

An aerial photograph showing a city built on a hillside overlooking a large body of water. The scene transitions from the urban environment to a rural landscape with fields and a forest at sunset. The sun is low on the horizon, casting a warm, golden glow over the entire scene. The sky is filled with soft, white clouds.

For a sustainable future...

ALPPLAS



ALPPLAS

SUSTAINABILITY  
REPORT



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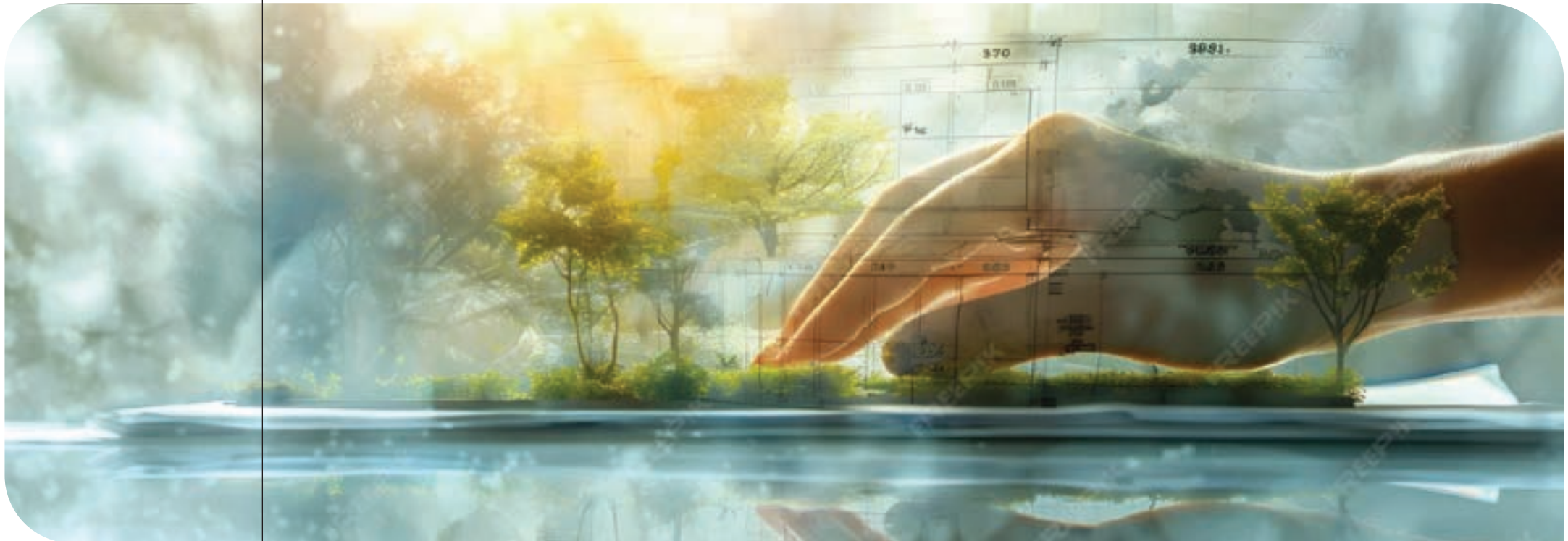
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# 01

## ABOUT ALPPLAS



## About the Report

As Alplas Endüstriyel Yatırımlar A.Ş., we present our activities, objectives, sustainability strategies, priority topics, and performance to the attention of all our stakeholders through the sustainability reports we publish annually.

As part of our efforts to strengthen our sustainability mission and increase our transparency, we are pleased to share our 5th sustainability report. This report covers the performance of our operations in Istanbul (1 facility) and Bolu (3 facilities) for the years 2023-2024 (January 1, 2023 - December 31, 2024).

Our 2023-2024 Sustainability Report has been prepared in accordance with GRI Standards, the United Nations Global Compact, the United Nations Sustainable Development Goals, and the Turkish Sustainability Reporting Standards guidelines.

The greenhouse gas emissions disclosed in the report have been calculated in accordance with ISO 14064-1 standards. Direct emissions were calculated by multiplying IPCC emission factors; Scope 2 emissions were calculated using the amount of electricity consumed and the national electricity grid emission factors.

Energy data was obtained from facility meters within the framework of the ISO 50001 management system, and water data was collected from main meters in accordance with ISO 14046. Waste data is based on declarations received from licensed disposal and recycling companies within the scope of ISO 14001.





This report, prepared in both Turkish and English, not only reflects the progress we have made on our sustainability journey but also sets forth our vision for the future. We are proud to share our commitment and progress, and we pledge to continue working together with our stakeholders to build a more sustainable future.

For any questions, feedback, or suggestions regarding our report, please contact us at [sustainability@alpplas.com](mailto:sustainability@alpplas.com).

