to grow. However, GÜRIŞ will maintain this growth in a balance and above all by preserving its reliability." It continues its way by protecting its existence with the perspective of being sensitive to nature, environment, society and aiming to benefit all its stakeholders.

Today, as a successor to his words, our main goal is the same: To adapt to the changing world conditions and to realize this growth by putting society, the planet and people at the center and considering the needs of the future. We integrate our sustainability efforts, which we carry out on this basis, into our strategic goals at the highest level and consider them as part of our business processes.

We will continue our sustainability management efforts, which aim to increase our capacity to generate value for all our stakeholders every year, with determination in the coming periods.

We would like to take this opportunity to thank all our stakeholders for their trust in our company and their contribution to our efforts.

Love and regards,
Tevfik YAMANTÜRK
Chairman of the Board

CTO LETTER

As Döktaş Dökümcülük, we are pleased to present the sustainability report summarizing our activities to integrate sustainability into every aspect of our business through sustainable practices. As of 2022, we have tried to compile the steps we have taken to build a more sustainable future with this report.

As a team, we believe that sustainability is not an option, but a necessity for our future. We are aware that all our activities have an impact on the environment, society, and the well-being of our stakeholders. Therefore, we have adopted sustainability as a fundamental principle and incorporated it into our strategic decision-making processes.



Throughout our journey with our Sustainability Committee and 8 sub-working groups, we have focused on three main dimensions of sustainability: Environmental, social, and economic. By addressing these dimensions, we aim to minimize our environmental footprint, increase social welfare by serving the community, and ensure long-term permanence by growing our business.

In terms of environmental sustainability, we have taken many actions to reduce our energy consumption, optimize our water use and minimize our waste. We have invested in cleaner production technologies, renewable energy sources and efficient resource management practices. Thanks to these efforts, we have taken steps to increase our level of circularity regarding our waste.

We put people-centeredness at the center of our values and strive to have a positive impact on our communities. We also contribute to local economic growth through our support for education. We care about the health and safety of our employees, provide an inclusive work environment, and encourage their professional development through training and career advancement opportunities.

Economically, we continue to deliver value to our stakeholders and strive for operational excellence by focusing on efficiency, productivity, and innovation. We aim to exceed customer expectations and maintain our leading position in the sector by continuously improving our processes and product quality. To this end, we carry out our activities with a strong corporate governance approach based on transparency, accountability, and ethical behavior.

We also work together with industry associations, government agencies, non-profit organizations, academic institutions, and other stakeholders, recognizing the importance of collaboration in achieving sustainable development. Through these collaborations, we encourage innovation, share best practices, and contribute to sector-wide sustainability initiatives.

We will continue to set ambitious goals, invest in research and development, and adopt new technologies that will enable us to become a more sustainable company, further advancing our sustainability agenda. We will also closely monitor the global sustainability agenda and deepen our partnerships and collaborations to create new opportunities.

I believe that we will create a meaningful difference in our sustainability journey, which I am honored to be a part of, through our joint efforts with our employees, customers, suppliers, and our shared commitment to sustainability.

I would like to express my sincere gratitude to all our employees, customers, shareholders, business partners, suppliers and all our stakeholders who create value with us in all areas of life, both financially and in terms of sustainability.

With my best regards,
Çağrı YAMANTÜRK
CTO

ABOUT GÜRIŞ

GÜRIŞ, one of Turkey's leading groups, of which Döktaş Dökümcülük is a part, operates in various sectors including construction, industry, mining, tourism, and energy. With a deep-rooted history dating back to its establishment in 1958, GÜRIŞ aims to be a reliable company that is service-oriented, open to innovation and development, respectful to life and nature, respectful to life and nature, and continues its leadership with differences that create value for its stakeholders.

GÜRIŞ has become an important player in the industrial sector with the products it produces with Çelik Holding and its subsidiaries Parsan Machine Parts, Omtaş Automotive Transmission Parts, Asil Steel Industry, GÜRIŞ Construction Machinery and Döktaş Casting.

Having a wide range of projects and investments, GÜRIŞ has successfully completed many turnkey projects in Turkey and worldwide. These include a wide range of infrastructure such as dams, power plants, highways, tunnels, bridges, airports, and housing construction. GÜRIŞ's projects, which are realized in line with the principle of achieving growth while maintaining balance and reliability, contribute to the development of the country through their quality and durability.

GÜRIŞ Construction and Engineering and GÜRIŞ Machine and Assembly Industry are group companies operating in the construction sector in Turkey, Middle East, Near and Central Asia, CIS, and North Africa.

As a responsible corporate citizen, GÜRIŞ has made significant investments in renewable energy sources and became the largest wind power plant investor in Turkey. Recognizing the importance of the transition to a low-carbon economy, GÜRIŞ meets all its energy needs from renewable sources through wind, geothermal and hydroelectric power plants, thereby reducing its environmental footprint.

Under the umbrella of Mogan Energy Investment Holding, GÜRIŞ makes a major contribution to Turkey's renewable energy production with 10 wind power plants, 6 hydroelectric power plants and 8 geothermal power plants with a total installed capacity of 1132 MW.

GÜRIŞ Group, which is involved in the tourism sector with Mirage Park Hotel Management and Mogan Aviation, and in the mining sector with Santral Mining and Northern Cyprus Santral Mining, creates added value for the Turkish economy with a turnover exceeding EUR 2.4 billion, nearly 50 subsidiaries and more than 8,000 employees.





Döktaş

Döktaş At a Glance



History of Döktaş

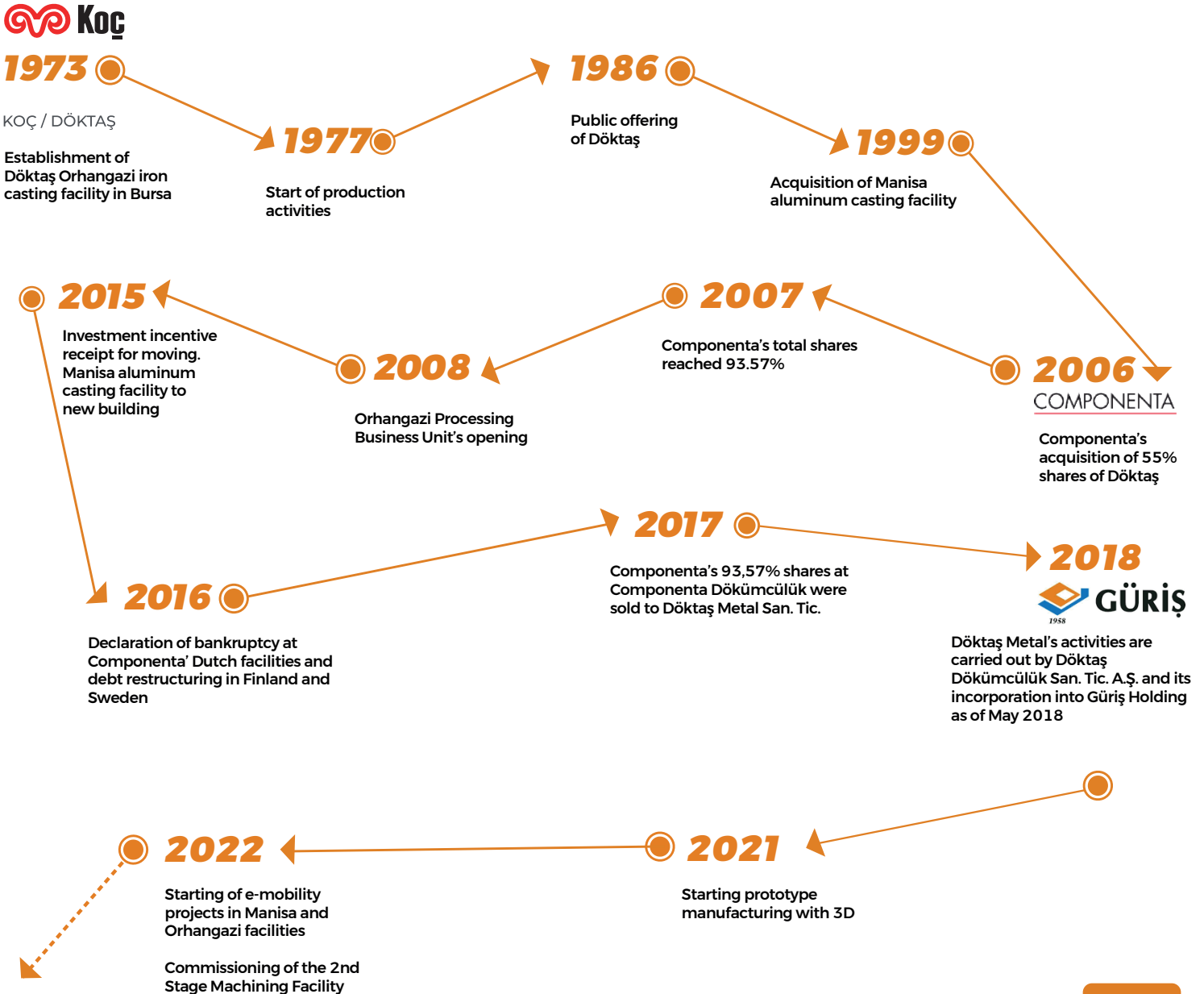
As Döktaş, we have a rich history spanning decades with a commitment to growth, innovation, and excellence in the foundry industry.

Founded in 1973 with the vision of providing high quality casting solutions to various industries, we began our journey to become Turkey's leading producer of cast iron, ductile iron, and aluminum castings.

In the process that started with our Orhangazi facilities, we expanded our operations over the years and added new production facilities in Manisa, one of Turkey's strategic locations. These facilities in Orhangazi and Manisa enable us to meet the demands of the market by serving our customers effectively.

Founded in 1973 under Koç Holding, our company was sold to Finland-based Componenta Corporation in December 2006 and joined Çelik Holding, a member of the GÜRIŞ Group, on June 29, 2018.

Our company shares have been traded on Borsa İstanbul since 1986. Our company is 90% owned by Çelik Holding and 10% of its shares are publicly traded.

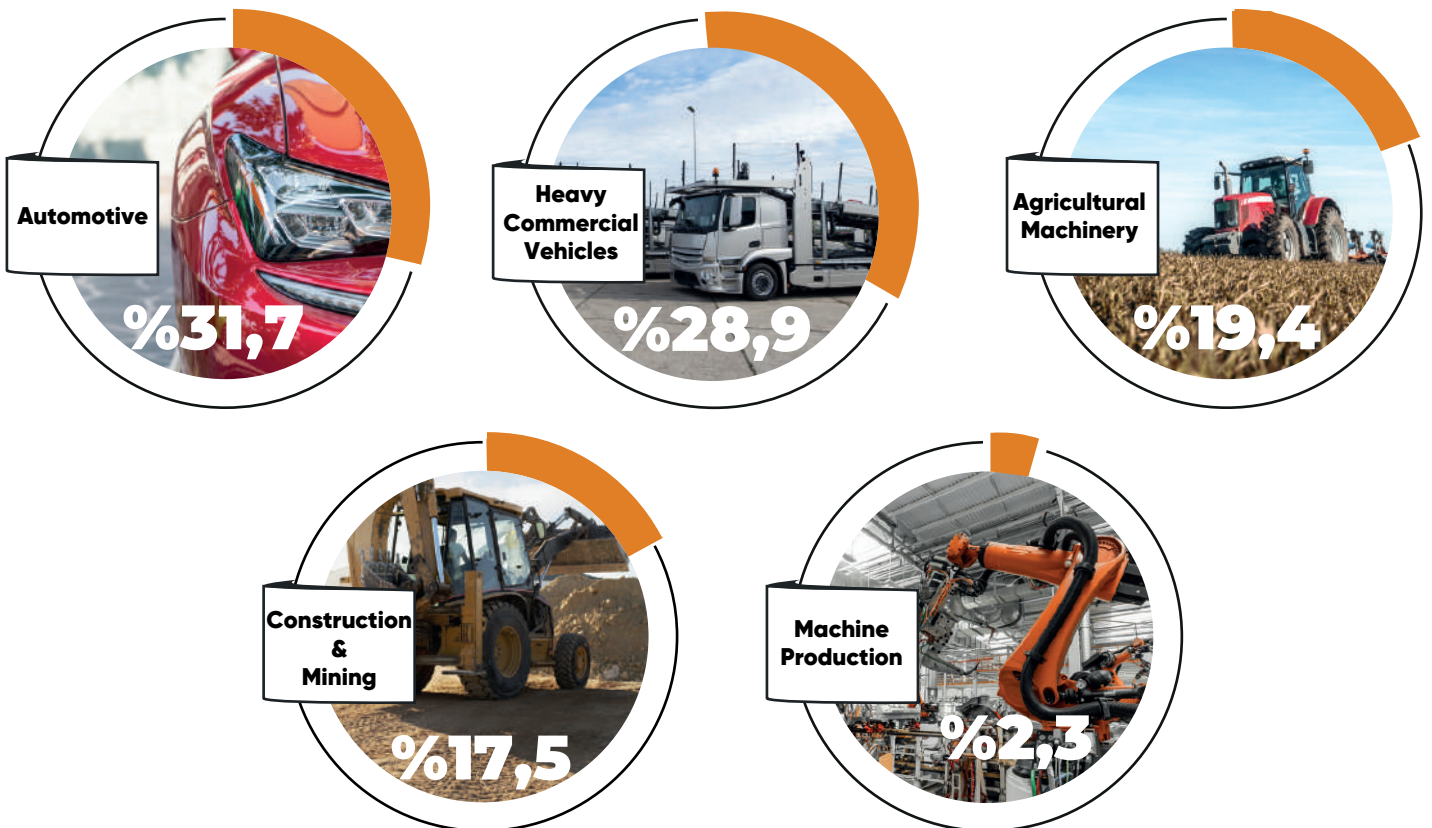


As a part of the GÜRİŞ Group, we benefit from the collective expertise and experience of the holding and contribute to various sectors by maintaining our leadership in the casting industry with our high-quality products.

Our three strategically located production facilities in Orhangazi and Manisa and our wide range of products make us proud to be an expert in the production of cast iron, ductile iron and aluminum castings for the automotive, heavy commercial vehicles, construction and agricultural machinery and machine manufacturing industries.

Founded in 1973, our Orhangazi plant is the largest iron casting plant in Turkey with its cast iron, ductile iron casting and machining activities. In our Manisa facility, we produce high- and low-pressure aluminum castings and aluminum wheels. Our Manisa Aluminum Casting Facility is Turkey's 2nd largest aluminum casting facility for the automotive industry, while our Aluminum Wheel Facility is Turkey's 4th largest aluminum alloy wheel production facility. We also have a shareholding in Kumsan Casting Materials and a sales company in the UK called Doktas Trading UK.

BREAKDOWN OF SALES BY SECTOR

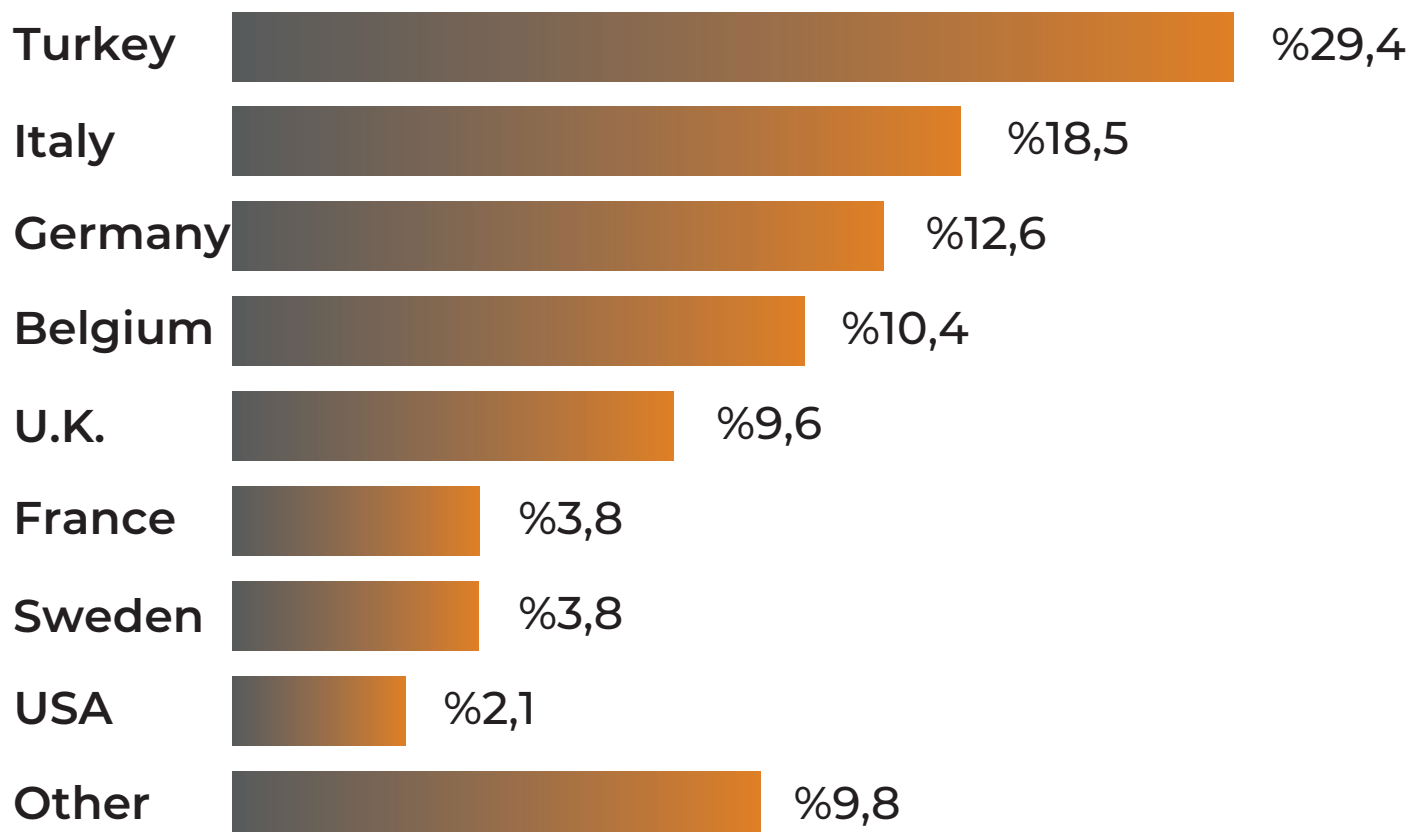


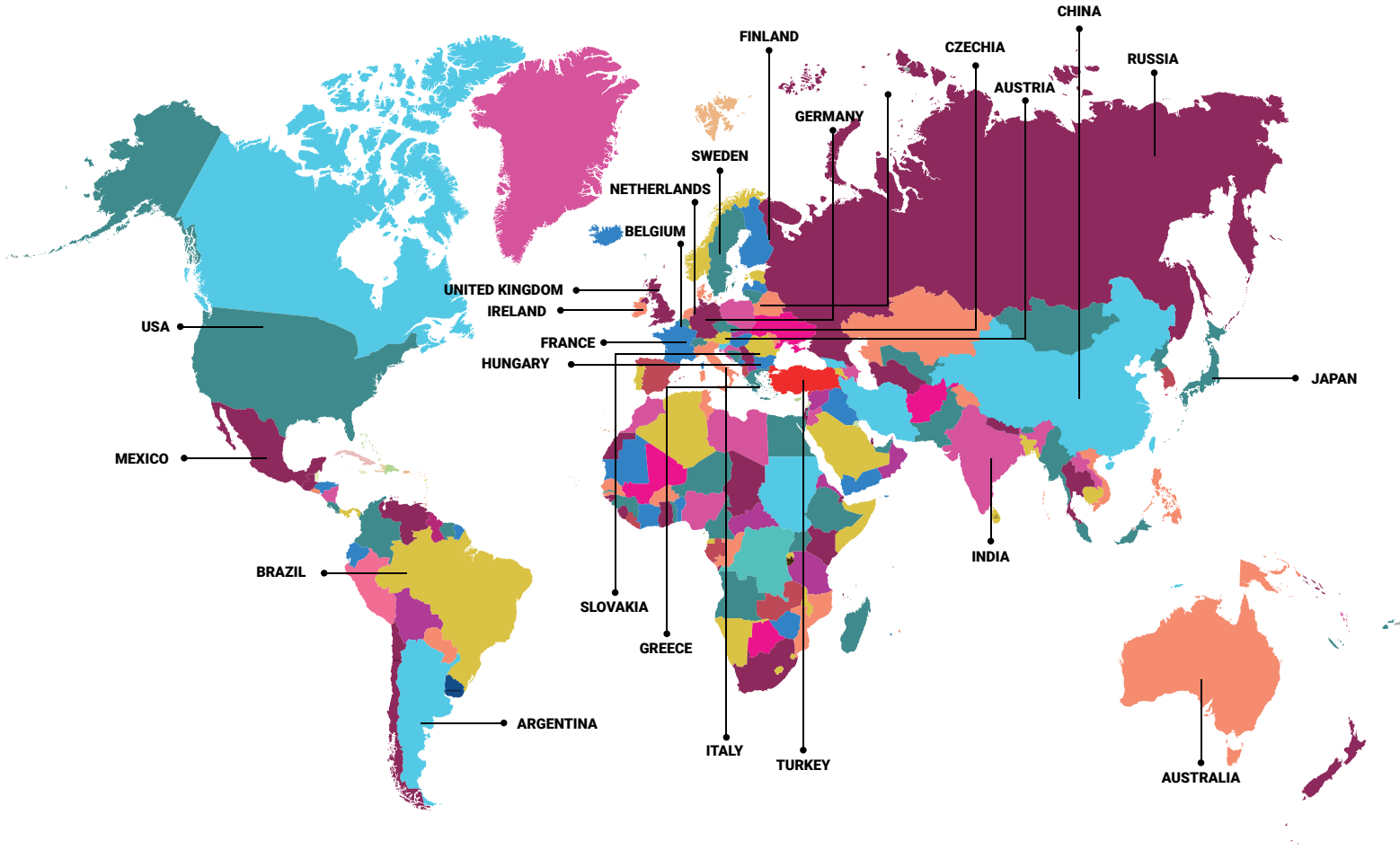
BREAKDOWN OF SALES BY COUNTRY

As a leading supplier of casting parts not only in Turkey but also in Europe, we take part in local and international fairs and organizations and reinforce our communication with our current customers and aim to reach new markets and customers.