- \* Our 2023-2024 Sustainability Report does not include data from our subsidiary Acron Elektronik.
- \* The operations of our subsidiary Boluplas were taken over by Alpplas, and the merger process was completed in December 2023.

## CEO Message



Tufan Öney

Dear Stakeholders,

The profound changes and global challenges our world has faced in recent years have made it more complex than ever for countries and institutions to develop long-term sustainability strategies. Political crises, regional conflicts, trade wars, and technological transformations such as artificial intelligence can sometimes push sustainability policies into the background.

At Alplas, we embrace sustainability not merely as an environmental policy, but as a fundamental management approach that defines our company's existence and future. We consider our economic, environmental, and social responsibilities as a whole and shape all our business processes accordingly.

This fifth sustainability report you hold is not only a summary of our performance indicators but also a reflection of our long-term journey towards a more livable future.

During the 2023–2024 period, we restructured our sustainability strategy around three main pillars: Sustainable Business,

### Our People and Society, and **Our Planet**

This strategic framework enabled us to integrate environmental, social, and governance (ESG) principles more deeply into all our areas of activity.

In this period, we increased our investments in energy efficiency and renewable energy, strengthened our carbon management processes, and took significant steps to develop our corporate culture in diversity and inclusion. We raised our standards in information security and ethical compliance. In our R&D activities, we prioritized sustainable innovation, focusing on projects that combine environmental and technological transformation.

By renewing our ISO 50001 certification for all our factories, we took concrete actions to monitor our energy consumption more effectively and reduce our carbon footprint. We also joined the Carbon Disclosure Project (CDP) platform, starting to report our greenhouse gas emissions transparently. This step marked a significant milestone in reinforcing our environmental responsibility and accountability.

Our R&D center, AlpNext, places innovation at the heart of sustainable growth. In 2024, our RECKON project—Cloud-Based Blockchain Mining and IoT Gateway Development for Green Energy Usage, supported by TÜBİTAK—is a pioneering initiative that brings together industry and technology from a green transformation perspective. This project is exemplary not only in Turkey but also at the European level.

Being listed for six consecutive years in the Istanbul Chamber of Industry's Turkey's Second 500 Largest Industrial Enterprises is concrete evidence that sustainable growth is possible not only through economic performance but also through strong corporate governance.

Society and our employees are at the center of our sustainability vision. As a signatory of the Women's Empowerment Principles (WEPs), we concretize our commitment to female representation in decision-making mechanisms with three female members on our board of directors. We have made diversity, inclusion, and a safe working environment not just a policy but an integral part of our corporate culture.

Digitalization and cybersecurity are among the new dimensions of sustainability. With the ISO 27001 Information Security Management System certification we obtained in 2023, we have made information security a fundamental element of our business continuity and stakeholder trust.

At this point, we see sustainability not only as a means to reduce our environmental impacts but also as the most valuable legacy we will leave to future generations. We will continue to uphold this understanding in our products, processes, investments, and decision-making mechanisms.

With nearly 40 years of deep-rooted experience, Alpplas's legacy is our greatest assurance as we shape the future. We see sustainability not as a goal, but as the journey itself. Behind all these achievements are our dedicated team members, our customers who trust us, our business partners, and all stakeholders who walk with us for a sustainable future.



**Thank you  
for producing together,  
transforming together, and  
shaping the future together.**

## Stakeholder Opinion

Our world has entered a period where the effects of the climate crisis are now felt not only in scientific reports but in every aspect of daily life. Global temperature increases, fragility in energy supply chains, depletion of water resources, and social inequalities clearly show that sustainability is no longer a choice but a necessity.

The 2023-2024 period has been a time when the international sustainability agenda has been reshaped around corporate reporting and transparency. The Corporate Sustainability Reporting Directive (CSRD) and the Carbon Border Adjustment Mechanism (CBAM) implemented by the European Union directly affect not only EU countries but also all businesses exporting to these markets.

Now, companies are expected not only to “emit less carbon” but also to have a transformation plan aligned with science-based targets. These developments herald new sustainability paradigms that will shape the future of industry.

At Alplas, we closely follow this global transformation process and aim not only to adapt but also to be a leading institution with pioneering practices. In the 2023-2024 period, we updated our sustainability strategy and integrated the ESG approach into all our business processes. We manage our efforts in energy efficiency, digital transformation, reducing environmental impacts, and social responsibility as a whole.



Demet Erol  
Deputy General Manager  
Responsible for R&D,  
Digitalization, and Sustainability

During this period, we successfully completed ISO 50001 Energy Management System audits at both our Istanbul and Bolu facilities, making our energy performance more effectively monitorable. By joining the Carbon Disclosure Project (CDP) platform, we started reporting our greenhouse gas emissions in accordance with international standards. This step not only increased our transparency but also made our determination in combating climate change visible.