Approximately 71% of our turnover of 367.2 million EUR in 2022 was generated by our exports mainly to European countries.

367,2 MEUR





Orhangazi Iron Casting Facility

As the leader in its sector in Turkey and the 5th largest foundry in Europe, we operate as one of the major suppliers in the automotive, heavy commercial vehicles, construction and agricultural machinery and machine manufacturing sectors.

Our Iron Foundry in Orhangazi, Bursa, where we produce cast iron and ductile iron castings and machined parts, has a total area of 290,795 m², 98,884 m² of which is closed, and an annual production capacity of 150,000 tons.



Manisa Aluminum Casting Facility

Our Manisa Aluminum Casting Plant is Turkey's 2nd largest aluminum casting plant for the automotive industry.

In our facility, which has an annual capacity of 18,000 tons with high- and low-pressure aluminum casting production, we produce aluminum casting parts for automotive, construction machinery, heavy commercial vehicles, and machinery manufacturers.

Our facility in Manisa Organized Industrial Zone has a total area of 69.104 m², 30.136 m² of which is closed.



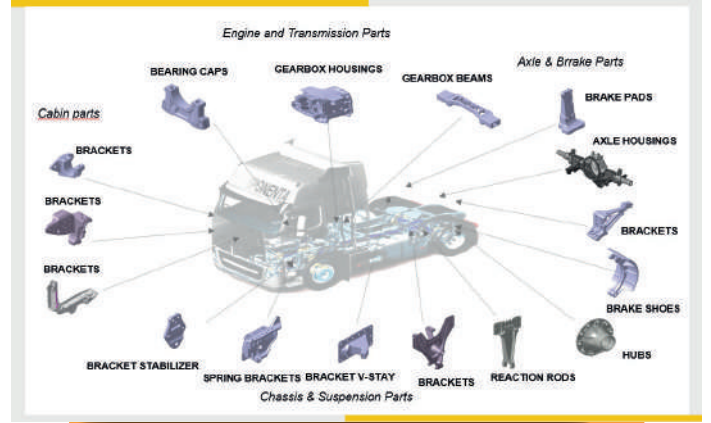
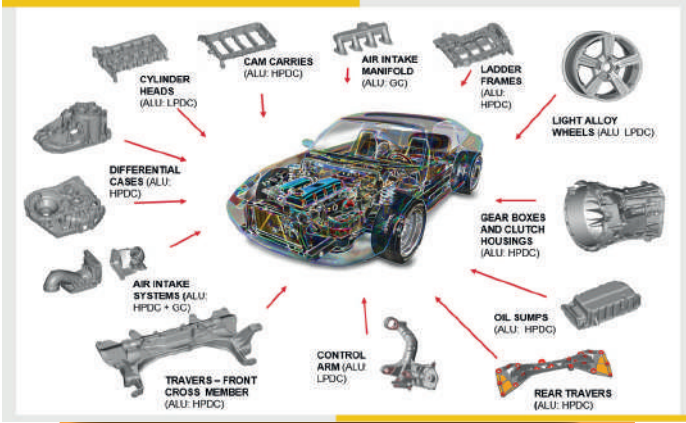
Manisa RIM Production Facility

We are the 4th largest aluminum alloy wheel manufacturer in Turkey with our facility supplying aluminum wheels to the automotive and retail sectors.

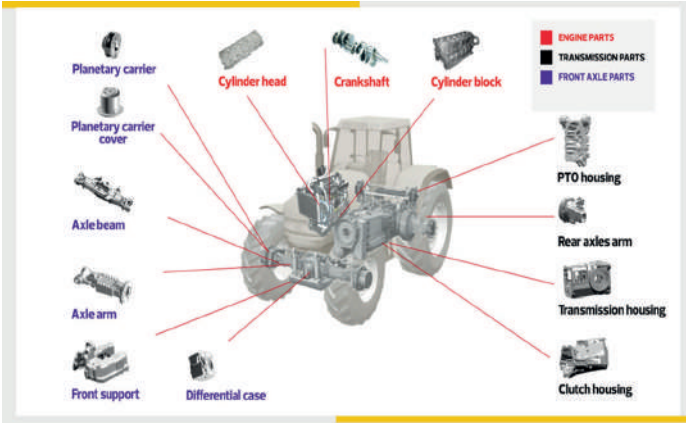
Located in Manisa Organized Industrial Zone, our facility has a total area of 45.026 m², 21.570 m² of which is closed, and an annual production capacity of 1.200.000 units.



OUR PRODUCTS



Automotive



Heavy Commercial Vehicles



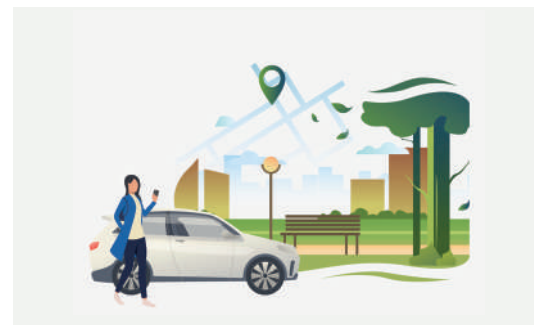
Agricultural Machinery

Construction & Mining

As Döktaş, we produce iron and aluminum casting parts and DJ Wheels and MAXX branded light alloy wheels used in a wide range of products, from passenger cars to light commercial vehicles, from heavy commercial vehicles to agricultural machinery, from construction machines to elevators and robots, in our three factories located in Bursa Orhangazi and Manisa.

We serve our customers at every phase, from design to manufacturing, surface treatment, painting, and semi-assembly. We strive to ensure safety at the highest level with our strategically important products such as ready-to-assemble parts used in chassis, engine, axle, drivetrain, and brakes. You can find more detailed information about our products on our website

<https://www.doktas.com/tr/index.php/urun-gruplari/>



E-mobility, Railways & Others

ECONOMIC OUTLOOK

As year 2022 was expected to be a year in which the negative effects of Covid-19 on global trade and supply chains diminished. However, the war between Russia and Ukraine in the first months of the year brought unexpected circumstances. This situation negatively affected both the supply process in commodity and energy markets and global inflation.

As Döktaş, since our main raw material suppliers are in Ukraine and Russia, our raw material procurement process was also affected. In addition, the sanctions imposed on Russia created concerns that the market would not be able to supply raw materials, which led to a continuous rise in prices. During this period, we worked to quickly engage alternative suppliers to ensure customer satisfaction and avoid any production shutdowns. However, these actions we took resulted in additional logistics costs, extended lead times and changes in payment terms, which led to a deviation in our targets for working capital management and operational profitability.

In addition to the rise in raw material prices, the global energy crisis caused unusual price movements in electricity and natural gas in 2022. This led to an increase in energy costs, one of our main production inputs, and negatively affected our profitability. As such, it has become our priority to take rapid and concrete steps to commission projects that will increase energy efficiency.

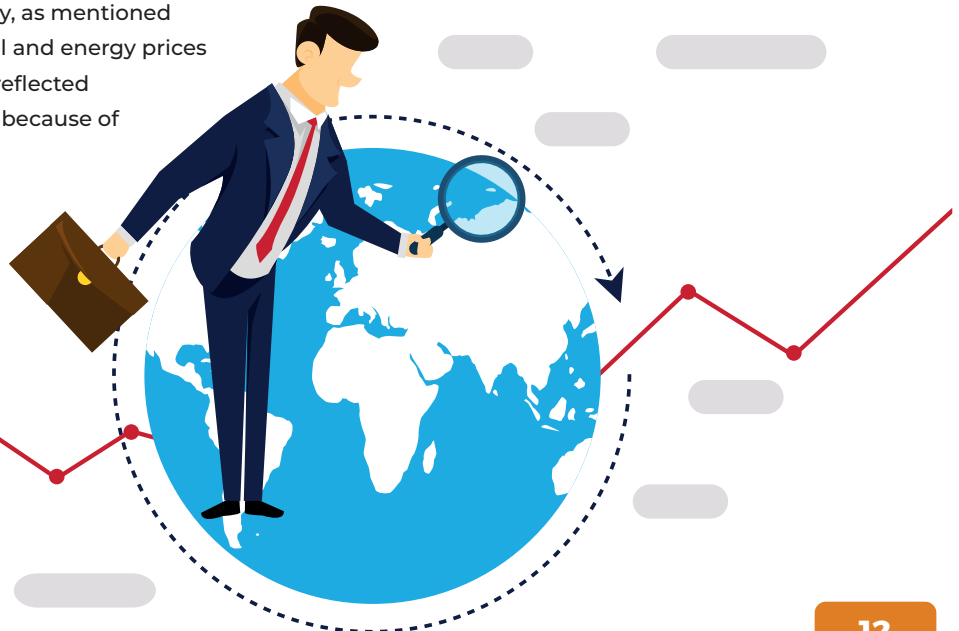
Developments in the Turkish economy also had a direct impact on our operational and financial targets. The economic management adopted a policy of high exchange rates and export-led growth to counter the negative economic outlook, but as a result, producer and consumer inflation reached record levels due to the large imports of raw materials and intermediate goods and the depreciation of the Turkish lira. This led to a failure to achieve the targeted macroeconomic indicators and restricted access to financing for Turkish companies due to changes in the sovereign credit rating and risk perception in global markets. Companies that were able to access financing endured high borrowing costs during this period.

Despite all these uncertainties, we accelerated investments in capacity utilization, energy efficiency, quality, automation, occupational health, and safety, and invested EUR 33.4 million in 2022, when we focused on commissioning new projects in addition to our existing product range. These investments include an additional processing building at Orhangazi Iron Casting and Machining facilities to increase our machined cast parts capacity, our investment in the production of battery housing units for hybrid electric vehicles at Manisa Aluminum facility, and investments in heat treatment, automatic x-ray equipment and processing units to produce high complexity wheels at Manisa Wheel facility.

2022 was a year of increased production and sales volume for Döktaş. Our consolidated sales increased by 41% compared to the previous year and reached EUR 367.2 million. The reflection of the global fluctuations in commodity and energy prices on our sales prices in the second half of the year played an important role in this 41% increase in our business volume. Meanwhile, exports accounted for 71% of our sales.

Our EBITDA margin of 18.8% at EUR 49.1 million in 2021 declined to 7.9% at EUR 28.9 million in 2022.

The main reasons for this decline in profitability, as mentioned above, were the global changes in raw material and energy prices and the fact that cost increases could only be reflected in sales prices as of the second half of the year because of negotiations with customers.



HIGHLIGHTS IN 2022

2022 was the year of the Ukraine-Russia war and the global economic crisis. Although the effects of the pandemic subsided, the rise in raw material and energy prices, which started in the first months of the year, continued throughout the year due to the war.

During this period, Döktaş took actions to ensure that our company adapts to change and transformation and maintain its steady growth. Despite all the uncertainties, 2022 was a period in which we focused on capacity, scrap, and efficiency, as well as investments in improving existing working conditions, occupational health and safety and environmental regulations.

In 2022, we invested approximately EUR 25.5 million only in our Orhangazi facilities. Our total investments amounted to EUR 33.4 million. The main investments are Processing Unit Annex Building, Machinery and Equipment, Automatic Casting Line, Automatic Grinding Machines, Heat Treatment, Automatic XR Control Equipment, Automatic Processing Units, Line Type Leveling and Battery Body Unit. In 2023, we will continue our energy management, sustainability, automation, and efficiency activities with new investments and focus on commissioning our new projects.

In 2022, we established Sustainability Committees by focusing on our Sustainability efforts, which we started in line with our company's future vision. At the bimonthly meetings of our Sustainability Committee and monthly meetings of our subcommittees, we reviewed our activities and followed our targets in line with our strategies.



CORPORATE GOVERNANCE

At Döktaş, we strongly believe in providing accountable, transparent, and fair governance that adheres to ethical principles and all legal requirements. Our commitment to “good governance” is reflected in our management practices, which are established in accordance with the Corporate Governance Principles set by the Capital Markets Board (CMB). We consider sustainability as our core management system; we aim to raise awareness in our organization and stakeholders and to carry it forward by sharing responsibility. In line with this goal, we evaluate economic, environmental, and social factors together and integrate them into all our processes and decision-making mechanisms.

We promote a strong sense of accountability, equality, transparency, fairness, and responsibility in all our interactions with our stakeholders. To ensure effective communication and timely dissemination of information, we use a variety of channels such as special disclosures on our website, press releases, financial reports, and announcements. By providing comprehensive and accurate information, we strive to maintain open lines of communication with our stakeholders and keep them informed about our activities.

Döktaş Board of Directors:

- Tevfik YAMANTÜRK: Chairman of the Board, non-executive member
- Yaylalı GÜNAY: Vice Chairman of the Board of Directors, executive member
- Dr. Mehmet Tahir VARLIK: Board Member, executive member
- Olgun ŞAMLI: Board Member, non-executive member
- Alpaslan AKTUÇ: Board Member, non-executive member
- Orhan METİN: Board Member, non-executive member
- Hasan Basri AKTAN: Independent Board Member
- Atilla ZEYBEK: Independent Board Member
- Ömer Lütfi ERTEN: Independent Board Member

Döktaş's Board of Directors plays an important role in setting the company's strategic goals, determining the required human and financial resources, and monitoring the performance of the management teams. The decisions and objectives of the Board are implemented with the support of the following committees:

- 1. Corporate Governance Committee:** This committee supports the implementation of corporate governance practices, ensuring compliance with regulations and promoting transparency and accountability throughout the organization.
- 2. Early Detection of Risk Committee:** This committee focuses on identifying potential risks and developing strategies to proactively mitigate and manage them. By monitoring the risk environment, we seek to minimize negative impacts and protect the interests of our stakeholders.
- 3. Audit Committee:** The audit committee is responsible for overseeing the integrity and accuracy of financial reporting, ensuring compliance with accounting standards and regulations, and evaluating the effectiveness of internal control systems.

These committees work in collaboration to enhance the effectiveness of governance practices, strengthen risk management, and ensure the integrity of our operations.

At Döktaş, we are committed to maintaining the highest standards and sustainable business practices, recognizing the critical role of corporate governance in building trust. We continuously evaluate and improve our governance framework to ensure compliance with the latest best practices and requirements. By promoting a culture of responsible and ethical governance, we strive to achieve sustainable growth and aim to create long-term value for our stakeholders.

Organization Chart



ÇAĞRI YAMANTÜRK

CTO, Orhangazi



SABRİ ÖZDOĞAN

CTO, Manisa



SİBEL BİNİCİ

CFO



UĞUR DEMİRCİ

Purchasing & Strategic
Projects Director



İBRAHİM KEYİF

Orhangazi
Foundry Director



DOĞAN ALPDORUK

Manisa Aluminum
Foundry & RIM
Business Units Director



BÜLENT ŞİRİN

Engineering
and R&D Director

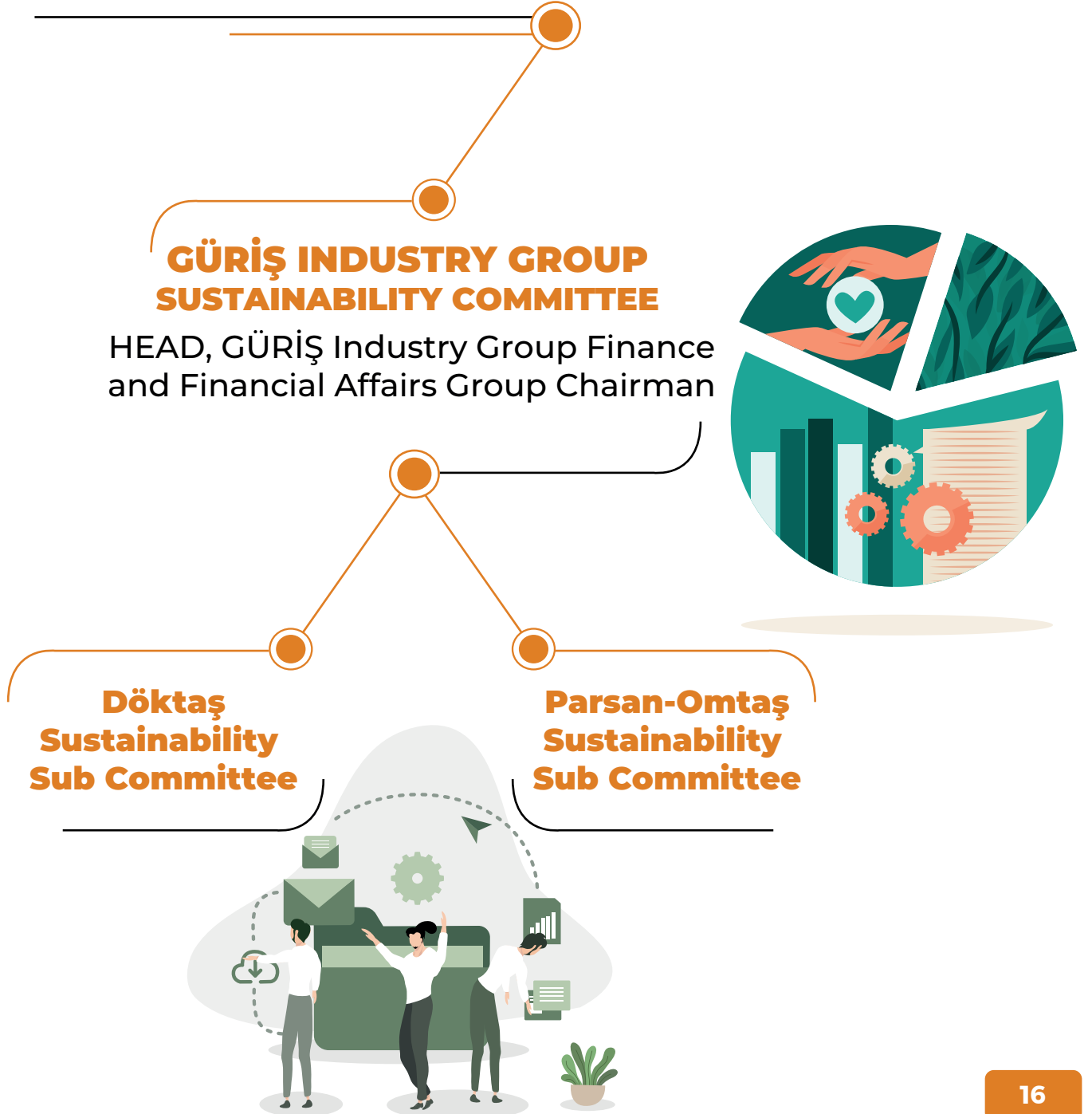


Sustainability Organization

GÜRİŞ Industry Group established a Sustainability Committee with the participation of representatives of the companies within its organization to ensure the dissemination of sustainability efforts in line with group strategies.

As Döktaş, we actively participate in this committee, which meets regularly every 2 months, and we incorporate the decisions taken into our own company. As the Sustainability Sub-Committee established at Döktaş, we meet once a month and implement all decisions.