“ **Sustainability  
journey  
being on the side  
of the environment** ”

In the upcoming period, we plan to increase our investments in renewable energy, set concrete targets for reducing our carbon emissions, and apply sustainability criteria more strictly in our supply chain. At the same time, we are strengthening our data infrastructure for the transition to CSRD-compliant sustainability reporting and maturing our emission reduction plans in line with Science Based Targets (SBTi).

The sustainability journey is a marathon, and we aim to be not only a runner in this marathon but also one of the stakeholders shaping its direction. We will continue to be at the heart of production, at the center of technology, and alongside the environment.



## Corporate Profile

Since 1989, our company has been providing high-tech solutions for global brands, designing and manufacturing innovative industrial products such as plastic parts, molds, electronic boards, and integrated solutions required by various industries, primarily white goods and automotive.

Alpplas was founded in Istanbul in 1989 by Zekeriya Alp. Initially starting with four plastic injection machines, our company quickly began producing parts for the white goods sector and grew rapidly by focusing on localizing parts that were previously imported.

Over the years, driven by the vision of providing integrated solutions tailored to customer needs, we expanded our product and service portfolio to include mold production, electronic board assembly, and complete product assembly. During this process, we established modern production facilities in Istanbul and Bolu, increased our production capacity, and achieved a competitive position in the global market.



## Corporate Profile

### Milestones:

**1989**

Foundation of Alplas

**1998**

Bolu Facility Commenced Production

**2001**

Bolu Facility Received ISO 9001 Certification

**2003**

Electronic Production Facility Launched in Istanbul

**2005**

Istanbul Facility Received ISO 9001; Bolu Facility Received ISO 14001 and OHSAS 18001 Certifications

**2010**

Istanbul Facility Received IATF 16949 Certification

**2015**

Investment in Bolu Facility Reached 12,000 m<sup>2</sup> Indoor Area

**2015**

Istanbul Facility Received ISO 14001 Certification

**2016**

Signed UN Global Compact

**2017**

AlpNext R&D Center Approved by Ministry of Industry

**2017**

Subsidiaries Acron Elektronik and Boluplas Plastik Established

**2017**

Istanbul Facility Became SEDEX Member

**2018**

Bolu Facility Became SEDEX Member

**2020**

Bolu Facility Received ISO 45001 Certification

**2021**

Mold Facility Opened in Bolu

**2023**

Became a Signatory of Women's Empowerment Principles (WEPs)

**2023**

Istanbul and Bolu Facilities Received ISO 50001 Certification

**2023**

Istanbul and Bolu Facilities Received ISO 27001 Certification

**2024**

Investment Process Started for Manisa Electronic Facility

**2024**

Reporting to Carbon Disclosure Project (CDP) Platform



## **Our Mission**

To fully meet our customers' expectations in the fields we operate, using our knowledge and experience, with a high standard of service and quality.

## **Our Vision**

To be the first choice of our customers in the fields we operate.

## Economic Performance

During the reporting period, we observed a strong increase in our sales. Thanks to projects we were nominated for at the end of 2022 and in 2023, we increased our sales in 2024 by over 70% in euros compared to 2022. In 2024, we managed to increase our export sales by approximately 50% compared to the previous year.

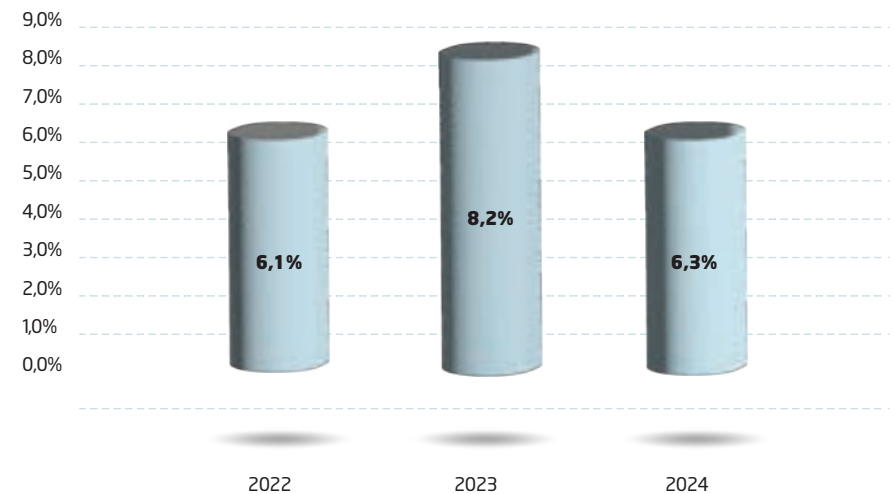
Especially in Turkey, the dilemma of high inflation and low exchange rates poses a significant threat for the coming period. The fact that local production costs have surpassed those of some European countries and high financing costs continue to pose a risk to long-term goals. However, at Alpllas, we believe that by accelerating our efficiency efforts and using our resources correctly and effectively, we will achieve our future goals despite all these variables.

To reach these goals, we are updating our strategic partnerships and conducting our activities within this plan. One of the significant developments during the reporting period was the investment in our new electronic production facility. By commissioning this facility in the coming years, we plan to increase our production capacity and strengthen our competitiveness through efficiency. In addition to this investment, we prioritized modernization projects that will increase our efficiency and reduce our energy needs during the reporting period. We invested approximately €3.5 million in these modernization projects.

We continued our R&D activities as planned. As a result, in 2024, we became the seventh company with the highest R&D expenditure in the white goods sector in Turkey. We believe these investments in R&D will support our long-term strategies.

During the same period, we intensified our efforts in digital transformation, cybersecurity, and artificial intelligence. In 2024, we completed ISO 27001 Information Security Management System certification at all our locations.

DIRECT EXPORT RATE



To increase our use of renewable energy, we started working to expand our solar power plant (GES) capacity. With the necessary permits, we plan to triple our energy production capacity within the next two years.

By finalizing our application in 2025, we aim to make significant progress both in exports and sustainable governance.

In addition to these activities, to be competitive globally and increase our exports, we started preparations to apply for Turquality, one of Turkey's most comprehensive support programs.

According to the Istanbul Chamber of Industry's data, we were listed among Turkey's Second 500 Largest Industrial Enterprises during the reporting periods.

**We are proud to have maintained our contribution to industry by being included in this prestigious list for 6 consecutive years.**

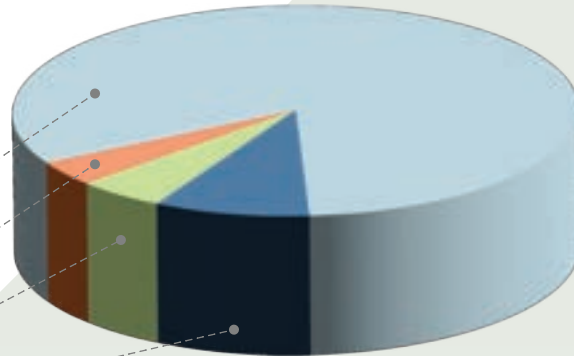
EXPORTS BY REGION

EUROPA **82%**

MIDDLE EAST **4%**

AFRICA **5%**

ASIA **9%**



## Governance

For over thirty-five years, our company has reinforced its reliability and reputation through transparency, accountability, and adherence to ethical values. At Alpllas, we believe that strong corporate governance practices are not only a legal obligation but also the cornerstone of our long-term sustainability goals.

Our management structure is shaped by fair decision-making processes, effective audit mechanisms, and a sense of responsibility. From senior management to the entire organization, ethical rules, internal control systems, and risk management practices are meticulously implemented; we adopt an impartial approach free from conflicts of interest in our business processes.

Additionally, we value open communication with our stakeholders and are responsive to their expectations and feedback. We manage our relationships with employees, customers, suppliers, and society based on trust, long-term cooperation, and mutual benefit.

Our governance approach requires us to take responsibility not only for today but also for the future. Accordingly, we develop strategies aligned with sustainable development goals and continuously improve our governance system in line with global standards.

### Board of Directors

The Alpllas Board of Directors consists of five members, including three women. Our Board operates with an egalitarian, transparent, accountable, and responsible approach. The management and external representation of the company are carried out by the Board of Directors. The Board determines the company's mission, vision, and strategic main objectives; monitors these objectives, takes necessary measures when needed, and produces solutions. It also contributes to the formation of corporate strategies and shapes marketing and brand strategies accordingly.

It ensures the planning of necessary actions to achieve the set objectives and regularly monitors performance.

### Executive Committee

The Executive Committee is responsible for identifying Alpllas's priority sustainability issues, risks, and opportunities, developing and regularly reviewing the appropriate sustainability strategy. It ensures that the activities of group companies are carried out in accordance with Board decisions, strategic plans, business objectives, annual budgets, and business plans, and controls these processes. It monitors the suitability of projects created according to defined strategic objectives and policies, ensures coordination, and audits activities in terms of quality and efficiency. It makes and implements decisions regarding the daily management and operation of the company.

To ensure continuity of operations, it determines strategic objectives and policies for the efficient, effective, and sufficient use of all resources and ensures that each organizational unit acts accordingly. It also regularly monitors the company's business performance (objectives, budgets, profitability, cash flow, etc.), analyzes the reasons for deviations, and implements necessary measures and improvements through collective wisdom.