BOARD OF DIRECTORS



Döktaş Sustainability Committee Head

Sibel Binici,
Döktaş CFO

MANİSA

Elvan Bilge Menteşe
Elif Tutaş
Gizem Sunucu
İbrahim Şahin
Ümit Kovancı
Gökhan Aksu
Aslı Karadoğan



ORHANGAZİ

Bülent Şirin
Arif İlker Metan
Sibel Demircan Taş
Erman Kurum
Ahmet Yılmaz
(Manisa & Orhangazi)
Onur Şahin
Işıl Doğan
Faik Üzmez
Serhat Arda
(Manisa & Orhangazi)
Uğur Ferhat Zinkal

Döktaş Sub Working Groups

Carbon Offsets and Climate Protection
Supply Management
Human Resources
Governance
Circular Economy
Social Responsibility
Occupational Health and Safety
Business Ethics

GÜRIŞ Industrial Group Sustainability Committee

1	Lokman Yamantürk	7	Tansel Kasar	13	Elvan Bilge Menteşe
2	Çağrı Ethem Yamantürk	8	Sefa Toydemir	14	Arif İlker Metan
3	Sabri Özdoğan	9	Serpil Özdemir	15	Işıl Doğan
4	Sibel Binici	10	Metin Kanat	16	Abdurrahman Saltık
5	Sinan Yahya Özenbaş	11	Göker Ulukan	17	Mert Güngen
6	Yavuz Selim Özyıldız	12	Umut Kaya		

Döktaş Sustainability Sub Committee

1	Sibel Binici	8	Işıl Doğan	14	Murat Ergün
2	Bülent Şirin	9	Faik Üzmez	15	Gizem Sunucu
3	Arif İlker Metan	10	Serhat Arda	16	İbrahim Şahin
4	Sibel Demircan Taş	11	Uğur Ferhat Zinkal	17	Ümit Kovancı
5	Ahmet Yılmaz	12	Elvan Bilge Menteşe	18	Gökhan Aksu
6	Erman Kurum	13	Elif Tutaş	19	Aslı Karadoğan
7	Onur Şahin				

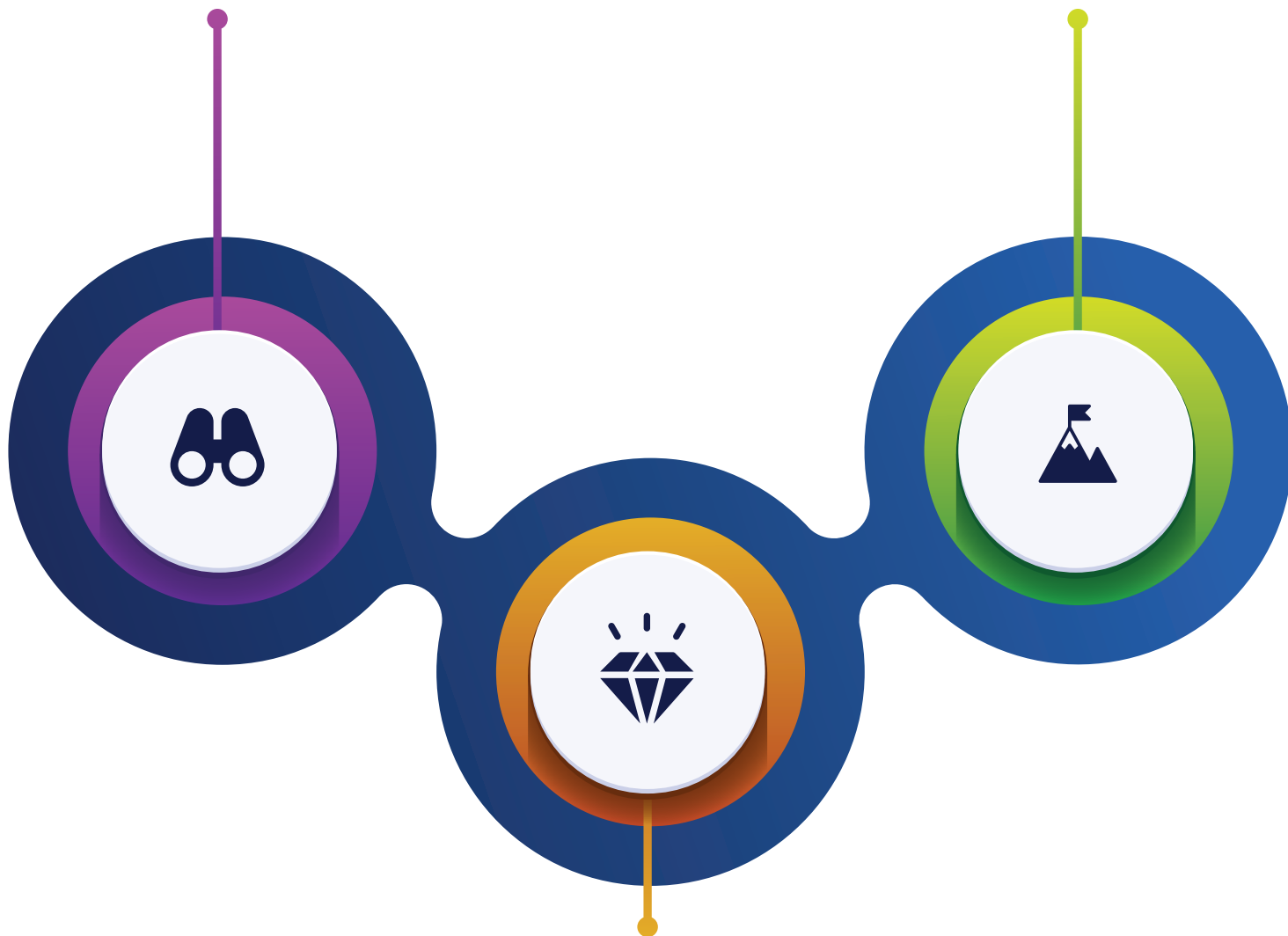
Vision, Mission, Values

OUR MISSION

As a cast iron, light alloy aluminum casting and wheel supplier, we aim to maintain and strengthen our position as a preferred, reliable, and leading company.

OUR VISION

Becoming a reliable business partner that creates innovative, solutions and opportunities on a global scale in the foundry industry.



OUR VALUES

•**Customer Orientation:** Customer expectations are our focus.

•**Corporateness:** In all our activities, we act in accordance with ethical rules, laws, and corporate governance principles, respectful to the environment, and observing the principles of occupational health and safety.

•**Transparency:** We establish transparent, open, and trust-based communication with all our stakeholders.

•**Human Orientation:** Our most important strength is our experienced, knowledgeable, enthusiastic, and highly committed human resources.

•**Innovation:** We emphasize R&D activities and continuously improve ourselves by closely following technological developments.

•**Flexibility:** By adopting a proactive approach, we quickly adapt to ever-changing conditions and seize future opportunities.

•**Sustainability:** We ensure continuity in the way we do business and in all our processes and consider the impact of our actions on the environment and society.

RISK MANAGEMENT

Early Detection of Risk Committee

Our Board of Directors has established the Early Detection of Risk Committee, which is legally required to be present in companies whose shares are traded on the stock exchange. The purpose of this committee is to early identify operational, strategic, financial and compliance risks that may jeopardize the existence, development, and continuity of Döktaş, to ensure that the necessary precautions are taken and implemented regarding the identified risks, to formulate the necessary policies for the execution of risk management processes, and to manage and report risks in accordance with company strategies. The activities of this committee, which meets regularly and evaluates our risks through reports submitted to the Board of Directors, are critical for our sustainability.

Internal Audit

The Internal Audit Department established within the organization of Çelik Holding, to which we are affiliated, carries out audit and control activities within the framework of the risk-based audit plan prepared annually. The internal control system consists of written regulations, procedures, instructions and workflow diagrams, personnel job descriptions, task-authority and responsibility matrices and other written documents. The activities of the Holding companies are audited on a process and operation basis in terms of compliance with financial, legal, and internal rules. Our aim is to ensure integrated risk management in line with the objectives of the holding companies and to ensure coordination by sharing good practice examples, and because of the audits, “reasonable assurance” can be given about the processes in accordance with international internal audit standards.

The findings identified by Internal Audits are reported to the process managers, Audit Committee and Company Management, and the agreed action for correction or improvement is taken and monitored. According to the audit plan, “6” process audits were conducted in 2022, and more than 50 corrective and remedial actions were agreed upon with the responsible parties and followed up.

Risks and Opportunities

In our efforts to identify risks that may affect our business processes, we also consider sustainability risks and opportunities such as extreme weather events, natural disasters, epidemics, recycling and circular economy, human rights, and ethics.

This includes risks in leading issues such as responsible and sustainable production, innovation, ethics, legal compliance, anti-bribery and anti-corruption, and our commitment to sustainability includes not only minimizing risks, but also seizing opportunities to create long-term value.

Governance Risks and Opportunities:

Fluctuations in global markets, economic uncertainties and changes in customer demands can create economic risks. To manage these risks, Döktaş diversifies its customer base, expands its product range, and adapts quickly to changing market dynamics to seize new business opportunities and manage market uncertainties.

By investing in research and development (R&D) and closely following technological developments, we strive to seize opportunities to improve product quality, enhance productivity and gain competitive advantage. At Döktaş, we know that by fostering a culture of innovation, we can not only stay one step ahead in the industry, but also contribute to sustainable solutions that serve to solve customer needs and environmental challenges.

GOVERNANCE

Financial

Inflation, currency, and interest rate risks

Difficulty in accessing bank loans and money resources

Risks of cost increases

Working capital risks

Risks in customer agreements and selling prices

Cash flow risks

Market Risk – Commercial

Risks associated with the transition to electric vehicles

Sales fluctuations in the market

Risk of Chinese competition with the lifting of the EU import fund

Risks related to expectations and changes in OEM and After Market demands

Global recession risk

Legal

Legal risks (Legislation, customers, employees, occupational safety, suppliers, environment, etc. lawsuits)

Risks from trade unions

Risk of violation of the Code of Ethics

Operational

Customer poor quality risks

Customer dissatisfaction with logistics challenges

Technological transformation, Industry 4.0 compliance risks

Cyber security risks

Political

Turkey's political and economic risks

War Risks

Pandemic

Covid 19 and similar pandemic risk

Environmental Risks and Opportunities:

We invest in energy-efficient technologies and renewable energy sources to mitigate the growing risks and capitalize on opportunities associated with climate change, such as regulatory changes, extreme weather events and shifting customer preferences towards environmentally friendly products. In this way, we strive to increase operational efficiency and reduce costs, while contributing to environmental sustainability.

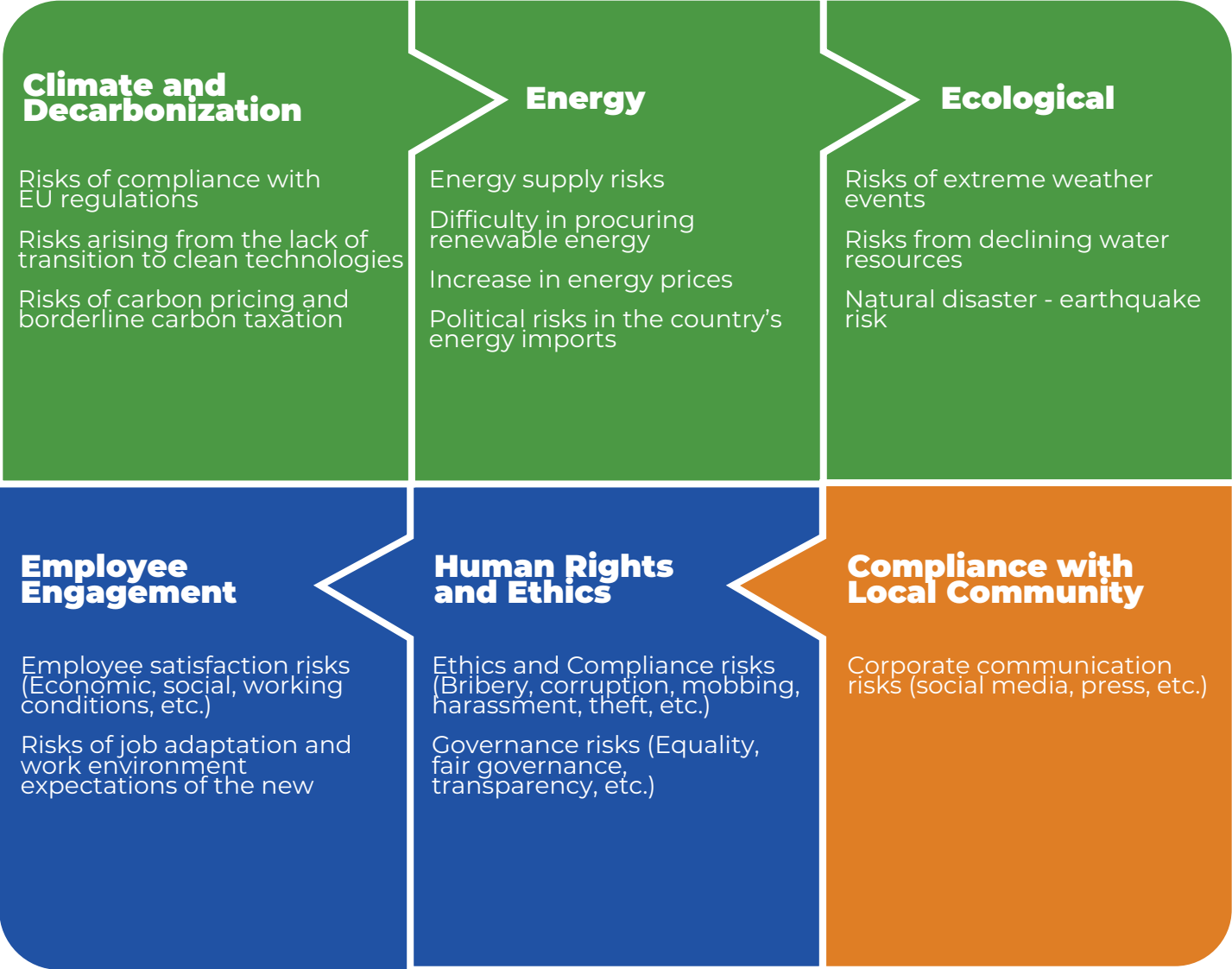
We explore circular economy practices, waste reduction initiatives and sustainable sourcing strategies to minimize the impact of the availability and cost of our raw materials on our production processes.

Employee Risks and Opportunities:

Ensuring the health, safety and well-being of our employees is our top priority. We are aware that workplace accidents or employee dissatisfaction can lead to operational disruptions, increased costs, and reputational damage. To minimize these risks, we focus on employee training, health and safety measures and transparent communication. In this way, we not only reduce our risks, but also aim to increase employee satisfaction, reduce turnover, and increase productivity.

Community Risks and Opportunities:

We recognize the importance of building positive relationships with the local community in which we operate. We recognize that failure to engage effectively with the community can lead to conflicts, legal challenges, and delays. To this end, we communicate transparently, engage in social responsibility projects, and strive to contribute positively to local development.



Management Systems Risk Management

We analyze all internal and external risks and opportunities on a process-based approach and evaluate them in terms of managerial, customer-oriented, support and outsourced main categories. Through our management approach that adopts the principle of “managing all risks and opportunities in the most accurate way” within the scope of the Leadership Process, we discuss our risks and opportunities at our review meetings held at least once a year and take the necessary steps.

We analyze the adversities, obstacles, constraints, and setbacks we experience, the risks and opportunities we encounter, national and international economic, legal, socio-cultural, political, and demographic developments and include them in our system in all areas where they may affect us.

MANAGEMENT SYSTEMS

With our customer orientation, corporateness and innovative perspective, we started our system implementations with quality circles in 1982 and continued with the Ford Q1 certificate we were entitled to receive in 1991. Afterwards, we intensified our efforts in line with new trends and customer demands and we continue our development with ISO 14001 Environmental Management System, ISO 9001 Quality Management System, IATF 16949 Quality Management System for the Automotive Industry, ISO 45001 Occupational Health and Safety Management System and ISO 27001 Information Security Management System, ISO 50001 Energy Management System certificates.

We are aware that just establishing a system is not enough and for it to be sustainable, monitoring and audits are essential. We therefore continuously review our processes through internal audits to ensure continuous effectiveness and evaluate our performance.

Thanks to our wide portfolio of world-leading customers in various sectors with numerous management systems and different perspectives, we can continue our development and shape our future through different types of audits, questionnaires, surveys, and performance evaluations.

We support our management systems with software infrastructures (QDMS, FMEA/control plan/workflow/8D software) in line with customer expectations to make them faster, more efficient, safer, and easier to manage. Since systems that communicate with each other in many areas within the enterprise have been commissioned (QDMS integration with MAS screens), we continue our document management without printing out documents, that is, by preventing paper waste.

We also follow the special requirements of our customers, which is our focus, and adapt all updates in the fastest way possible, thus trying to meet customer needs and expectations at the highest level.



Management System Standards Documents	Applicable Facilities
ISO 9001:2015 Quality Management System	Bursa, Manisa
IATF 16949:2016 Automotive Quality Management System	Bursa, Manisa
ISO 45001:2018 Occupational Health and Safety Management System	Bursa, Manisa
ISO 14001:2015 Environmental Management System	Bursa, Manisa
ISO 50001:2018 Energy Management System	Bursa, Manisa
ISO 27001:2013 Information Security Management System	Bursa, Manisa
PED-Pressured Equipment Directive - EU 68/2014 - Pressure Equipment Certificate	Bursa
Marine & Offshore - RECOGNITION FOR BV MODE II SCHEME	Bursa
TPG CASTING - Transportation and Power Generation - Product specific certificate	Bursa
Ford Q1	Bursa

INFORMATION SECURITY AND DATA PRIVACY

In Döktas, we are aware that compliance with information security and related regulatory changes is a necessary priority and information security, and data confidentiality are of critical importance in today's digital age. Protecting the confidentiality, integrity and availability of information is crucial not only to protect our business activities, but also to maintain the trust of our stakeholders. Within the framework of our Information Security Policy, we are committed to protect the availability, integrity, and confidentiality of the information assets of our company and all our stakeholders, and to provide secure and uninterrupted access. You can access our Information Security Policy on our website at <https://www.doktas.com/tr/index.php/bilgi-guvenligi-politikamiz/>

We have established an Information Security Management System to proactively manage and protect our information assets. Our Information Security Management System is based on internationally recognized standards such as ISO 27001 and covers a comprehensive set of policies, procedures, and controls. By continuously monitoring and assessing potential risks, we strive to identify vulnerabilities and implement appropriate security measures to mitigate them.

Our Ethics and Compliance Policy also covers Information Management and Privacy. We keep all legal records in accordance with the legislation and do not share confidential information with third parties without the approval of senior management. We inform our employees that our company's financial and trade secrets, personnel information, and agreements with third parties are confidential, and we ensure that they do not act contrary. We limit access to critical systems, databases, and data repositories to authorized employees only. We implement strong authentication measures such as passwords, encryption, and multi-factor authentication to prevent unauthorized access. We conduct regular security audits and assessments to identify any vulnerabilities and address them immediately.

We also maintain a high level of compliance with personal data protection regulations and have created our Disclosure Statement on the Protection of Personal Data. We collect, process and store personal data securely and in accordance with the law and ensure that it is used only for the purposes for which it was collected. Believing that information security and data privacy is the responsibility of every employee, we offer awareness programs to ensure that all employees understand their roles and responsibilities in protecting information and maintaining data privacy. You can access our Disclosure Statement on the Protection of Personal Data on our website with the link: <https://www.doktas.com/tr/index.php/kvkk-aydinlatma-metni/>

- We establish our Information Security Management System in accordance with the requirements of the ISO 27001 ISMS standard to manage all kinds of information security risks that may be directed towards the processes and company assets we have created in line with our company's mission and goals.
- We create, document, certify, conduct audits (internal and external audits), review and continuously improve our Information Security Management System in accordance with the requirements of ISO 27001 ISMS standard.
- We create, monitor, and annually review programs, targets, and indicators to achieve and continuously improve the goals and objectives set for information security.



- We are committed to protect the availability, integrity, and confidentiality of our and our stakeholders' information assets and to provide secure and uninterrupted access. We manage any risks and nonconformities that may arise in this regard.
- We undertake to comply with the mandatory legal legislation established for Information Security and the agreements established with the parties in this field.
- We undertake to provide the necessary resources and conditions to achieve the goals and objectives of the information security management system.

We have established the Information Security Management System Committee with at least one member from each department within the scope. This committee holds its meetings at least quarterly and the decisions it takes are binding. All our employees are obliged to fulfill the actions to be taken regarding the decisions.

In 2022, to prevent the risks, we identified regarding Digitalization and Information Security:

- We invested in 18 UPSs to ensure uninterrupted operation of critical equipment (3D sand printers, servers, laboratories, factory security systems, etc.) and to prevent data loss.
- We digitalized our processes with the Synergy-Digital Process Management Project and eliminated the use of paper in our commissioned processes.
- We carried out projects within the scope of Industry 4.0 with MAS-Information Collection from Production and Management of Corporate Production Information. In this way, we aim for production monitoring, efficiency, and Safety.
- We made System and Infrastructure Investments that ensure Business Continuity.
- We increased our information security measures on end-user devices by implementing the Endpoint Threat Detection and Response Project.
- We increased our Wired and Wireless Network Security by implementing Port Based User Authentication and Access Policies.

In 2023, we plan to increase efficiency in our business processes with Business Intelligence Reporting and RPA (Robotic Process Automation), labor productivity, and TISAX Automotive Information Security Management projects.

SUSTAINABILITY STRATEGY

At Döktaş, sustainability is at the core of our business strategy. We believe that integrating sustainability into our operations is not only an ethical obligation but also a strategic advantage. Our sustainability strategy is designed to increase our efficiency, productivity, innovation capability, reputation and overall competitiveness while contributing to a more sustainable future by incorporating the 3 dimensions of sustainability: Environmental, Social and Governance.

- **Environment:** We are committed to minimize our environmental impact and promote sustainable practices across our operations. Through ongoing initiatives and projects, we strive to reduce energy consumption, minimize waste generation, and optimize our use of natural resources. We are committed to adopt cleaner production methods, invest in renewable energy sources, and apply circular economy principles to promote resource efficiency and minimize our carbon footprint.
- **Social:** We recognize the importance of social responsibility in creating a sustainable future. We are committed to give priority to the well-being and safety of our employees, ensure fair and ethical labor practices, and promote an inclusive and diverse work environment. We actively engage with local communities through various social initiatives, support their development and meet their needs. By investing in the communities where we operate, we aim to create shared value and contribute to their long-term prosperity.
- **Governance:** As a responsible and sustainable company, we recognize the importance of economic performance. We strive to achieve long-term profitability and financial stability while considering the social and environmental impacts of our business decisions. We seek opportunities to innovate, improve our operational efficiency and create value for our stakeholders, including our shareholders, customers, suppliers, and employees.

Döktaş Sustainability Indicators

We continue to achieve our sustainability goals, transparently report our progress, and strive for continuous improvement. By aligning our business objectives with the global sustainability agenda, we aim to drive positive change, create lasting value, and contribute to a more sustainable future for all.

Strategy	Material Topic	Target	Indicator	Unit	'20	'21	'22
Governance - Do the Job Well	Product Quality and Customer Satisfaction	Increasing customer satisfaction	Customer satisfaction rate - Orhangazi	%	84	76	63
			Customer satisfaction rate - Manisa RIM	%	76	85	80
			Customer satisfaction rate - Manisa Aluminum	%	84	85	84
	Economic Performance	Increasing shareholder satisfaction	Operating Profit	MTL	172	433	304
	Responsible Production and Sustainable Solutions	Develop responsible management practices	Proportion of female managers (Manager, director, president)	%	3,0	2,9	2,7
	Innovation and R&D Studies	Strengthening innovation and R&D activities	Number of Patent Applications	PCS / year	0	0	5
			Number of R&D projects	PCS / year	41	32	32
			Total number of R&D employees	Person / Year	51	63	64
			Total R&D expenditure	MTL	9,5	20,5	38,1
	Ethics and Compliance Studies	Strengthen ethics and compliance efforts	Ethics Hotline incoming complaints / solved cases ratio	%	No complaint	No complaint	No complaint
		Expanding the scope of risk management	Inclusion of sustainability risks in Risk Management Committee assessments	OK / NOK	NOK	NOK	OK
	Responsible Supply Chain	Building responsible supply chain infrastructure	Supplier survey - sustainable supplier ratio	%	-	-	85

Strategy	Material Topic	Target	Indicator	Unit	'20	'21	'22
Responsibility for Environment	Waste Management	Increasing efforts on waste reduction and reuse	Ratio of waste sent to recycling - Orhangazi	%	56	55	57
			Ratio of waste sent to recycling - Manisa	%	86	87	84
		Increasing circular economy studies	Ratio of waste utilized as alternative raw material in different sectors - Orhangazi	%	52	50	54
			Total scrap recycled - Orhangazi	%	85	84	83
			Total scrap recycled - Manisa	%	67	79	79
	Energy Efficiency Climate Change and Emissions	Identifying policies on climate crisis and energy management	Scope 1 emissions - Orhangazi	tons CO2e	-	29.622	29.890
			Scope 2 emissions - Orhangazi	tons CO2e	-	121.098	135.047
			Total (1+2) emissions - Orhangazi	tons CO2e	-	150.720	164.936
			Scope 1 emissions - Manisa	tons CO2e	-	12.785	10.022
			Scope 2 emissions - Manisa	tons CO2e	-	14.369	16.104
			Total (1+2) emissions - Manisa	tons CO2e	-	27.154	26.126
	Water Management	Monitoring water consumption	Water consumption - Orhangazi	m ³ /tons	40	26	22
			Water consumption - Manisa	m ³ /tons	0,28	0,33	0,34

Strategy	Material Topic	Target	Indicator	Unit	'20	'21	'22
Employee Satisfaction	Occupational Health and Safety	Prioritizing OHS in all activities	Accident frequency rate - Orhangazi	%	40,7	52,8	44,3
			Accident severity rate - Orhangazi	%	0,50	1,10	0,90
			Accident frequency rate - Manisa RIM	%	56,4	58,6	45,3
			Accident severity rate - Manisa RIM	%	0,39	0,60	0,47
			Accident frequency rate - Manisa Aluminum	%	61,9	49,5	31,6
			Accident weight ratio - Manisa Aluminum	%	0,23	0,63	0,25
	Working Conditions and Human Rights	Increase employee engagement	Employee satisfaction rate	%	90	-	90
			Number of suggestions	PCS/ Person	839	1305	1749
			Employee turnover	%	18,7	20,0	14,0
	Employee Training and Development, Talent Management	Supporting employee training and development	Training hours per person	Hours/ Person	1,6	1,9	1,4
Strategy	Material Topic	Target	Indicator	Unit	'20	'21	'22
Contribution to Community	Contribution to Community and Local Development	Carrying out and supporting studies on diversity and inclusion	Rate of female employees	%	3,0	2,9	2,7
			Rate of female employees among white-collar employees	%	12,8	13,4	13,1
		Contribution to the development of the engineering profession	Apprenticeship school - Number of students	Person /Year	0	20	39
			Employment of long-term interns - Number of interns	Person /Year	3	14	6
		Investing in Education, Culture, Arts and Sports	Support with Yamantürk Foundation	TL/ Year	194.480	301.492	842.322
		Contribution to the prosperity and development of local communities	Support to local community activities	PCS/ Year	1	2	1



STAKEHOLDER ENGAGEMENT AND MATERIALITY

At Döktaş, we are aware that stakeholder engagement plays a crucial role in our responsible governance approach. All our activities and the way we do business directly affect our stakeholders as well as our own performance, and we attach great importance to our stakeholders' ownership of our material issues. To ensure long-term success, we strive to create value not only for our stakeholders but also for society.

Identifying material sustainability issues for both us and our stakeholders forms the basis of our sustainability strategy. To identify our strategically material issues in line with our vision and goals, we have organized workshops involving our company management, as well as workshops and surveys to gather valuable insights, enabling us to understand the expectations of our stakeholders and the sustainability issues they consider most material.

Our materiality study was conducted to align Döktaş's priorities with the GÜRİŞ Industrial Group Sustainability Strategy and stakeholder expectations. This process has ensured that our efforts and initiatives are in line with stakeholder expectations and address the most relevant sustainability issues. Going forward, we plan to conduct stakeholder engagement activities at regular intervals to keep our communication with our stakeholders alive and update the scope of our engagement.



RELATED GROUP	COMMUNICATION METHOD	FREQUENCY OF CONTACT	METHOD AND PURPOSE OF COMMUNICATION
 EMPLOYEES	Intranet	Continually	Documents, news
	HR Announcement	Continually	Information on current issues and practices
	Employee Satisfaction/Engagement Survey Implementation	1 in 2 years	Regular surveys and evaluations
	Trainings	In case of need	Trainings in line with annual plans
	Website, Social Media	Continually	Briefings
	Suggestion System	Continually	Suggestion Program
	Social Activities	Annual Plans	Special day celebrations, social events, award applications
	Information Boards	Continually	Purpose-oriented information boards
	Trade Union	Continually	Internal and external Meetings, announcements
	Ethical Line	Continually	Ethics disclosures and receiving notifications
	Annual Activity Report, Sustainability Report	1 per year	Regular annual reporting
 SUPPLIERS	Tender/Purchasing Transactions	In case of need	Procurement operations carried out for needs
	Annual Activity Report, Sustainability Report	1 per year	Regular annual reporting
	Ethical Line	Continually	Ethics disclosures and receiving notifications
	Website, Social Media	Continually	Briefings
	Visit, Online Interviews, e-mails	Continually	Supplier field visits, Döktaş visits by suppliers and meetings held according to needs
 CUSTOMERS	One-to-one Meetings and Visits	Continually	Meetings and site visit reviews according to needs
	Fairs	Annual Plans	Participation in sectoral fairs
	Customer Satisfaction Survey	1 per year	Improvement activities by receiving customer feedback
	Ethical Line	Continually	Ethics disclosures and receiving notifications
	Website, Social Media	Continually	Briefings
	Annual Activity Report, Sustainability Report	1 per year	Regular annual reporting
 PUBLIC INSTITUTIONS	One-to-one Meetings and Visits	In case of need	Legal and social responsibility activities
	Regular Reporting, Notifications	Continually	1 study every 2 years
	Website, Social Media	Continually	Briefings
	Annual Activity Report, Sustainability Report	1 per year	Regular annual reporting
 CIVIL SOCIETY ORGANIZATIONS, ASSOCIATIONS	Working Groups	In accordance with the relevant institution plan	Contribution to working groups
	Memberships	Continually	Memberships and contributions to sectoral or CSO associations
	Website, Social Media	Continually	Briefings
	Strategic Collaborations	Continually	Social projects
	Annual Activity Report, Sustainability Report	1 per year	Regular annual reporting
 INVESTORS	Annual Activity Report, Sustainability Report	1 per year	Regular annual reporting
	Website, Social Media	Continually	Briefings
	CMB - PDP Disclosures	In case of need	Information throughout the year
	One-to-one Meetings and Visits	In case of need	Meetings held according to needs
	General Assembly, Board of Directors Meetings	Annual Plans	Needs and review, informing shareholders
UNIVERSITIES AND OTHER PUBLIC EDUCATIONAL INSTITUTIONS	Career Days	In accordance with the relevant institution plan	Contribution to career programs
	Technical Trips	Continually	Visits for facility promotion and sector promotion
	Internship Programs	Continually	Short and long-term internship programs
	Website, Social Media	Continually	Briefings
 LOCAL PEOPLE	Website, Social Media	Continually	Briefings
	Local Press	In case of need	Briefings
	Social Responsibility Projects	Continually	To carry out activities that contribute to the community
	Activity Report, Sustainability Report	1 per year	Regular annual reporting
	Legal Requirement - EIA Public Participation Meeting	In case of need	Made with legal requirements within the scope of investments

Materiality Analysis

At Döktaş, we recognize the importance of identifying and addressing the sustainability issues that have the greatest impact on our stakeholders and our business. By focusing on these areas, we believe that we can effectively manage our sustainability risks and opportunities while meeting the expectations of our stakeholders. In conducting our materiality analysis, we followed the reporting standards set by the Global Reporting Initiative (GRI) to ensure transparency and accountability.

We initiated our materiality analysis process in 2022 with the broad participation of our internal and external stakeholders. We value the diverse perspectives and insights shared in this process, which help us shape our understanding of the key sustainability issues that matter most to our stakeholders.

As a company that closely monitors both the global and local agenda and keeps pace with the changing world, our plan is to review our materiality analysis annually. We believe that this process will ensure us to remain aligned with the expectations and needs of our stakeholders and encourage continuous improvement in our sustainability practices.

While our materiality analysis is guided by the strategic priorities of both Döktaş and GÜRIŞ Industrial Group, we have also considered evolving global and industry developments. We are aware of the need to adapt and be responsive to the change and transformation occurring in our ecosystem.

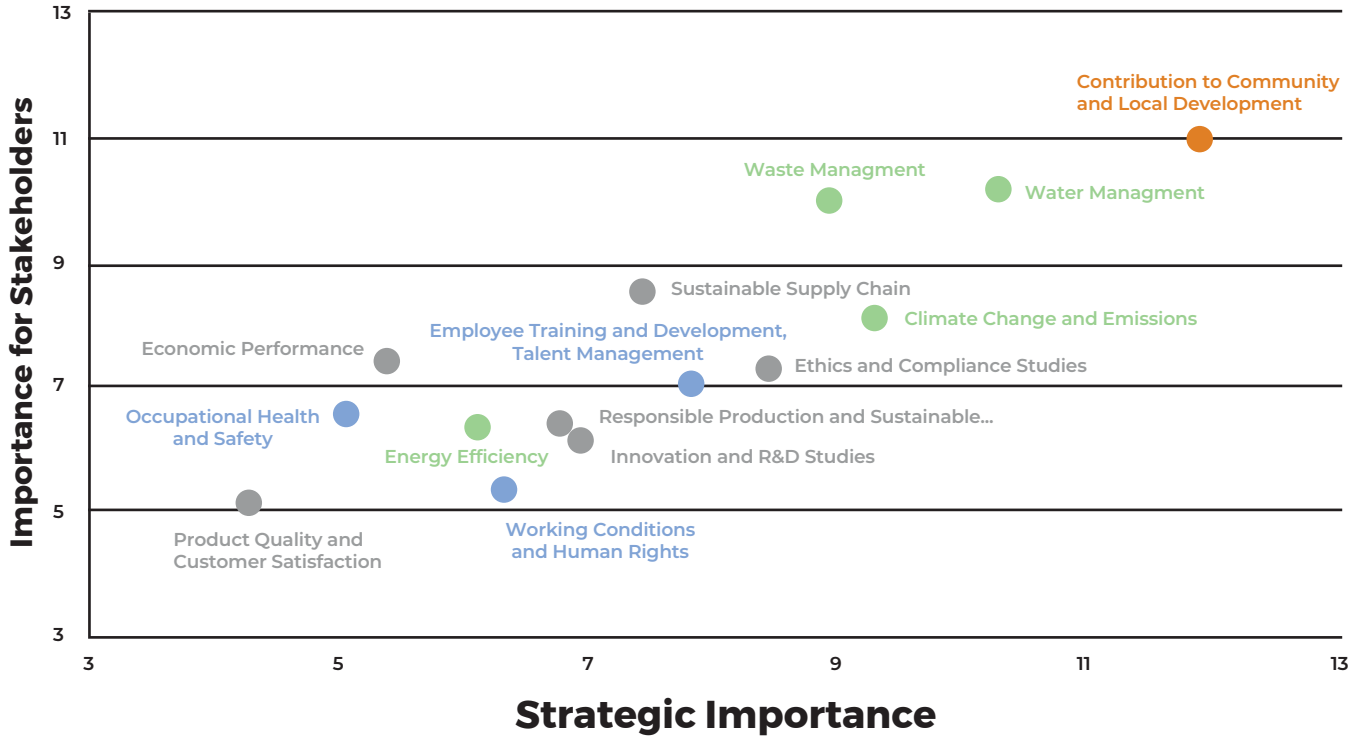
The result of our materiality analysis and impact assessments revealed 14 topics that are of strategic importance and deemed material for our stakeholders. These topics cover a wide range of sustainability dimensions, reflecting our commitment to holistic and comprehensive sustainability management.

MATERIAL TOPICS

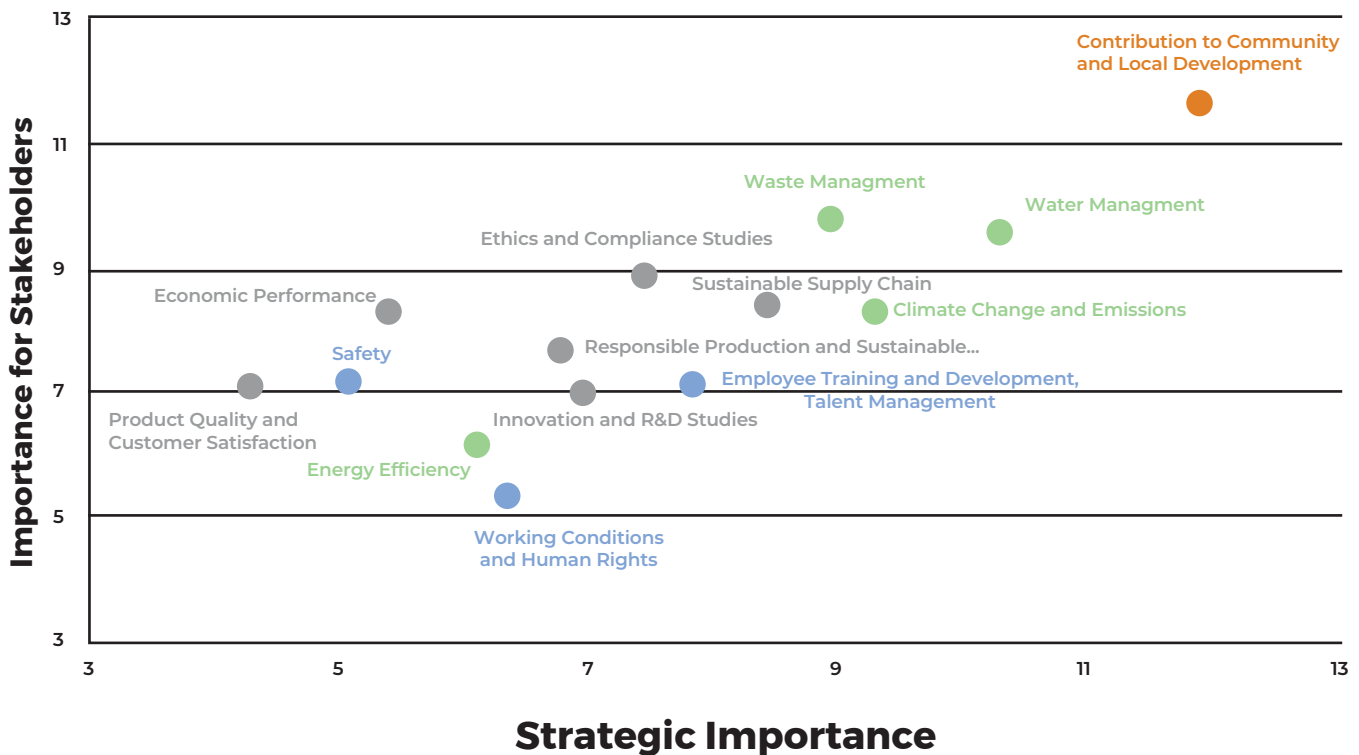
Governance – Do the Job Well	Responsibility for the Environment	Employee Satisfaction	Contribution to Community
Product Quality and Customer Satisfaction	Energy Efficiency	Occupational Health and Safety	Contribution to Community and Local Development
Economic Performance	Waste Management	Working Conditions and Human Rights	
Responsible Production and Sustainable Solutions	Climate Change and Emissions	Employee Training and Development, Talent Management	
Innovation and R&D Studies	Water Management		
Sustainable Supply Chain			
Ethics and Compliance Studies			

Through focusing on these issues, we aim to drive positive change, improve our sustainability performance, and create shared value for our stakeholders and society at large, aligned with our sustainability goals.

DÖKTAŞ ORHANGAZİ MATERIALITY MATRIX














DÖKTAŞ MANİSA MATERIALITY MATRIX









Our Contribution to Sustainable Development Goals

As part of our sustainability efforts, we are committed to contributing to the United Nations Sustainable Development Goals (SDGs). The SDGs provide a comprehensive framework to address our planet's most pressing economic, social, and environmental challenges. At Döktaş, we have matched the main topics and material issues that make up our Sustainability strategy and grouped them in line with the Sustainable Development Goals we serve.

Although our material contributions are aligned with the SDGs in the table, we are aware that all 17 goals are interconnected. Our commitment to sustainability goes beyond these specific goals and we strive to integrate it across our entire value chain.