**Our Executive Committee consists of a chairperson and sufficient members. The Executive Committee is appointed by the Board of Directors or the General Manager. Our General Manager also serves as the Chairperson of the Executive Committee.**

## Risk Management Working Group

The purpose of the working group operating within the Board of Directors is to identify operational, strategic, financial, and compliance risks that may endanger the company's existence, development, and continuity, take necessary measures regarding identified risks, implement them, develop policies for risk management processes, and manage and report risks in accordance with the company's risk appetite.

In line with the decision taken at the Alpllas Board of Directors meeting dated 29.12.2023, and within the scope of Article 378 of the Turkish Commercial Code No. 6102, the Early Detection of Risk Committee was established to identify risks that may endanger the company's existence, development, and continuity, take necessary actions regarding identified risks, and manage risks.

The Committee provides recommendations and advice to the Board of Directors on the early detection, assessment, calculation of impact and probability, management, and reporting of risks that may affect the company, taking necessary measures to reduce the impact and probability of identified risks, and establishing effective internal control systems in this regard.

# 02

## OUR STRATEGIC APPROACH



## Our Strategic Approach

Since the day we were founded, we have continued our activities with a sustainability approach that is nourished by and integrated into management systems based on the future and welfare of our world and society.

Our sustainability strategy supports our company's long-term value creation potential while simultaneously strengthening the ESG approach. Our sustainability strategy is shaped by considering many factors such as the company's areas of impact, priority topics,

objectives, sectoral requirements, best practices, legal requirements, prominent opportunities, and risks.

The adoption and monitoring of these strategies are the responsibility of our Deputy General Manager Responsible for Sustainability.

Sustainability goals are determined in a short, medium, and long-term manner,

in line with and integrated into company strategies.

When setting these goals, financial, operational, and environmental metrics, investment strategies, and carbon footprint are taken into account. It has a comprehensive impact on all dimensions of ESG.

### Our sustainability strategy consists of three sections:



Sustainable Business



Our People and Society










Our Planet

Lorem Ipsum

## 1. Sustainable Business



-  We ensure open, honest, and transparent communication with all our stakeholders in accordance with national and international laws, company values, and sectoral standards.
-  We adopt an integrated risk management approach that covers all environmental, social, and economic risks and opportunities, including brand management, reputation risks, climate change, and cybersecurity.
-  We implement a comprehensive audit and control mechanism to comply with company policies, legal requirements, and customer expectations.
-  We adopt a customer satisfaction-oriented approach.
-  We promote the sustainable business strategy at all links of the value chain.
-  We work to develop R&D capabilities and spread and accelerate innovation throughout our company to adapt to changing global conditions.
-  We participate in various initiatives for mutual learning and development by collaborating with many NGOs, associations, and universities.



## 2. Our People and Society



We conduct all our operations with respect for human rights.



We provide transparent communication channels with our stakeholders.



We aim to contribute economically to our country through local employment and local procurement policies.



We prioritize the physical and mental health and safety of all our employees.



We embrace a diverse and inclusive culture and support the personal and professional development of our employees.



We adopt policies to increase employee engagement and aim to improve the working environment and create a collaborative workforce.

### 3. Our Planet



We assess, measure, report, and develop plans to reduce our environmental impacts and climate change risks.



We take measures to reduce our direct and indirect emissions.



We partner with our customers in the transition to a low-carbon economy through environmentally friendly projects and products.



We work to increase energy efficiency.



We invest in renewable energy.



We monitor the compliance of our suppliers.



We prioritize eliminating waste at the source, and we encourage reuse and recycling in our operations.



We promote afforestation and the protection of existing forests.



We provide environmental training to raise awareness among our employees.

**In 2023 and 2024, we were included in the “Sustainable 500 – Green Traceability” list of InBusiness Magazine!**

The InBusiness S500 - Green Traceability Research is built on 12 measurable topics. In addition to participation in organizations such as the UN Global Compact, Women’s Empowerment Principles (WEPs), Business World Plastic Initiative (iPG), CDP (Carbon Disclosure Project), SBTi (Science Based Targets initiative), and BIST Sustainability Index, the research also considers whether companies have a sustainability report, female employees, emission reduction, net zero commitments, and sustainable products.



## Stakeholder Opinion

The macro and micro-level dynamics of sustainability today require institutions to create, implement, and, when necessary, update their corporate sustainability strategies to maintain competitiveness. The concept of Corporate Sustainability, which we can define as a value creation approach that considers not only a company's short-term financial performance but also its long-term environmental, social, and governance aspects, is fundamentally based on businesses maintaining economic profitability while protecting natural resources, fulfilling their responsibilities to society, and adhering to transparent, ethical management principles.