Strategy	Material Topic	SDG Target		
Governance - Doing Job Well	Product Quality and Customer Satisfaction	17.17	Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	
	Economic Performance	8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead	
	Responsible Production and Sustainable Solutions	12.2	By 2030, achieve the sustainable management and efficient use of natural resources	
	Innovation and R&D Studies	12.a	Support developing countries to strengthen their scientific and technological capacity to move towards more sustainable patterns of consumption and production	
	Sustainable Supply Chain	16.b 16.5	Promote and enforce non- discriminatory laws and policies for sustainable development Substantially reduce corruption and bribery in all their forms	
	Ethics and Compliance Studies	16.6 16.7	Develop effective, accountable, and transparent institutions at all levels Ensure responsive, inclusive, participatory, and representative decision-making at all levels	
Strategy	Material Topic	SDG Target		
Responsibility for the Environment	Energy Efficiency	7.3	By 2030, double the global rate of improvement in energy efficiency	
	Waste Management	12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil to minimize their adverse impacts on human health and the environment	
		6.3	By 2030, improve water quality by reducing pollution, eliminating dumping, and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally	
	Climate Change and Emissions	13.3	Improve education, awareness- raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	
	Water Management	6.3	By 2030, improve water quality by reducing pollution, eliminating dumping, and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater, and substantially increasing recycling and safe reuse globally	

Strategy	Material Topic	SDG Target		
Employee Satisfaction	Occupational Health and Safety	8.8	Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment	
	Working Conditions and Human Rights	8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	
	Occupational Health and Safety	10.3	Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies, and action in this regard	
		4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development	
		10.2	By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	
Strategy	Material Topic	SDG Target		
Contribution to Community	Contribution to Community and Local Development	12.8	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature	

I. GOVERNANCE – DO THE JOB WELL

Product Quality and Customer Satisfaction

We are committed to provide high customer satisfaction by offering quality products to our customers. We know that sustaining our leadership position in our industry is directly linked to our customers' satisfaction and trust in our brand. Therefore, we give priority to product quality and constantly strive to exceed customer expectations through our commitment to excellence. These efforts are based on the following principles.

Quality Assurance: We monitor our production process from the selection of raw materials to the final inspection of finished products through our robust quality assurance activities to ensure compliance with the highest industry standards. By maintaining a strong focus on quality, we aim to deliver products that meet or exceed customer requirements. We monitor the performance of our suppliers and conduct our tests at the incoming quality stage.

Customer Focused Approach: We are in perpetual communication with our customers to understand their needs, challenges, and expectations. The basis of this communication is our customer-focused customer representatives in our organization and their regular visits to our customers. Since the feedback and opinions of our customers, who are our most important stakeholders, are of critical importance to us, we work closely with them to design our products and services according to their needs. By meeting all their quality and testing needs, we have adopted our focus as a solution center for Casting.

Continuous Improvement: We work with a philosophy of continuous improvement to enhance our product quality and customer satisfaction. We invest in research and development activities to provide innovative solutions.

On-Time Delivery: We recognize the importance of on-time delivery in meeting our customers' operational timelines. We maintain effective production planning and supply chain management systems to ensure on-time delivery of our products.

Customer Feedback and Engagement: We communicate regularly with our customers to share their experiences, suggestions, and concerns. We also keep them informed about product updates, industry trends and any developments that may affect their business.

Quality Certifications and Standards: We have established our management systems based on international standards and customer specific requests and we ensure that our certificates are up to date by continuously monitoring them.

To maintain our production at the quality level we target within the framework of these principles, we realize the necessary infrastructure and equipment investments and plan our human resources accordingly. We also pioneer the introduction of innovative raw materials and processing materials in the sector to reduce emission values with a focus on cost and environment.

We care about providing accurate and complete information about our products to ensure that customers can access and use our products without any problems. We share product information documents with our customers every month, including the technical specifications of the products and different information about the product.

However, the global challenges of 2022 were also reflected in supplier and customer relations. To mitigate the effects of these reflections, we intensified our communication with our customers. Especially since we are in an energy-intensive sector, the increase in energy costs negatively affected our ongoing business. In addition, the Ukraine-Russia war, inflation, and the global recession were other factors that affected us, just like all other sectors. The effects of these phenomena were also reflected in our customer satisfaction evaluation processes. In 2023, we aim to increase customer satisfaction by focusing on this issue to minimize these effects.



Economic Performance

We received an award in the “Export” category from the Minister of Trade and the President of the Bursa Chamber of Commerce and Industry at the 48th Bursa Chamber of Commerce and Industry’s (BTSO) 48th “Adding Value to the Economy” Award Ceremony.



As Döktaş, we were rewarded with the Gold Exporter Award at the 2021 Champions of Exports Awards organized by the Automotive Industry Exporters’ Association.

Döktaş ranked 160th in the general ranking and 11th in its sector in the “Turkey’s Top 500 Industrial Enterprises” list compiled by the Istanbul Chamber of Industry. As GÜRİŞ, we continue to contribute to employment and the economy with our leading companies in the sectors in which we operate.



Responsible Production and Sustainable Solutions

In 2022, we accelerated our Continuous Improvement efforts to realize our goals in line with our Doing Business Well strategy. We are committed to continuously monitoring, measuring, and evaluating our sustainability performance. By setting ambitious targets for improvement, we aim to continuously raise the bar and encourage positive change. We actively embrace new technologies, research, and industry best practices to improve our sustainability performance and stay ahead of evolving challenges and opportunities.

At Döktaş Orhangazi Facility, we broke new ground and added Engine Block Machining to our machining portfolio. We machined a scaled-down version of an original V8 block in 1/2 scale by casting it with sand printer technology. The V8 Engine Block Machining Processes, which we had previously documented in a book, were put into practice with this project.

As one of the cornerstones of our Continuous Improvement efforts, our employees contributed 42% more than the previous year to our digital Suggestion System and submitted 1264 suggestions. We implemented 37% of these suggestions and rewarded 462 employees in this context. Through our Suggestion System, our aim is to evaluate innovations, inventions or suggestions that improve an existing situation or practice, provide a measurable benefit to the workplace, increase quality, and reduce costs, ensure the satisfaction of customer conditions, and encourage participation by rewarding, so we have grouped the topics that can be given as suggestions under the following headings:



We have established a 7-member board to evaluate the suggestions we have collected under the above headings. Human Resources and Continuous Improvement departments are permanent members of this board, while the other members are selected from different departments to evaluate most of the suggestions. For the suggestions we evaluate, we look for the conditions that the suggestion is completed, and that the improvement is reported as Before/After or A3.

As a company that has adopted the Lean Management principles, we carried out a total of 122 activities with 19 different teams composed of 107 members under the leadership of our subject champions in Autonomous Maintenance, 5S, VSM, SMED and Problem-Solving Studies. We also carried out 1837 Kaizen studies within the framework of our Lean studies and ensured that the 5S studies we started in 2020 spread to 50% of our factories. Our goal for the end of 2023 is to reach 75% coverage and 85 points throughout our company.

We also conducted 8 Six Sigma Green Belt projects. Our focus areas in these projects were reducing the cost of poor quality, reducing assembly-related errors, reducing customer-based failure rates, and reducing operational costs. To recognize our employees who contributed with their activities, we rewarded 110 people by evaluating them in the following 13 different categories.

- Suggestion Categories:**
- 1. Highest number of suggestions
 - 2. The highest number of approved suggestions
 - 3. The suggestion with the highest payback
 - 4. Evaluated the highest number of suggestions

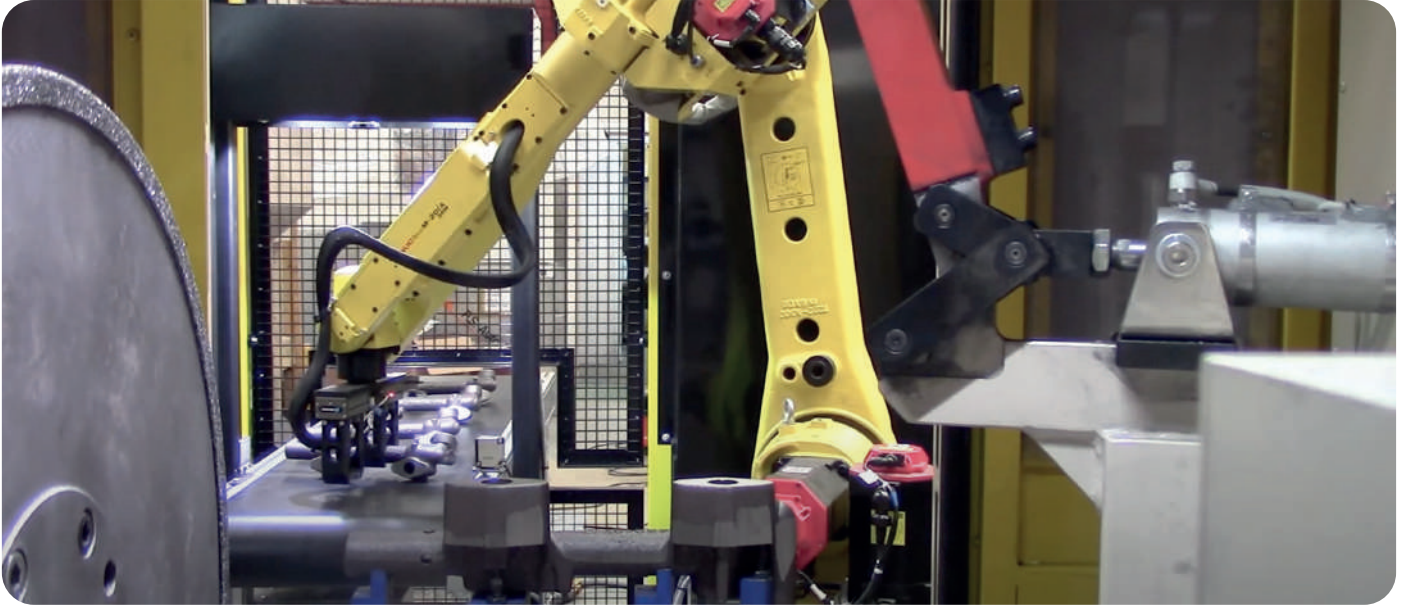
- Improvement Categories:**
- 5. Best improvement effort 1st place
 - 6. Best improvement effort 2nd place
 - 7. Best improvement effort 3rd place
 - 8. Best improvement honorable mention
 - 9. Best OHS work

- Slogan Categories:**
- 10. Energy-Environment Slogan 1st place
 - 11. Energy-Environment Slogan 2nd place
 - 12. Energy-Environment Slogan 3rd place

- Champion Category:**
- 13. Continuous Improvement Tools Champions of Topics



Other aspects of our continuous improvement efforts are the savings we have achieved through our investments. We achieved 60% energy, 35% labor and 5% stone savings in our process with our investment in Automatic Grinding Machines.



The pallets we use in our production were another area of improvement. We created 47% more utilization volume and reduced costs by changing pallet dimensions.

Innovation and R&D Studies

In order to continue to increasingly announce our name as an important player in the casting industry, we have carried out 32 projects in 2022 in our R&D Centers, which have been working intensively since 2017. We made 367 million TL turnover from the new products we realized by spending 38 million TL for these R&D projects, which we addressed within the framework of our strategic issues.

The employment of women, which we prioritize within the scope of our principle of diversity and inclusion, is also prominent in our R&D centers; 6 of our 64 employees who carry out our projects are women.

At Döktaş, our goal is to collaborate with our domestic and international customers from the design stage of their projects up to the creation of a cast part or a complete vehicle component. In this way, we can offer the cast part or component to the customer by performing casting, machining and then assembly operations. For the last 5 years, we have been working and investing to become the design partner of all our customers. In line with our goal, we are also expanding our R&D staff with new design and structural analysis engineers and design technicians. Wherever our customers are in the world, we design parts and components with their engineering teams, and then we can design and produce all the equipment required for casting, machining, and other tests within our own facilities. We are capable of manufacturing our own casting tools within our own machine park.

We are also working on improving our existing products and operations to reduce scrap rates, reduce weight, increase placement ratios, and enable the transition to component production instead of parts. We use our 3D sand printer to meet the prototype part needs of our customers in a very short time at the very end of the design process before the casting tools are made.

In 2022, we machined 62 new parts, mostly from our European customers. Most of these were for new projects and some were transferred from European plants. This enabled us to operate with a 90% occupancy rate in our 68 machining centers.

As the vehicles of the future are predominantly designed to be electric, we have intensified our work in this area. We work with our customers from prototypes to mass production in a wide range of vehicles from automobiles to light commercial vehicles and heavy vehicles, by understanding and actualizing their needs. In the execution of many of our ongoing projects, we can meet the demand of our European customers for many prototype parts for their new projects without any problem, thanks to our casting plant that can cast 85 different chemical analyzes. We are also proud of the fact that our R&D Centers have created 13 patents and 5 utility models while conducting these studies. Local and international publications, symposiums and congress participations also constitute different dimensions of these studies.

Sustainable Supply Chain

We are aware of the importance of our supply chain in achieving our sustainability goals and have identified it as one of our material issues. We have adopted the principle of promoting responsible sourcing, working with our suppliers, and acting transparently and ethically throughout our supply chain. By integrating environmental issues into our supply chain and production processes, we aim to increase the sustainability of our operations and contribute to a more sustainable future.

We prioritize working with suppliers who share our commitment to sustainability and strive to source our materials from suppliers who adhere to responsible and ethical practices. We take due diligence to ensure that the materials we use are sourced legally and sustainably. We prioritize responsible sourcing and aim to minimize the negative environmental and social impacts that may occur in our supply chain.

With our capacity and product range, we have a wide network of suppliers. Our goal is to fulfill the environmental, social and governance requirements that are the cornerstones of sustainability in this chain we interact with, to make sure that the “Döktaş Code of Ethics” is known by all our stakeholders in our supply chain and to work with the same principles and rules of conduct. In line with this goal, we have created the “Supplier Code of Ethics and Conduct”, which is a permanent annex to our contracts with our suppliers.

In this document, we have included topics such as Compliance with Laws, Child Labor, Anti-Discrimination, Forced and Compulsory Labor, Working Hours and Wages, Right to Union, Health and Safety Conditions, Environmental and Social Compliance, Prevention of Anti-Competitive Behavior, Anti-Bribery and Anti-Corruption, Prevention of Conflicts of Interest, Ensuring Confidentiality and Information Security, Prevention of Money Laundering and Terrorism Financing and explained in detail the rules that all suppliers must comply with. We evaluate our suppliers in terms of quality, environment, energy, OHS and information security within the scope of our integrated management systems. We also expect them to have standards that are appropriate for the product or service they provide. In 2023, we are working to establish a system to evaluate the sustainability performance of our suppliers. The evaluation results of our first survey for 2022 are as follows.



SUPPLIER SURVEY	Sustainability Ratio of Suppliers Responding to the Survey
Manisa	%95
Orhangazi	%80

The main raw materials of our Iron Casting plant are cast iron and scrap sheet metal. We work with 1179 suppliers and prefer the region we are located in. The breakdown of our suppliers is as follows.

SUPPLIERS BY REGION	2022
Local	%85
International	%15

We use warehouses to increase the satisfaction level of our customers with just-in-time shipments by ensuring the sustainability of operations in the supply chain, which is an important part of the production process. We try to work with companies and use methods that will ensure low emission targets as much as possible, both in the deliveries we make directly to our customers and in the deliveries, we make to our warehouses. For this reason, we prioritize maritime transportation.



Ethics And Compliance

At Döktas, we believe in conducting our business with the highest standards of ethics and transparency. We are aware that ethical behavior and transparent practices are essential for building trust, maintaining strong relationships with stakeholders, and ensuring the long-term success and sustainability of our operations.

We are committed to comply with universally recognized practices, international norms, laws, and regulations in all countries in where we operate and adopt them as our standard of operation.

Our Board of Directors and employees are guided by ethical principles and codes of conduct that summarize the principles and behaviors we expect from every member of our organization. It is the responsibility of our Board of Directors to determine these rules, which we have established within the scope of our Ethics and Compliance Policy, and to ensure the functioning of notification, investigation, and sanction mechanisms in case of violations. We have an Ethics Committee to ensure implementation and execution.

We have established a whistleblower mechanism to provide a secure and confidential platform for employees and stakeholders to report unethical behavior, violations, or concerns. We encourage our employees to report potential misconduct or violations of our ethical standards. To ensure functionality, we have created our communication channel etikkurul@doktas.com which they can use to report any violations. The function of this channel is to ensure that all reports are handled confidentially by our Ethics Committee and that appropriate measures are determined to resolve the issues reported. In 2022, there were no reports received by the Ethics Committee.

Our Code of Ethics is the basis of our employees' business relations with all our stakeholders, including customers, suppliers, and shareholders. It includes detailed explanations under the main headings of conflicts of interest, rules regulating the flow of information, relations with stakeholders, customers, suppliers, and human resources. The purpose of these principles is to prevent any disputes and conflicts of interest that may arise between employees, shareholders, customers, and the organization.

We have also defined explicit clauses against discrimination, bribery, and corruption in our rules. In addition, conducting our business in an egalitarian, transparent, accountable, and responsible manner is also among our rules and a part of our corporate culture. To carry out rights and responsibilities with all our stakeholders with an understanding of accountability, equality, transparency, fairness, and responsibility, we provide full and timely information to the public through public disclosures, press releases, financial reports, and announcements made on our website. You can access our Code of Ethics on our website via the link <https://www.doktas.com/tr/index.php/etik-ve-uyum-politikamiz/>

II. RESPONSIBILITY FOR THE ENVIRONMENT

We know that to build a sustainable future, we need to improve our environmental performance within our operations, and we are aware of our environmental impacts. As stated in our environmental policy, our motto is to prevent environmental pollution at its source, reduce our waste and consumption of natural resources, create environmentally clean workspaces, create programs to raise the awareness of all our stakeholders and ensure continuous improvement to protect the environment. In this context, we focus on issues such as ensuring energy efficiency, reducing greenhouse gas emissions, minimizing water consumption, and contributing to recycling, as well as preventing pollution in the design of our products, procurement process, production, and value chain stages. We also consider the impacts after the end of the product life in all these activities that we carry out in accordance with the legislation.

We take the product life cycle approach into account when assessing our environmental impacts, evaluating the environmental aspects that we can directly and indirectly affect and take under control, and planning actions to eliminate and/or reduce the impact. While assessing our environmental performance with a focus on risk and opportunity, we carry out activities to reduce the consumption of natural resources with an industrial symbiosis approach. For example, we ensure that sand and metal are reused within the facility while the waste generated is recovered as alternative raw materials and recycled.

The ISO 14001 Environmental Management System, which we have had since 2002, and third- party audits also guide us in our efforts to improve our environmental performance.

One of our main environmental performance indicators is 100% compliance with legal obligations such as annual declarations, legal notifications, and periodic measurements. We fulfill and monitor Environmental Permit License, Wastewater Connection License, and all other legal requirements.

Energy Efficiency

Since we operate in an energy-intensive sector, efficient use of energy is one of our priorities. All the electrical energy we procure is from renewable energy sources, as we are aware of the impact of energy use on climate change.

Furthermore, our Manisa plant has been ISO 50001 Energy Management System certified since 2020 and our Orhangazi plant since 2021. We base all our processes on this standard and work to reduce our environmental impact and ensure energy efficiency.

We have completed a total of 8 Lean 6 Sigma projects, of which 4 at our Orhangazi plant and 4 at our Manisa plant, and completed our 1st wave projects, specifically to reduce increasing energy costs.

In 2023, we will continue our 2nd wave projects and aim to increase our profitability with efficiency-oriented activities.

The types of energy we use are electricity, natural gas, and diesel fuel, and we monitor specific energy consumption in line with our targets.

Our Energy Committee, which works under the leadership of the Maintenance, Investment and Utility Department within the scope of ISO 50001, creates and implements annual activity plans in line with the energy targets set by the senior management and reports our energy performance.



ENERGY EFFICIENCY PROJECTS WE IMPLEMENTED OR STARTED IN 2022:

ORHANGAZI

- We replaced the pumps that deliver the water we use for cooling the induction furnaces in the smelting production center, where we use energy most intensively, with new generation high efficiency pumps with our “Transition to Efficient Pump Types” project and achieved annual energy savings of 850.00 kWh.
- With our “Water Tower Investments Efficient Towers” project, we replaced all our inefficient water towers that had completed their economic and physical life. We aimed to increase the cooling capacity and use energy more efficiently by designing our new towers together with the manufacturer. We also replaced our tower water delivery pumps with high efficiency stainless pumps, saving 370,000 kWh of energy annually. We reduced our average energy consumption of 4,700,000 kWh/year until 2018 to an average of 3,800,000 kWh/year in the last 5 years. In 2023, we plan to convert the fan blades in our water towers to carbon fiber. For this purpose, we will conduct a trial in 1 tower and make an investment plan according to the results.
- We achieved annual energy savings of 48,000 kWh by converting administrative buildings to LED in 2022 with our “LED Lighting Transition” project.
- With our “Air Dryer Investment” project, we started to replace our air-dryers with PLC-controlled new generation air dryers that operate according to the humidity rate in the compressed air. We completed the 1st stage of our project in 2022 and we are continuing the 2nd and 3rd stages of our project.
- With the project “Efficient Hot Water Delivery Pumps and Insulation Controls”, we renewed the pipelines that transfer hot and superheated water, replaced them with energy-efficient pumps and prevented heat loss with the application of heat jackets, thus reducing natural gas consumption.
- We started our “Elimination of Air Leaks” project in 2019 and in 2022, we identified and eliminated 801 leakage points and prevented energy loss.
- We commissioned mechanical automation in the air conditioning system in our new machining area created in 2022 with our “Air Conditioning Mechanical Automation” project, enabling our system to automatically detect the outdoor temperature and prevent unnecessary energy consumption.
- With our “Runner Crushing” project, we increased the internal volume utilization capacity in the smelting furnaces by reducing the size of the runners coming from the completion and thus increased energy efficiency.

MANİSA

- We saved 260,240 kWh of energy annually by regulating the factory interior lighting with a time relay in 2022 with our “LED Lighting Transition” project.
- We have reduced the number of pumps to 2 by working on our central hydraulic unit operating with 3 pumps through our “Pump Operation in Central Hydraulic Unit” project and achieved an annual energy saving of 396,000 kWh.
- With our “Heat Treatment Tanks Cooling Feeds” project, we started to feed the chiller device by taking cooling water from the cooling tower and we saved 498,600 kWh of energy annually.
- We added 1 compressor to our system with the “Aluminum Business Unit Frequency Controlled Compressor Purchase” project and achieved annual energy savings of 546,360 kWh.
- We revised the system in our furnace burners with our “Paint Shop Burner Revisions” project and reduced natural gas consumption by 12.74% in powder coating and 9.5% in wet coating. Thus, we saved 488,292 kWh of energy annually.
- We established an “Energy Consumption Monitoring” system and started to monitor and analyze our electrical parameters from a single center. With this system, we instantly record changes in the computer database and obtain energy consumption distribution and statistics.

IN 2023, IN ADDITION TO ABOVE PROJECTS:

- We will replace 2 inefficient compressors with energy efficient turbo compressors.
- We will expand the scope of our Energy Consumption Monitoring Project.
- With our Annealing Furnace Waste Heat Recovery Project, we will collect the furnace hot exhaust gas to obtain hot air and use it to heat the drying area. We will thus save natural gas.

Waste Management

We are aware that the casting process is a process with high environmental impacts. With this awareness, we prioritize the prevention and reduction of environmental impact at the source, recovery, and recycling methods at the final stage in the management of our wastes, and we work towards putting the waste back into the value chain.

Our recycling rate has increased from 10% to 54% since 2017 with our efforts to increase the use of recycling and alternative raw materials.

We have reduced the consumption of natural resources by ensuring that silica sand, one of our main production materials in Orhangazi, is reused in the casting process after use to prevent and reduce waste generation at its source, which is our main goal. With our regeneration system, we regenerated the casting sand and returned it to the process. Thus, we minimized the use of new sand.

In our Manisa Wheel facility, we bring all aluminum chips that come out after machining back into production with our chip preparation unit and chip smelting furnace.

Reducing Natural Resource Consumption - Sand Regeneration	2020	2021	2022
Regenerated Sand Amount %	74	75	73
New Sand Amount %	26	25	27
Total Sand Amount %	100	100	100

In accordance with the principles of circular economy, re-evaluating our scrap as raw material is an important topic and scrap sheet metal and metal are among the main inputs of our Orhangazi iron casting process. We utilize scrap waste in our process and provide it to the economy as a new product. In our smelting operation, we remelt the runner parts and use them. Furthermore, we obtain scrap metal from the waste generated because of the crushing-sieving process in the “Hazardous Foundry Sand and Furnace Slag Recovery Process” and reintroduce it into the process. We have succeeded in creating a large portion of the main raw materials used in our smelting operation from materials that will contribute to the circular economy with all these efforts.

Orhangazi Smelting Process	2020	2021	2022
TOTAL Recycled scrap %	85	84	83

Manisa Smelting Process	2020	2021	2022
TOTAL Recycled scrap %	67	79	79

We also make other contributions to the circular economy. For instance, the products we produce can be reused as raw materials when they expire, or the filter powders and casting sands generated because of the sand mold casting process can be re-included in the production process as alternative raw materials in different sectors. Our aim in this regard is primarily to realize projects with cement plants for non-hazardous filter dusts with high silica content. In 2022, we ensured that 48% of our non-hazardous filter dust waste was processed as alternative raw materials in cement plants. All our furnace slag waste was processed in recycling facilities and integrated into the value chain. We also utilize all our filter dust, which is classified as hazardous waste, in recycling facilities. In 2022, we sold 59% of the total hazardous waste and recycled it into the economy.

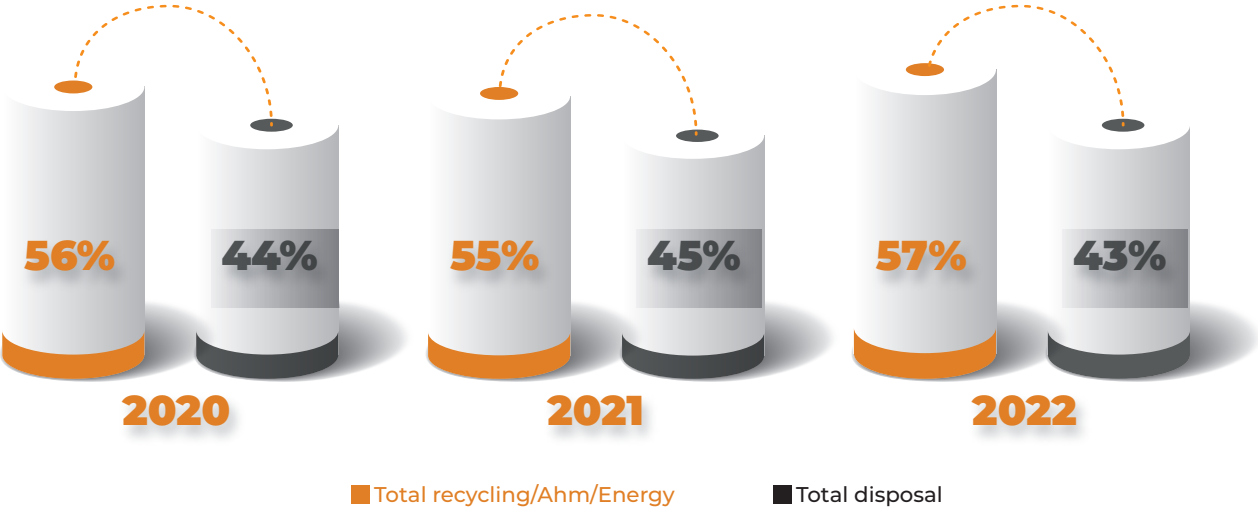
Within the scope of our waste activities, we send the waste oil generated in our facilities to licensed facilities for recycling and vegetable waste oil waste from our cafeterias to refining facilities.

We supported the establishment of computer classrooms by utilizing the income generated from the sale of our electronic waste generated because of our activities within the scope of the “Computers for Village Schools” project carried out by the “Association for Supporting the Recycling of Electronic Waste” (EAGD).

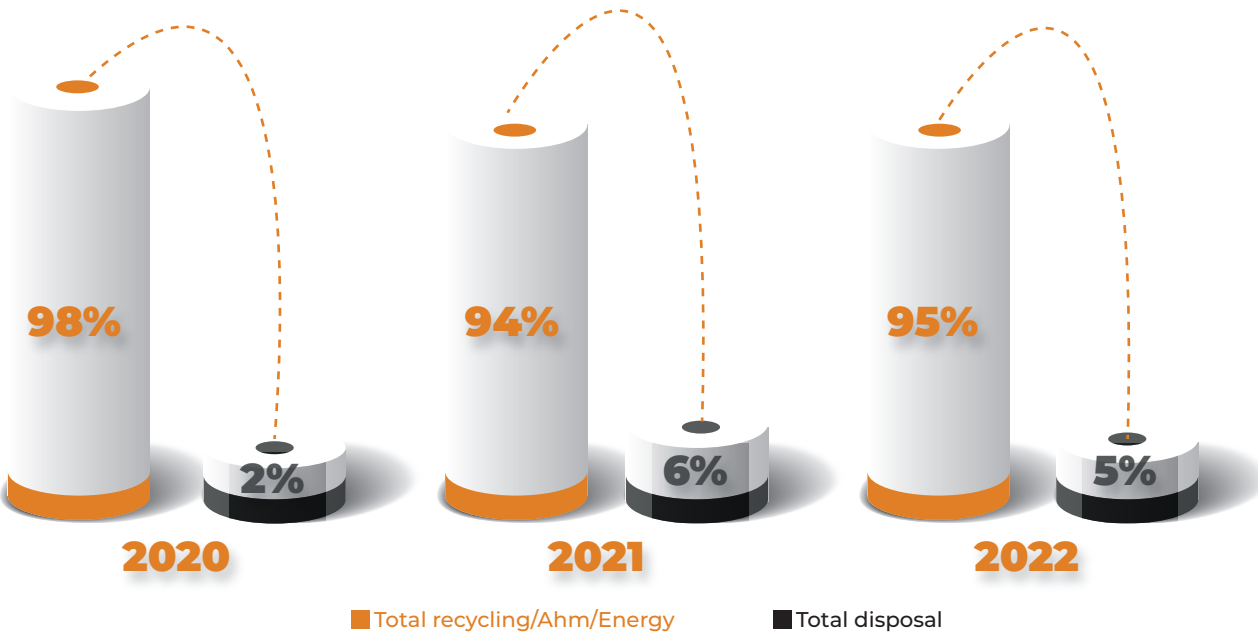
In line with our “Zero Waste” target, we created collection areas throughout the factory area to ensure separate collection and recycling of packaging waste at source.

We reduced the amount of packaging waste at our Manisa Wheel facility by reducing our wood waste. In our Orhangazi facility, we had less wood waste in 2020 due to low production because of pandemic conditions.

Orhangazi Waste Disposal Methods -%



Manisa Waste Disposal Methods -%



Climate Change and Emissions

We aimed to extend our efforts to transition to a low-carbon economy within the scope of combating climate change to all our operations, and in November 2022, we started our greenhouse gas calculations using the consumption values of 2021 in accordance with the ISO 14064 standard.

Being conscious of the impact of emissions on climate change, we are engaged in efforts to control and reduce the emissions generated by our process and dust collection systems at their sources.

·Our 3 process chimneys at our Orhangazi plant have a Continuous Emission Measurement System (CEMS) connected to the data network of the Ministry of Environment, Urbanization and Climate Change. Thus, we instantly monitor our emission values together with the Ministry and ensure that our chimneys are operated in accordance with all relevant regulations.

·We have all our chimneys measured by accredited laboratories every two years. According to our measurements made in 2022, we have met the necessary conditions in all our emission sources.

·We have made efforts to prevent dusting in the slag area of the Orhangazi plant charging hall with reinforced concrete and pulverized system.

·In 2022, we revised our waste gas washing/neutralization systems in Orhangazi plant core sections and increased energy efficiency.

Water Management

Water is one of the most important natural resources we use both in our processes and for human consumption. With this awareness, we monitor the use of water in order to protect water resources, and we carry out and plan studies to identify opportunities for reducing water use and recovering water.

As part of these efforts, we carried out a “Water Saving Project at the Penetran Plant” in Manisa in 2022 and achieved 52% savings. In 2023, we aim to start calculating our water footprint. In addition, we expect to save 1600 tons of water per month with our “Water Towers Feed Water” project that we will implement in Orhangazi in 2023.

III. EMPLOYEE SATISFACTION

Occupational Health and Safety

We are working to prevent accidents and occupational diseases, being aware that occupational health and safety carries both various and great risks. To achieve our sustainable goal of “zero accidents and zero occupational diseases”, we have redesigned the Occupational Health and Safety training program, which we have identified as our material issue, with new generation learning techniques and we continue to provide it online since 2020. In addition to trainings, we continuously make the working environment safer through investments; we strive to positively improve and develop our safety culture through many tools such as audits, reward systems, OHS boards, adaptation of good practices. We have established the principles we call “5C” to improve our culture.



IN LIGHT OF THESE PRINCIPLES, WE HAVE SET OUR MOTTO AS "ALWAYS TOGETHER WITH SAFETY"

Employee participation in our occupational safety activities is of critical importance for us, and to that end, we select the ones with high-risk severity among the nonconformities communicated to the OHS department via risk and near-miss notification cards by voting and reward the relevant employees.

We regularly hold OHS committee meetings every month and follow up the decisions we take by notifying the relevant departments through the corporate resource planning program. We also share the decisions of the OHS Board, which also includes the chief union representative and employee representative, with the union via e-mail and inform our employees by posting them on notice boards.

We use various tools to operate, verify and improve our OHS Management System in line with our objectives and pay special attention to trainings. To find permanent solutions, we investigate the root causes of accidents and use methods such as fishbone method, cause-cause analysis, Swiss Cheese method, barrier analysis, domino analysis, 8D method. We also make studies by using lean management tools effectively.

- Creating safe workspaces with the 5S method
- Eliminating unsafe conditions and near misses with before-after Kaizens
- Determining our actions with a proactive approach through Asakai Meetings
- Kobetsu Kaizen - Accident analysis
- Poke Yoke apps



We have customized the “Technical Issues” part of the 12- and 16-hour OHS trainings, which are legally to be provided annually in the very hazardous class and biannually in the hazardous class, specific to the department-based hazards in our Orhangazi Plant for the first time in Turkey.

- Occupational Health and Safety Training for Cafeteria Employees
- Ergonomics OHS Training
- Smelting Production Center OHS Training
- Processing Production Center OHS Training
- Molding Production Center OHS Training
- Core Production Center OHS Training
- Band Saw Occupational Health and Safety Training
- Fire Fighting and Emergency Training
- Safe Working at Heights Training
- Energy Saving Presentation
- Why Should I Wear Glasses?
- WhatsApp Notification Tutorial

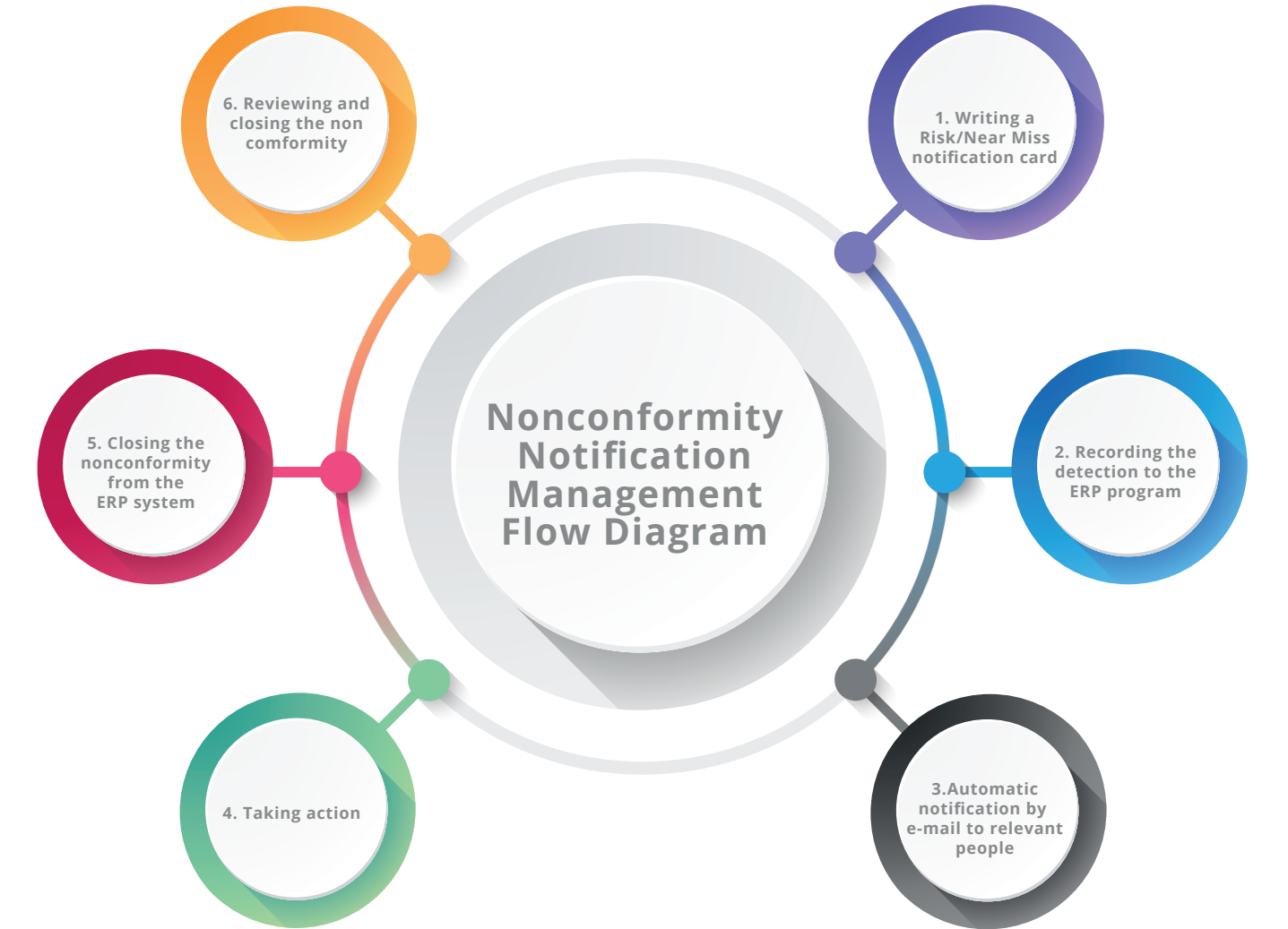
Activities are also ongoing at our Manisa Aluminum and Wheel Factories. The hours of the trainings we organized on OHS issues are as follows:

DÖKTAŞ	2020		2021		2022	
Training Statistics	Person	Man Hour	Person	Man Hour	Person	Man Hour
Company Employees	6477	47883	10561	64034	9841	58337
Subcontractor Employees	834	2366	1196	3046	1242	2718
TOTAL	7311	50249	11757	67080	11083	61055

In addition to our training activities, we published the first 3 chapters (Accident and Incident Management Standard, Work Permit System Standard, Label-Lock-Secure-Test Standard) of the OHS Management System Handbook consisting of 12 chapters prepared within the scope of the GÜRİŞ Industrial Group OHS Management System Project to improve our Occupational Safety Standards. We aim to complete the 12 chapters by the end of 2024.

In our GÜRİŞ Industrial Group OHS Management System Project, we realized the steps of Preliminary Audits-Analysis/Reporting and Group Accident and Incident Management Standard in 2022. The steps we plan to complete in 2023 will be the completion of the EKED/LOTO Standard, Internal Audit Standard, OHS Board Standard, OHS Policy, OHS Training Standard, OHS Communication Standard, OHS Database, Subcontractor/Contractor Standard, Good Practice Platform and OHS Management System Standard.

Besides trainings, taking precautions by identifying possible risks is also an important issue that we emphasize in our OHS activities. Therefore, we have placed risk notification boxes in various parts of our factory for our visitors and all our employees to easily make risk and near-miss notifications. Thus, we record the notifications and send them to the relevant people via the ERP system to take measures.



The basis of our preventive work is the Risk Analyses we conduct. We take our actions in line with the scores obtained because of our risk analyses and we carry out our improvement efforts by using Lean Management tools.