In this context, institutions must review their corporate strategies and operational models in terms of environmental, social, governance, and stakeholder management dimensions, ensuring compliance with national and international standards and regulations.

During the 2023-2024 period, Alplas successfully completed strategic studies in the field of corporate sustainability, including situation analysis, evaluation of our corporate vision and mission from a sustainability perspective, creation of relevant policies and management systems, operational integration of these policies, effective stakeholder engagement, and the establishment of measurement and reporting infrastructure for the realization of sustainability strategies, as well as necessary improvements.

In the situation analysis and prioritization step, priority focus areas in sustainability were determined by considering the sector, field of activity, and stakeholder expectations. These focus areas include energy efficiency, reduction of carbon emissions, water and waste management, circular economy practices, occupational health and safety, employee development, equal opportunity, and social contribution. Fundamental policies were established for these areas, and responsible and authorized



Assoc. Prof. Dr. Edin Güçlü Sözer  
Advisor to the Rector,  
Istanbul Okan University

organizational units operated in the field of sustainability. Moreover, practices in these focus areas were integrated into daily business processes, and targets were set for each area.

Projects such as the implementation of digital monitoring systems for energy consumption, waste separation at the source, use of green energy, and reduction of carbon footprint, as well as equitable recruitment practices in the social field, have made these policies tangible.

As a result, Alplas has carried out successful work in the 2023-2024 period in terms of possessing national and international standards in sustainability, designing business and operational models in accordance with these standards, and has started efforts to have the results of its sustainability activities rated by an independent organization. With this approach and activities that place sustainability at the corporate core, Alplas stands out as a pioneering institution in its sector and field of activity.

## Stakeholder Communication

The regular communication Alpllas establishes with its stakeholders forms the foundation of our responsible management approach and sustainability management. While carrying out our activities, our company considers the expectations and needs of its stakeholders and acts ethically, fairly, and transparently.

All individuals and organizations that are directly or indirectly affected by our activities, objectives, and policies are stakeholders of Alpllas. Accordingly, our stakeholders include our employees, customers, suppliers, and public institutions. Communication with each stakeholder group is conducted through designated channels and periods, aiming for open and constructive interaction based on mutual trust.

Our internal communication processes are supported by the Alpllas portal and our in-house publication, Kalp magazine; for external stakeholders, up-to-date information, developments, and corporate announcements are shared with the public via our website and social media accounts. In this way, both internal and external stakeholders are encouraged to participate in processes, contributing to the creation of shared value in line with our sustainability goals.

Alpllas sees integrating stakeholder opinions and feedback into strategic decision-making processes as the key to building a more inclusive and sustainable future.

The company's ethics hotline has become an effective communication channel for stakeholders to share their concerns, complaints, and opinions.

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Stakeholder Group	Communication Method	Communication Frequency
Employees	Website Social Media Channels Informative Emails Internal Newsletters Corporate Magazine - Kalp AlpAkademi Sustainability Reports Employee Satisfaction Surveys Audits Ethics Hotline Online Meetings, Events, Workshops Social Responsibility Projects	As needed; daily, weekly, monthly, quarterly, or annually
Customers	Website Social Media Channels Customer Satisfaction Survey Sustainability Reports CDP Reports Meetings Audits Compliance Reports	As needed; monthly, annually
Suppliers	Website Social Media Channels Meetings Audits Compliance Reports Training and Development Programs Sustainability Reports	As needed; monthly, annually

Stakeholder Group	Communication Method	Communication Frequency
Governance	Meetings Performance Management Committees	As needed; monthly, annually
Government	Compliance with Laws and Policies Compliance Reports Audits Sustainability Reports CDP Reports	As needed; monthly, annually
Media	İnternet Sitesi Social Media Channels Media Press Releases Interviews Gazete ve Dergi İlanları Newspaper and Magazine Ads Meetings and Consultations	As needed; daily, weekly, monthly, quarterly, or annually

## Our Corporate Memberships

Establishing the right collaborations, especially in the field of human rights, is our priority for achieving progress. For this reason, we engage in collaborations to produce effective solutions to environmental and social issues and to create platforms for mutual learning and development at both local and global levels. Through memberships in national and international associations, unions, and sectoral organizations, participation in working groups, and contributing our knowledge and experience to various initiatives, we strive to be a pioneer in this field.

Since 2016, Alplas has been a signatory of the United Nations (UN) Global Compact. We support the principles of this compact and present our progress in line with these principles to all our stakeholders every year through our sustainability reports.