RISK ASSESSMENT SCORING METHODOLOGY

PROBABILITY (The Possibility of Hazards Occurring)	PROBABILITY- FREQUENCY (Repeated Exposure to The Hazard Over Time/Previous Accident and Diseases)	SEVERITY (Estimated Damage to Humans)
10 - Expected For Certain	10 - Almost constantly (several times an hour)	100 multi-fatal accidents / environmental disaster >\$10 damage
6 - High Possible	6 - Frequently (once or a few times a day)	40 One or more fatal accidents / serious environmental accident
3 - Possible	3 - Occasionally (once or a few times a week)	Permanent damage / loss of limb / loss of job / creating environmental obstruction / complaint from nearby people >\$10 loss
1 - Possible But Low	2 - Not frequently (once or a few times a month)	Significant damage / injury, even needing first aid / environmental damage outside land boundaries >\$10 damage
0.5 - Unexpected But Possible	1 - Once (or several times)	Minor damage / injury, even first aid / limited environmental damage within terrain >\$10 damage
0.2 - Not Expected	0.5 - Very rare (once a year or more rare)	Simple first aid / near miss / no or very low environmental damage

RISK ASSESSMENT RESULT

Risk > 400	Unacceptable risk (Necessary precautions must be taken immediately / or the production facility must be closed)
200 < Risk > 400	Serious risk (Must be improved in the short term, between immediately and a few months)Önemli risk
70 < Risk > 200	Significant risk (Must be improved in the long term, within the year)
20 < Risk > 70	Significant Risk (Must be supervised)
Risk > 20	Insignificant risk (Insignificant risk (Precaution is not a priority.)

SITUATION

Routine	B
Maintenance	B
Adjustment	A
Abnormal Situation	AD
Location Change	YD
Setup	K

RISK ASSESSMENT RESULT

Risk > 400	Unacceptable
200 < Risk > 400	Serious
70 < Risk > 200	Important
20 < Risk > 70	Possible
Risk > 20	Insignificant

Probability: The probability of a particular outcome occurring.

Frequency: It refers to the frequency of exposure to a hazard.

Severity: It is the estimated harm that the danger will cause to humans.

We have integrated the equipment with the highest safety level into the control systems of our machines in order to prevent the risk of jamming the moving equipment that may occur due to reasons such as lack of communication, unintended start-up, activation of residual energy during all kinds of maintenance, repair, cleaning and adjustment works to be carried out on equipment such as large-sized line presses, CNC machines, core presses, automatic grinding machines and to avoid a possible work accident. We have increased the current safety levels of our machines to the levels required by international standards with applications such as human-sensitive sensors, mode switches with special switches for authorized employees, and the use of programmable safety relays for the safe transmission and processing of signals. We carry on improving ourselves continuously and taking measures in this regard.

In 2022, we improved our indicators in 2021 with the work we carried out for various operations. These are:

Completion:

- We built transfer belts to eliminate the risk of hand or finger pinching from parts falling from a high level.
- We created stations with different types of lifting apparatus to make it easier for employees to access the lifting apparatus suitable for the part.
- We accelerated model improvement studies.
- We made handles for safe transportation of parts.
- We commissioned the Line-6 Andromat robot so that the part handling operation can be carried out without using physical strength.

Molding-Cores:

- We integrated radar into core presses.
- We made improvements in centering apparatus.
- We improved the control panel in core presses.

Machining:

- We improved part lifting/rotating apparatus.
- We improved machine safety in CNC machines.

Melting:

- We improved the slag extraction machine.
- We increased the use of flame-retardant clothing.

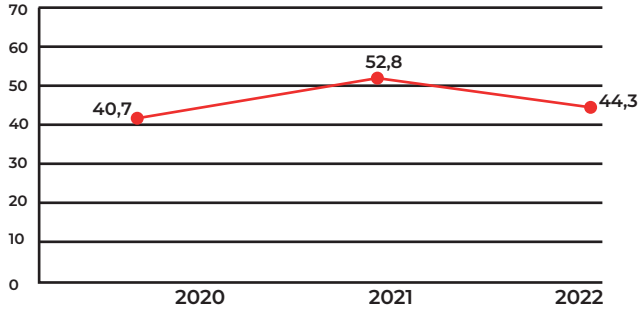
Furthermore, we automated the wheel cooling process in our Wheel Cooling operation by adding sensors to the cooling tanks to prevent repetitive accidents in 2020 and 2021. We have not experienced any accidents since we commissioned the sensors.

We calculate our accident severity rates and accident frequency rate to monitor our occupational health and safety efforts.

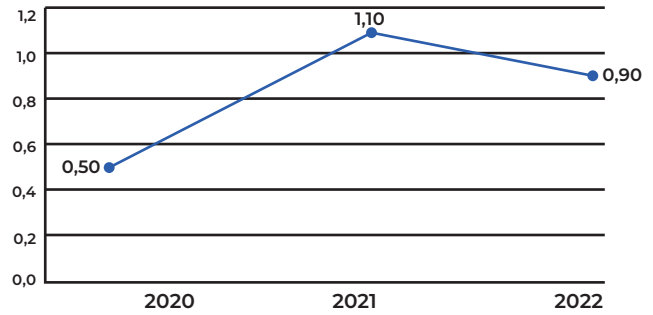
- “Accident Severity Rate” shows the ratio of total working days lost because of occupational accidents with injury to total working hours.
- “Accident Frequency Rate” is calculated as the ratio of the number of injury accidents with lost working days to the total number of working hours in a 12-month period.

DÖKTAŞ ORHANGAZI

ACCIDENT FREQUENCY RATE

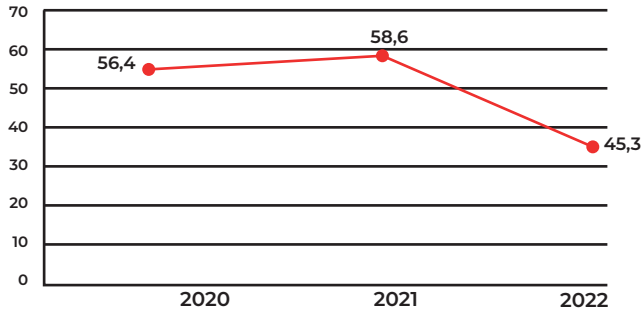


ACCIDENT SEVERITY RATE

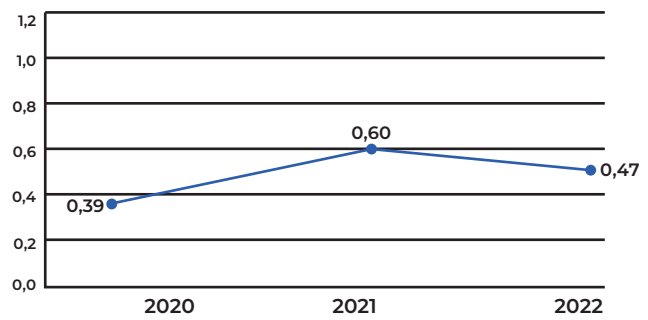


DÖKTAŞ MANİSA RİM

ACCIDENT FREQUENCY RATE

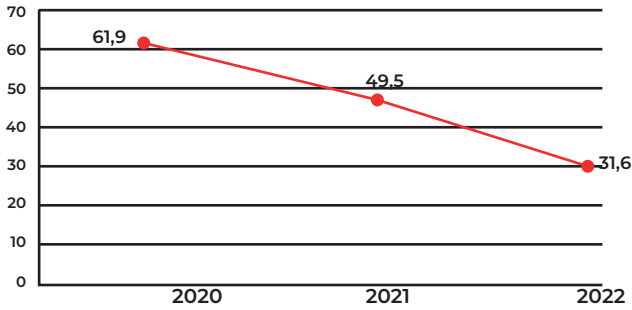


ACCIDENT SEVERITY RATE

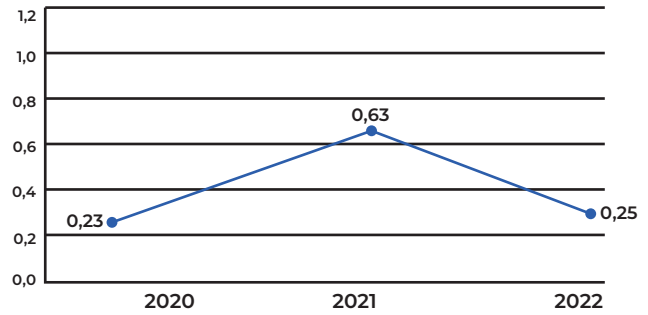


DÖKTAŞ MANİSA ALUMINUM

ACCIDENT FREQUENCY RATE



ACCIDENT SEVERITY RATE



Occupational Health and Safety is one of our material issues and our aim in this regard is to reach our goal with preventive works. To raise awareness on the subject, we organize various activities by giving away gifts at the end of the second week of May every year, such as quiz competitions and dart games. We provide information about personal protective equipment. We set up stands enriched with visual materials and conduct simulations on machine safety.

Within the framework of our preventive activities, we also conducted studies on ergonomics. For example, musculoskeletal disorders have decreased because of switching from core pallets to folding type pallets, so that employees do not have to reach between shelves to pick up cores. We also reduced part turning/handling operations on the standby supplying automatic grinding machines. We made part lifting operations robotic by adding andromat robots in various regions and by investing in the painting facility. Department-based Ergonomics risk assessments are also carried out according to the QEC (Quick Exposure Check) method.

Our preventive work also consists of the measures we take regarding chemicals. We have made structural isolations to the chemical storages used in the core section, we have established new chemical storage areas with automatic extinguishing systems in the open area, and we have renewed our battery charging stations and moved them outside the production area. We have also prepared an explosion protection document, we select materials according to Safety Data Sheets (SDS) and we carry out leakage, spillage, and chemical drills every year.

Working Conditions and Human Rights

At Dökaş, we maintain a relationship with our employees based on our values, ethical principles, and mutual trust. We carry out our activities in full compliance with all legal requirements and update them according to changing conditions.

Diversity and Inclusion form the basis of all our Human Resources processes, and we stand against discrimination based on ethnic origin, religion, language, race, age, gender, sexual orientation, disability, or cultural differences. We strive to create a work environment that offers equal opportunities for all, always prioritizing fair behavior and merit. To contribute to equal and fair societies, we support gender equality and women's participation in social and economic environments on equal terms. Within the scope of our Code of Business Ethics and company policies, there is no forced or compulsory labor or child labor in any of our operations. We act in compliance with all local, national, and international regulations and legislation on these issues.

In line with our industrial relations policy, we respect our employees' right to organize and unionize, and within the framework of the trust relationship we have established with both our employees and unions, we work to act in compliance with the requirements of legislation and collective agreements and to protect the peaceful environment in our workplace. So far, there has never been a case where the right to organize and collective bargaining has been violated in our companies. As of the end of 2022, 87% of our employees are included in collective labor agreements. In 2022, the minimum wage we paid was 1.25 times the minimum wage. When bonuses are included, this ratio is realized as 1.67. There is no wage difference between our male and female employees.

We provide all rights under the Labor Law and related regulations to all our employees, regardless of whether they are full-time, temporary, or part-time, and we apply the rights and payments in the Collective Labor Agreement we have signed with the Turkish Metal Union to all our employees, regardless of whether they are unionized or not. For example, all our eligible female and male employees used their maternity leave and then returned to work and continued to work in our company for at least 12 months.

Adhering to the principle of "the right person for the right job, merit based on success and equal opportunity for all", we continuously improve the competencies of our experienced, knowledgeable, enthusiastic, and highly committed human resources, which is our most important strength, and we aim to make our superiority permanent in the global competitive environment.

We have determined our Human Resources Policy in this direction and employ employees who are in line with our values and corporate culture, who are open to learning and development, who follow technology and innovations, and who are compatible with teamwork. In addition, we ensure the professional and personal development of the candidates we recruit in line with company goals and strategies and contribute to maximizing performance and efficiency.

We conduct a Work Life Evaluation Survey biennially, with the awareness that employee loyalty is one of the determining factors of work life satisfaction. With this practice, we aim to measure our employees' level of loyalty to our company, the extent to which they are satisfied with our practices, and to identify and prioritize our areas open to improvement. We care about the opinions of our employees and create action plans according to the feedback we receive, and we inform our employees by implementing the action plans. The focus areas of our survey are General Satisfaction, Work Performed, Working Environment, Training and Development Opportunities, Manager, Relations within and between Departments and Company Management. Our employee turnover rate, which we monitor in this context, was 13.4% in 2022. Another data we monitor in this context is that the average seniority of our employees is more than 8 years.

In line with our sustainability strategy, we care about the well-being of our employees in both their professional and personal lives, and we strive to ensure that they understand and internalize diversity and inclusion. To this end, we started the "Relationship Management Based on Emotional Intelligence" training in 2022 with the motto "Managing emotions is managing relationships." We aim to contribute to increasing productivity and success in our company while ensuring our personal development with this training program. By the end of the year, 116 employees participated in this training program.

In this context, in 2022, since "Everyone is the Leader of His/her Own Life", we started the "Individual Leadership" and "How can we be less affected by stress sources while living and working? How can we protect ourselves against stress?"; we organized "Stress Management" trainings to answer the questions with various tips. 94 employees participated in this training program.

Since the healthy lives of our employees is a top priority for us, we launched the “Bizliyyiz” project to contribute. In this project, in which all GÜRİŞ industrial group companies are involved, we organized activities that will serve both the mental and physical health of our employees. We plan to continue the webinars we organized with the topics of “Psychological Resilience in Difficult Times”, “Relationship Management”, “Stress Management” and “Healthy Nutrition” with “The Smoking Trap and the Way Out with Allen Carr” in 2023. At the same time, within the framework of the project, we organized a Nature Walk in Aytepe, Kocaeli on November 19, 2022, and had a very enjoyable day with our colleagues.

GÜRİŞ INDUSTRY GROUP PAINTING COMPETITION

Another event that we, as GÜRİŞ Industrial Group Companies, organized for our employees to contribute to their well-being and increase their loyalty was the Painting Competition on “April 23rd and Children” for their children. In the competition, we awarded a total of 28 children of our employees by giving 1st, 2nd and 3rd prizes in the kindergarten, primary school, and middle school categories, as well as jury honorable mentions. In addition to the award winners, we held our organization where we gave gifts to all children participating in the competition in the garden of our factory with the participation of employees, their spouses, and children.



As Döktaş, we are taking firm steps forward on the road to a sustainable future by contributing to social responsibility activities while carrying out our activities. We consider supporting those in need with donations and aids in every field related to social solidarity as a basic principle of social responsibility. We supported women producers on March 8, International Women's Day by presenting our female employees with “From the Hands of Women” products, the largest platform for women producers in Turkey, with the motto “If a woman's hand touches, the world changes”.



While motivating our employees on their birthdays, we also try to provide social benefit. We presented our blue-collar employees with cake vouchers for their birthdays, and our white-collar employees with books in 2020 and 2021, and a Darüşşafaka birthday card in 2022. With this donation we made for our white-collar employees, we supported the preparation of students whose parents are not alive and who lack financial means for the future.

Employee Training and Development, Talent Management

We carry out our performance and career development process with “Performance Cards” (MBO - Management by Objectives) for Group Leader and higher management positions. We set goals and evaluation criteria while creating the card, and at the end of the year, we make an evaluation by comparing the actual results with the set goals. We completed the installation of our Performance Management System, which covers all our white-collar employees, in 2022 and will put it into practice in 2024. Our system includes 360-degree evaluations based on goals and competencies.

To realize our long-term goals and contribute to the development of “Leadership”, which is part of our vision, we are conducting “Leadership Assessment and Development Project” studies. In this process, we work with a consultancy company to get an independent perspective and support for the development process of our managers and our company. Within the scope of the project, consultants come together with our employees and conduct profile analysis practices, case studies and structured interviews. Through these studies, we review our leadership competencies, strengths and development areas and create our Development Plans. In 2022, we included 6 managers in this project.

We attach special importance to trainings to ensure professional and personal development. While conducting training needs analysis, we consider company strategies and goals, organizational expectations, new learning trends and global developments. We evaluate the effectiveness of our trainings through tools such as pre-tests, post-tests, exams, and surveys, and provide an environment to increase the professional and personal competencies and awareness of our employees while improving our corporate knowledge memory.

We signed protocols with the Bursa Directorate of National Education, Vocational High Schools, and Vocational Training Centers in January 2022 to ensure that our employees certify their journeyman and master certificates for their professional development. In this context, a total of 170 of our employees were entitled to receive a Certificate of Mastery in the field of Casting in 2022.

Furthermore, in June 2022, we were among the 16 companies that signed a protocol with the Bursa Provincial Directorate of National Education and launched the “Mastery Compensation Program”. As of the end of 2022, we included a total of 996 employees in the Master’s Compensation Program. Our aim with the program is to improve the professional qualifications of our employees and to certify them at the journeyman/master level. The certificate of mastery to be issued at the end of the program has Europass features and provides the employee with the competence to work internationally.

In May 2022, we added a new one to the steps we took to train qualified employees by signing a vocational education protocol with the Union of Chambers of Craftsmen and Artisans Vocational and Technical Anatolian High School and Yunusemre Vocational Training Center under the leadership of Manisa Yunusemre District Governorship and District Directorate of National Education.



We organize the “Leadership Development Program for Team and Relationships” for our employees who work as foremen to develop the competencies they need to have as well as professional knowledge and skills to be an effective and efficient leader. First training of our program, which we attach special importance in line with our future strategy and includes training, coaching and individual studies, is “Communication and Relationship Management” and we have completed it with all our groups. We started this program in August 2022, which will last 7 months and will end in February 2023. For our foremen in Manisa, we launched a one-year “Leadership Development Program” in 2022 to improve their leadership and management skills. Within the scope of this program, 16 foremen received trainings on “Leadership Based on Trust and Cooperation”, “Conflict and Emotion Management in Business Life”, “Problem Solving and Decision Making in System Dimension”, as well as guidance sessions and homework assignments.



As we see our interns as potential future employees, we organized a seminar on “Getting Started in Business Life” to prepare them for professional life and to ensure that they will make a difference and make themselves stand out in the process of taking their first steps. We shared information with our Summer 2022 interns about effective resume preparation, interview preparation, issues to be considered in the interview and preparation for business life by providing Participation Certificates to them at the seminar. After the seminar, we applied a self-awareness test to our interns and shared our general feedback on the results. We also held interviews with our interns who wanted to receive one-on-one feedback.

We are sharing our technical know-how with prospective Metallurgical and Materials Engineers, the cornerstone of our industry, so that they can grasp the future of the materials industry and understand today’s world. We realized one of these activities at the 2022 Career Days event organized by the Young Researcher Materials Society (GAMA), the Metallurgical and Materials Engineering Student Club of Celal Bayar University.





We also made another presentation with the same purpose at the 2022 Materials Days event organized by Dokuz Eylül University Metallurgical and Materials Engineering Student Society (MEMAT).

On October 27, 2022, we held a training. We provided pneumatic, hydraulic and reducer training at Orhangazi Yeniköy Asil Çelik Vocational High School on the mobile panel of which we prepared the components.



We actively use platforms that provide communication with university and college students who will be our employees in the future. In this context, we took part in the Aegean Career Fair organized by the Presidency of the Republic of Turkey Human Resources Office hosted by Ege University on March 21-22, 2022.

Another event where we had one-to-one communication with university students was the Yıldız Technical University Career Fair as GÜRIŞ Industry Group Human Resources. We made one-to-one interviews at our online stand at the event.

As GÜRİŞ Industrial Group Companies we launched our internal announcement system in November 2022 to serve the career development of our employees. We aim to announce the positions we need to all employees and to receive applications from within the group with the system we put into practice with the slogan “Our Priority is You”. With the Internal Announcement System, which we believe will contribute to a development-oriented corporate culture, we aim to support our employees and the development of their careers, to offer our employees the opportunity to work in areas where they think they can be more productive, and to create synergy within the group.

IV.CONTRIBUTION TO THE COMMUNITY

Contribute To Community and Local Development

To contribute to both the economic and social development of the local community, we prioritize the applications of candidates living in and around our region among the candidates who meet the criteria in the recruitment process.

Within the scope of the protocols signed between GÜRİŞ Industrial Group Companies and Vocational High Schools and Vocational Training Centers, Dökteş Vocational Training Center was established in December 2021. With this project, our aim is to train and employ technical staff who are aware of and can apply the new technologies needed by the industry and who have a high sense of professional ethics and loyalty. At the same time, we aim to contribute to the upbringing of young people as socially developed individuals in the fields most suitable for their interests and talents, with the professional equipment and efficiency required by technology. The number of Vocational Education Students increased from 6 in 2021 to 37 in 2022.



Within the framework of our strategy to contribute to the society, especially in the regions where we are located, we participated in the “Iznik Ultra Marathon”; on May 22, 2022, to take our steps together with the Tohum Autism Foundation to help children with autism get education, the only way out. By participating in the Iznik Ultra Marathon, which was held as a charity run for the first time this year, we supported the education scholarship fund for children with autism. With the donation campaign we launched, we provided a total of 53 sessions of education with 67 supporters for children with autism to get education, the only way out.

As GÜRİŞ Holding, we were also present at the 44th Istanbul Marathon, a charity run to support NGOs (non-governmental organizations) with our group companies.