Our memberships and affiliations include:

- ★ R&D Centers Collaboration Platform (ARGEMİP)
- ★ White Goods Suppliers Association (BEYSAD)
- ★ Bolu Chamber of Commerce (BTO)
- ★ Istanbul Chamber of Commerce (İTO)
- ★ Istanbul Chamber of Industry (İSO)
- ★ Istanbul Minerals and Metals Exporters' Associations (İMMİB)
- ★ German-Turkish Chamber of Commerce and Industry
- ★ SEDEX
- ★ Automotive Suppliers Association of Turkey (TAYSAD)
- ★ Turkish Quality Association (KALDER)
- ★ Electrical Electronics and Service Exporters' Association (TET)
- ★ Turkish Plastics Industry Foundation (PAGEV)
- ★ University-Industry Collaboration Centers Platform (USİMP)
- ★ Women in Technology Association (WTECH)
- ★ Women on Board Association (30 Percent)
- ★ UN Global Compact

## Prioritization

At Alplas, we determine the priority topics that shape our sustainability efforts in line with our company's strategic objectives, the dynamics of the sector in which we operate, and the expectations of our stakeholders. These priorities not only guide our sustainability strategy but also form the basis of our reporting scope.

In our prioritization process, the long-term strategic vision of Alplas senior management, environmental and social impact analyses,

sectoral trends, national and international legal regulations, and feedback received from stakeholders throughout the year are all taken into account.

Thanks to this multidimensional evaluation, we are able to both integrate these topics into our business processes and focus on issues that have the potential to create social and environmental value.

### Our High-Priority Topics



#### FOR OUR PLANET

- Energy Management, Efficiency, and Renewable Energy
- Environmental Management
- Combating Climate Change, Adaptation Processes, and Emission Reduction



#### FOR SOCIETY

- Employee Development and Talent Management
- Training Programs
- Occupational Health and Safety



#### FOR SUSTAINABLE BUSINESS

- Innovation, R&D, and Digitalization
- Business Ethics and Compliance
- Corporate Governance

These topics are regularly reviewed and updated as necessary to increase Alplas's contribution to sustainable development goals.

# 03

## SUSTAINABLE BUSINESS



## Ethics and Compliance

The relationship between Alpllas and all its stakeholders is based on trust. All our employees are responsible for upholding Alpllas's principles of honest, safe, high-quality, and sustainable business conduct. Our company is committed to complying with laws and regulations, anti-bribery and anti-corruption regulations, and the principles set out in the Universal Declaration of Human Rights, and expects the same from all its stakeholders. Alpllas publishes its Code of Ethics on its website for the attention of all stakeholders.

The Alpllas Code of Ethics may be revised with the approval of the General Manager when deemed necessary. In 2023, our Disciplinary Board was established to ensure ethics and compliance within our company.

**The Alpllas Disciplinary Board consists of one chairperson and four principal members. The Chairperson of the Disciplinary Board is the Human Resources Director. Principal members are selected by the Executive Committee. The Disciplinary Board is responsible for evaluating, managing, and assessing ethics and compliance risks, as well as handling reports received through whistleblowing channels.**

The ethics violation hotline at Alpllas is announced through company newsletters and posters placed in visible areas for employees. All complaints submitted to the violation hotline are examined within the framework of corporate procedures, in accordance with the principles of corporate whistleblowing mechanisms. Individuals who report are protected from any negative treatment, retaliation, and their confidentiality is ensured.

**In 2023, there were no notifications to the ethics violation hotline. In 2024, out of three notifications, two were resolved and one is under investigation**



## Ethics and Compliance

**All new employees receive ethics training as part of their orientation program. In 2023, a total of 492 people; in 2024, 649 people received Alplas Code of Ethics training.**

Human rights and sustainability criteria are included among the selection and performance evaluation criteria for suppliers and subcontractors. While carrying out all our activities in an ethical and legal manner, we maintain an approach that respects human rights as stated in the Universal Declaration of Human Rights, complies with the requirements of the United Nations Global Compact to which we are a signatory, and adheres to the relevant conventions published by the International Labour Organization (ILO). We expect all our stakeholders to adopt a human rights-respectful approach. We expect all individuals and organizations we work with to comply with the law and align with

our company's ethical culture. Accordingly, we require all our suppliers to comply with the rules set out in our Supply Chain Strategy Policy. Our policies specifically emphasize that in the event of violations of rules—including human rights, anti-corruption, and child labor—we reserve the right to terminate the business relationship.