We share our knowledge and experience not only with university students but also with our industry. For this purpose, on May 31, 2022, we gave a seminar on “Good OHS Practices for Foundries” at the Turkish Foundry Industrialists Association TÜDÖKSAD Academy and shared our good practices.

We consider university-industry collaborations as an opportunity for development and contribution. In this context, we have added a new one to our University Industry collaborations by signing a protocol with İzmir Kâtip Çelebi University Technology Transfer Office. With this cooperation, we aim to develop project partnerships through the Academician Pool with a focus on R&D, to increase technical cooperation and to explore the possibilities of working together in all theoretical and practical areas that will contribute to our country.



As Döktaş, we took part in the opening ceremony of “Vocational Education Promotion Days” organized by Gemlik District Directorate of National Education. We were presented with a plaque by the District Governor of Gemlik for our support and contribution to the strengthening and expansion of vocational education.

On Friday, May 20, 2022, we hosted our scholarship students from Koç University. We started our visit program, which we planned for our scholarship students from engineering majors, with a presentation including general information about our company, and after lunch we had a site tour of the factory.



One of our supports for education is the computerized technology classrooms established with our electronic waste donations. In 2022, we donated 120 computers to 20 different primary and secondary schools in different regions.

We also contribute to sports, another area we care about, and support young talents within Orhangazi Football Club as their main sponsor.



Yamantürk Foundation

At Döktaş, the Yamantürk Foundation is an integral part of our commitment to corporate social responsibility and sustainable development. Founded by the Yamantürk family, the foundation focuses on supporting and empowering communities by promoting education. Through various initiatives and partnerships, Yamantürk Foundation plays a vital role in promoting positive change and creating a permanent impact.

Yamantürk Foundation believes that education is vital and critical to social and economic development. To support educational opportunities, the foundation offers scholarships to students who are successful, financially underprivileged and demonstrate a commitment to make a difference in their communities. By investing in education, the Foundation aims to empower individuals and provide them with the tools to build a better future.

The Foundation recognizes the importance of partnerships in achieving the Sustainable Development Goals and collaborates with government agencies, non-profit organizations, educational institutions, and other stakeholders to maximize its impact.

Conducting all its activities with a high level of transparency and accountability, Yamantürk Foundation has adopted the principle of open governance and reporting to ensure that funds are used effectively and responsibly. The Foundation gains trust by regularly communicating its activities and progress with its stakeholders.

Yamantürk Foundation is a testament to our commitment to social responsibility and sustainable development beyond our core business activities. The Foundation supports our sustainability efforts through its initiatives, partnerships, and commitment to transparency.



APPENDIX

1.MEMBERSHIPS

CORPORATE MEMBERSHIPS

- **KALDER** – Turkish Quality Association
- **TAYSAD** – Automotive Vehicles Suppliers' Association
- **TÜDOKSAD** – Turkish Foundry Association
- **UİB** – Uludag Exporters' Association
- **OTSO** – Orhangazi Chamber of Commerce and Industry
- **PERYÖN** – Turkey Human Management Association
- **MTSO** – Manisa Chamber of Commerce and Industry
- **MOSB** – Manisa Organized Industrial Zone
- **EUWA** – Association of European Wheel Manufacturers

2. AWARDS

- **BTSO** - Adding Value to the Economy Award in the Export Category
- **OİB** - Golden Exporter Award for Champions of Exports

3.COLLABORATIONS

- INTRACMIP (MOSB Innovation Center)
- MATİP (Manisa R&D and Design Centers Cooperation Platform)
- EBİLTEM TTO (Ege University Science-Technology Application & Research Center)
- İKÇÜ TTO (İzmir Kâtip Çelebi University Technology Transfer Office)
- MCBÜ-ÜSİTEM (Manisa Celal Bayar University-University Industry Cooperation Technology Application & Research Center)
- Manisa Teknokent (Manisa Celal Bayar University Technology Development Zone)
- TÜDOKSAD
- Gebze Technical University
- Düzce University
- İstanbul Technical University
- Bursa Uludağ University
- Kırıkkale University

FINANCIAL PERFORMANCE INDICATORS

Economic Performance	Unit	DÖKTAŞ		
		2020	2021	2022
Sales	MTL	1.333	2.722	6.381
Operating profit	MTL	172	433	304
EBITDA	MTL	225	513	502
Net profit	MTL	84	348	104
Operating profit margin	%	12,9%	15,9%	4,8%
EBITDA margin	%	16,9%	18,8%	7,9%
Net profit margin	%	6,3%	12,8%	1,6%

Economic Performance	Unit	DÖKTAŞ ORHANGAZİ			DÖKTAŞ MANİSA		
		2020	2021	2022	2020	2021	2022
Sales	MTL	931,5	1.969,0	4.577,7	401,9	753,0	1.803,0
Operating profit	MTL	105,5	293,0	204,6	68,1	126,0	111,1
Exports	MEUR	85,6	142,2	171,3	42,1	62,7	87,9
Imports	MEUR	7,1	30,4	34,7	19,2	35,1	49,7
Investments	MEUR	4,6	19,2	25,5	6,9	11,0	7,9



SOCIAL PERFORMANCE INDICATORS

HUMAN RESOURCES

Mode of Work	OUR EMPLOYEES		2020	2021	2022
Mode of Work	Employees on Payroll	Female	71	82	78
		Male	2328	2754	2846
		Total	2399	2836	2924
	Fixed Term Employees	Female	1	1	0
		Male	4	9	26
		Total	5	10	26
	Full Time Employees	Female	70	81	78
		Male	2324	2745	2820
		Total	2394	2826	2898
	Part Time Employees	Female	0	0	0
		Male	0	0	0
		Total	0	0	0
Management	Group Leader	Female	8	8	6
		Male	38	33	32
		Total	46	41	38
	Unit Manager	Female	0	0	1
		Male	6	8	9
		Total	6	8	10
	Manager	Female	5	6	6
		Male	29	27	24
		Total	34	33	30
	Top Management	Female	1	1	1
		Male	7	6	8
		Total	8	7	9
	Management in Total	Female	14	15	14
		Male	80	74	73
		Total	94	89	87

HUMAN RESOURCES

	OUR EMPLOYEES		2020	2021	2022
Breakdown by Age (Management)	Under 30 Years	Female	1	0	0
		Male	0	0	0
		Total	1	0	0
	Between 30 - 50 Years	Female	9	11	10
		Male	57	50	50
		Total	66	61	60
	Above 50 Years	Female	4	4	4
		Male	23	24	23
		Total	27	28	27
	Under 30 Years	Female	9	17	15
		Male	389	624	671
		Total	398	641	686
Breakdown by Age (All Employees)	Between 30 - 50 Years	Female	50	52	51
		Male	1720	1917	1970
		Total	1770	1969	2021
	Above 50 Years	Female	12	13	12
		Male	219	213	205
		Total	231	226	217
	Sex	Female	71	82	78
		Male	2328	2757	2846
		Total	2399	2836	2924
Diversity	Disabled - Sex	Female	0	3	3
		Male	49	69	80
		Total	49	72	83
	Maternity Leave	Female	2	1	1
		Male	116	103	118
		Total	118	104	119

Accident Breakdown	WORK ACCIDENTS		2020	2021	2022
	Fatal Accidents	Employee	0	0	0
		Subcontractor	0	0	0
		Total	0	0	0
	High Severity Accidents	Employee	1	4	1
		Subcontractor	0	0	2
		Total	1	4	3
	Recorded Accidents	Employee	123	284	248
		Subcontractor	6	14	29
		Total	129	298	277



ENVIRONMENTAL PERFORMANCE INDICATORS

		2020	2021	2022
Climate Change and Energy Management - Orhangazi				
Direct Energy Consumption - Natural Gas	kWh/year	49.024.441	60.789.847	63.243.656
Direct Energy Consumption - Diesel	lt/year	546	849	931
Indirect Energy Consumption - Electricity	kWh/year	175.313.184	270.913.158	279.022.583
Direct Greenhouse Gas Emissions (Scope1)	tons CO2e	0	40.476	39.923
Indirect Greenhouse Gas Emissions (Scope 2)	tons CO2e	0	135.467	151.207
Climate Change and Energy Management - Manisa				
Direct Energy Consumption - Natural Gas	kWh/year	43.716.027	56.788.574	58.224.862
Direct Energy Consumption - Diesel	lt/year	16.279	2.191	2.359
Indirect Energy Consumption - Electricity	kWh/year	24.330.607	32.145.104	33.348.547
Direct Greenhouse Gas Emissions (Scope1)	tons CO2e	0	12.785	10.022
Indirect Greenhouse Gas Emissions (Scope 2)	tons CO2e	0	14.369	16.105
Water Consumption				
Total Water Withdrawal - Underground Source	m3/year	455.281	587.415	597.166
Water Consumption by Production Tonnage	m3/tons	40	26	22
Wastewater Discharge	m3	252.998	275.546	287.878
Circularity and Waste Management				
Waste Amount - Hazardous Waste	tons/year	3.485	4.892	5.428
Waste Amount - Non-Hazardous Waste	tons/year	33.926	63.472	66.547
Waste Amount - Total Waste	tons/year	37.412	68.364	71.975
Total Amount of Hazardous Waste by Disposal Method - Energy Recovery	tons/year	433	920	1.044
Total Amount of Hazardous Waste by Disposal Method - Recycling	tons/year	2.305	3.359	3.767
Total Amount of Hazardous Waste by Disposal Method - Landfill	tons/year	717	559	610
Total Amount of Non-Hazardous Waste by Disposal Method - Recycling	tons/year	14.473	15.196	18.465
Total Amount of Non-Hazardous	tons/year	4.231	18.922	18.444

Total Amount of Non-Hazardous Waste by Disposal Method - Landfill	tons/year	15.232	29.380	29.418
Total Waste Amount by Disposal Method - Energy Recovery	tons/year	990	2.072	1.337
Total Waste Amount by Disposal Method - Recycling	tons/year	16.221	17.403	21.938
Total Waste Amount by Disposal Method - Alternative Raw Material	tons/year	4.231	18.922	18.444
Total Waste Amount by Disposal Method - Landfill	tons/year	15.949	29.939	30.029
Packaging Waste Recovery - Paper	tons/year	174	274	270
Packaging Waste Recovery - Plastic	tons/year	70	124	106
Packaging Waste Recovery - Wood	tons/year	668	1.157	1.098

ORHANGAZI WASTE DATA

Waste Amount and Disposal Method / tons	2020	2021	2022
Recovery / Recycling	13.916	14.044	18.171
Alternative Raw Material	4.112	18.805	18.323
Landfill	15.197	29.239	29.307
Total Non-Hazardous Waste	33.225	62.088	65.801
Recovery / Recycling	1.543	2.295	2.404
Incineration	373	857	964
Landfill	717	559	610
Total Hazardous Waste	2.633	3.711	3.978
Total Waste	35.858	65.799	69.779

Orhangazi	2020	2021	2022
Total recycling/Ahm/Energy %	56	55	57
Total disposal %	44	45	43

MANİSA ATIK WASTE DATA

Waste Amount and Disposal Method / tons	2020	2021	2022
Recovery / Recycling	557	1.152	294
Alternative Raw Material	119	117	121
Landfill	35	141	111
Total Non-Hazardous Waste	711	1.411	526
Recovery / Recycling	762	1.064	1.704
Incineration	60	63	80
Landfill	0	0	0
Total Hazardous Waste	822	1.128	1.784
Total Waste	1.533	2.539	2.310

Manisa	2020	2021	2022
Total recycling/Ahm/Energy %	98	94	95
Total disposal %	2	6	5

ORHANGAZI PACKAGING WASTE

Type of Packaging Waste Collected, tons/year	2020	2021	2022
Wood Waste	531	966	1.014
Paper Waste	120	198	208
Plastic Waste	65	116	104
Total Packaging Waste	716	1.280	1.326

MANİSA PACKAGING WASTE

Type of Packaging Waste Collected, tons/year	2020	2021	2022
Wood Waste	136,96	191,111	110,708
Paper Waste	54,34	75,84	79,278
Plastic Waste	11,2	17,361	2,71
Total Packaging Waste	202,5	284,312	192,696

GRI Content Index

Statement of use	Döktaş Dökümcülük has reported in accordance with the GRI Standards for the period 01.01.2022-31.12.2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	There are no applicable sector standards

General Headings

GRI Standard / Other Source	Disclosure	Related Report Title	Notes
GRI 2: General Disclosures 2021	2-1 Organizational details	•About GÜRİŞ •Döktaş •Corporate Governance	
	2-2 Entities included in the organization's sustainability reporting	•About the Report	
	2-3 Reporting period,frequency, and contact point	•About the Report	
	2-4 Restatements of information	•First Report	
	2-5 External assurance	•No external verification obtained	
	2-6 Activities, value chain and other business relationships	•Döktaş •Our Products	
	2-7 Employees	•Appendix	
	2-8 Workers who are not employees	•Appendix	
	2-9 Governance structure and composition	•Corporate Governance	
	2-10 Nomination and selection of the highest governance body	•Corporate Governance	
	2-11 Chair of the highest governance body	•Corporate Governance	
	2-12 Role of the highest governance body in overseeing the management of impacts	•Corporate Governance	
	2-13 Delegation of responsibility for managing impacts	•Corporate Governance	
	2-14 Role of the highest governance body in sustainability reporting	•Sustainability Organization	
	2-15 Conflicts of interest	•Ethics and Compliance Studies	
	2-16 Communication of critical concerns	•Corporate Governance •Risk Management	
	2-17 Collective knowledge of the highest governance body	•Corporate Governance	
	2-18 Evaluation of the performance of the highest governance body	•Corporate Governance	Details are also shared in the annual report

GRI Standard / Other Source	Disclosure	Related Report Title	Notes
GRI 2: General Disclosures 2021	2-19 Remuneration policies	•Working Conditions and Human Rights	
	2-20 Process to determine remuneration	•Working Conditions and Human Rights	
	2-21 Annual total compensation ratio		This information is not available
	2-22 Statement on sustainable development strategy	•Sustainability Strategy •Our Contribution to Sustainable Development Goals	
	2-23 Policy commitments	•Information Security and Data Privacy •Ethics and Compliance Studies •Management Systems Risk Management	
	2-24 Embedding policy commitments	•Information Security and Data Privacy •Ethics and Compliance Studies •Management Systems Risk Management	
	2-25 Processes to remediate negative impacts	•Risk Management •Ethics and Compliance Studies	
	2-26 Mechanisms for seeking advice and raising concerns	•Risk Management •Ethics and Compliance Studies	
	2-27 Compliance with laws and regulations	•Corporate Governance •Vision, Mission, Values •Risk Management •Ethics and Compliance Studies	
	2-28 Membership associations	•Appendix	
	2-29 Approach to stakeholder engagement	•Stakeholder Engagement and Materiality	
	2-30 Collective bargaining agreements	•Working Conditions and Human Rights	

GRI Content Index

Statement of use	Döktaş Dökümcülük has reported in accordance with the GRI Standards for the period 01.01.2022-31.12.2022
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	There are no applicable sector standards

GRI Standard / Other Source	Disclosure	Related Report Title	Notes
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Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	<ul style="list-style-type: none"> •Stakeholder Engagement and Materiality •Materiality Analysis
	3-2 List of material topics	<ul style="list-style-type: none"> •Materiality Analysis

Product Quality and Customer Satisfaction

GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> •Stakeholder Engagement and Materiality •Materiality Analysis
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> •Information Security and Data Privacy

Economic Performance

GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> •Stakeholder Engagement and Materiality •Materiality Analysis
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<ul style="list-style-type: none"> •Economic Outlook
	201-2 Financial implications and other risks and opportunities due to climate change	<ul style="list-style-type: none"> •Risk Management •Risk and Opportunities

Responsible Production and Sustainable Solutions

GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> •Stakeholder Engagement and Materiality •Materiality Analysis
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	<ul style="list-style-type: none"> •Organization Chart •Appendix

Innovation and R&D Studies

GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> •Stakeholder Engagement and Materiality •Materiality Analysis
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	<ul style="list-style-type: none"> •Highlights in 2022 •Information Security and Data Privacy
	203-2 Significant indirect economic impacts	<ul style="list-style-type: none"> •Economic Outlook

GRI Standard / Other Source	Disclosure	Related Report Title	Notes
Sustainable Supply Chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	•Stakeholder Engagement and Materiality •Materiality Analysis	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	•Sustainable Supply Chain	The number of suppliers and their breakdown by region are given.
Ethics and Compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	•Stakeholder Engagement and Materiality •Materiality Analysis	
GRI 205: Anti- Corruption 2016	205-1 Operations assessed for risks related to corruption	•Risks and Opportunities •Sustainable Supply Chain	
	205-2 Communication and training about anti- corruption policies and procedures	•Corporate Governance •Ethics and Compliance	
	205-3 Confirmed incidents of corruption and actions taken	•Döktaş Sustainability Indicators	
GRI 406: Non- Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	•Ethics and Compliance •Working Conditions and Human Rights	
Energy Efficiency			
GRI 3: Material Topics 2021	3-3 Management of material topics	•Stakeholder Engagement and Materiality •Materiality Analysis	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	•Energy Efficiency •Appendix	
	302-3 Energy intensity	•Energy Efficiency •Appendix	
	302-4 Reduction of energy consumption	•Energy Efficiency •Appendix	
	302-5 Reductions in energy requirements of products and services	•Energy Efficiency •Appendix	

GRI Standard / Other Source	Disclosure	Related Report Title	Notes
Waste Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	•Stakeholder Engagement and Materiality •Materiality Analysis	
GRI 306: Waste 2020	306-1 Waste generation and significant waste- related impacts	•Waste Management •Appendix	
	306-2 Management of significant waste- related impacts	•Waste Management •Appendix	
	306-3 Waste generated	•Waste Management •Appendix	
	306-4 Waste diverted from disposal	•Waste Management •Appendix	
	306-5 Waste directed to disposal	•Waste Management •Appendix	
GRI 301: Materials 2016	301-2 Recycled input materials used	•Waste Management •Appendix	
	301-3 Reclaimed products and their packaging materials	•Waste Management •Appendix	
Climate Change and Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	•Stakeholder Engagement and Materiality •Materiality Analysis	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	•Climate Change •Appendix	
	305-2 Energy indirect (Scope 2) GHG emissions	•Climate Change •Appendix	
Water Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	•Stakeholder Engagement and Materiality •Materiality Analysis	
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	•Water Management	
	303-3 Water withdrawal	•Appendix	
	303-4 Water discharge	•Appendix	
	303-5 Water consumption	•Appendix	

GRI Standard / Other Source	Disclosure	Related Report Title	Notes
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	•Stakeholder Engagement and Materiality •Materiality Analysis	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	•Management Systems Risk Management •Occupational health and safety	
	403-2 Hazard identification, risk assessment, and incident investigation	•Management Systems Risk Management •Occupational health and safety	
	403-3 Occupational health services	•Occupational health and safety	
	403-4 Worker participation, consultation, and communication on occupational health and safety	•Occupational health and safety	
	403-5 Worker training on occupational health and safety	•Occupational health and safety	
	403-6 Promotion of worker health	•Occupational health and safety	
	403-9 Work-related injuries	•Occupational health and safety •Appendix	
	403-10 Work-related ill health	•Occupational health and safety	
Working Conditions and Human Rights			
GRI 3: Material Topics 2021	3-3 Management of material topics	•Stakeholder Engagement and Materiality •Materiality Analysis	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	•Döktaş Sustainability Indicators •Working Conditions and Human Rights	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	•Working Conditions and Human Rights	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	•Organization Chart •Working Conditions and Human Rights •Appendix	
GRI 406: Non- Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	•Ethics and Compliance •Working Conditions and Human Rights	

GRI Standard / Other Source	Disclosure	Related Report Title	Notes
Employee Training and Development, Talent Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> •Stakeholder Engagement and Materiality •Materiality Analysis 	
GRI 404: Training and Education 2016	404-1 New employee hires and employee turnover	<ul style="list-style-type: none"> •Döktaş Sustainability Indicators •Employee Training and Development, Talent Management 	
	404-2 Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> •Employee Training and Development, Talent Management 	
Contribution to Community and Local Development			
GRI 3: Material Topics 2021	3-3 Management of material topics	<ul style="list-style-type: none"> •Stakeholder Engagement and Materiality •Materiality Analysis 	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	<ul style="list-style-type: none"> •Contribution to Community •Döktaş Sustainability Indicators 	

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Döktaş Sustainability Report is prepared for informative purposes only by using accurate and reliable information and sources for the period covered by the report. The content of this report cannot be interpreted as a declaration, guarantee or commitment, nor is it guaranteed to be complete and unchangeable.



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