**At all our locations, we respect the right to collective bargaining and organization in accordance with the relevant labor laws and regulations, and we respect the rights of our employees and suppliers to organize and join unions.**

**The Alplas Ethics Hotline is active for our employees and suppliers to report any requests or complaints regarding these and other human rights issues.**

## Anti-Bribery and Anti-Corruption

Integrity and ethical business conduct are among Alpplas's core values. In line with these values, our company adopts a zero-tolerance policy against bribery and corruption in all areas of operation. The principles of transparency, accountability, and ethical behavior are fundamental not only to our internal processes but also to our business partnerships. Alpplas's Anti-Bribery and Anti-Corruption Policy is available to all stakeholders on our website. All employees and managers are regularly informed about Alpplas's Code of Ethics and the anti-bribery and anti-corruption practices that are part of these rules, through internal newsletters, our corporate publication Kalp magazine, and regular training sessions.

Throughout the year, secure and confidential reporting mechanisms have been actively operated to enable our employees to report unethical situations. This system is monitored by our internal audit and

ethics committees, and necessary sanctions are applied in the event of any violations.

During the 2023-2024 reporting period, no lawsuits related to corruption were filed against Alpplas, no partnership agreements were terminated for this reason, and the company was not subject to any penalties for bribery or corruption. This situation demonstrates our company's commitment to ethical values and the effectiveness of our internal control systems.

**By observing the UN Global Compact, to which we are a signatory, we act ethically, fairly, and transparently. We expect our employees, business partners, and all parties with whom we have business relationships to act in the same manner.**

### In accordance with our Anti-Bribery and Anti-Corruption Policy

- ✘ All forms of bribery and corruption, including facilitation payments, are strictly prohibited, whether carried out directly or indirectly through another party.
- ✘ Gifts and hospitality must always be proportionate and reasonable. They must serve a legitimate purpose and must not create or appear to create any conflict of interest. Excess and extravagance must always be avoided.
- ✘ In our companies, no gifts or donations are given to political parties, individuals holding positions in political parties, their relatives or acquaintances, or political candidates.
- ✘ Decisions regarding paid or unpaid internships and temporary assignments must be based on merit and must not be made to improperly influence the recipient or persons with whom the recipient has a close relationship.
- ✘ Employees should generally not accept or offer corporate hospitality packages, travel, or accommodation.
- ✘ Employees must ensure that any donations are made to bona fide/legitimate charities and are not used to conceal bribery.
- ✘ Employees must ensure that all expenses and payments related to third parties are accurately reflected in financial records.
- ✘ Suspicious behavior should be questioned, and any information (rumors) regarding improper payments or activities should be reported to management. Employees are encouraged to report violations through internal reporting lines.

## Risk Management

Alpplas attaches great importance to conducting its operations in full compliance with laws and ethical principles. Our company is committed to acting in accordance with laws, national and international standards in all its processes, with a strong risk management culture. In this context, company procedures, policies, and codes of conduct provide comprehensive guidance to employees, encouraging correct and responsible business practices.

Within the framework of our risk management strategies, effective control mechanisms have been established for all activities that may be illegal, cause material or moral damage to our company, or be considered criminal. These mechanisms are designed to prevent, closely monitor, and, when necessary, intervene quickly in any negative situations such as corruption, human rights violations, and unethical practices. In addition, these controls aim to ensure full compliance with national and international legislation and best practices.

Alpplas regularly reviews its risk management processes and creates a strong compliance culture by raising awareness among employees at all levels. Our company is determined to build a sustainable future by maintaining the trust of all our stakeholders.

In addition to internal audits, Alpplas is also audited at regular intervals by independent external audit teams. Comprehensive audit activities are carried out, including process control, financial control, compliance with local and international legislation, ethics and compliance, anti-bribery and anti-corruption, human rights compliance, occupational health and safety, environmental management, information security, and quality audits. While the majority of audits are conducted on-site through field visits, some are carried out remotely using online communication tools.

**“ Risk management is an integral part of all Alpplas processes and activities ”**



**Main Roles and Responsibilities in Risk Management:**

Role/Committee	Main Role and Responsibility
Board of Directors	<p><b>Approval:</b></p> <ul style="list-style-type: none"> <li>* Approving the risk management policy</li> <li>* Proposed risk appetite and tolerances</li> <li>* Risk authorities</li> <li>* Risk committee regulations and methodology</li> <li>* Risk limit exceptions, and allocating</li> <li>* Risk management resources</li> </ul>
Early Detection of Risk Committee	<p><b>Monitoring, Supervision, and Reporting:</b></p> <ul style="list-style-type: none"> <li>* Early detection of risks that may endanger the company's existence, development, and continuity</li> <li>* Ensuring necessary measures are taken and risks are managed</li> <li>* Designing effective internal control systems</li> <li>* Monitoring risk trends; making recommendations on risk policies and limits</li> <li>* Ensuring risk management strategies meet operational and legal obligations</li> <li>* Organizing, operating, monitoring, and improving the corporate risk management program</li> <li>* Requesting information and reports from relevant units as needed</li> <li>* Reviewing the risk management system at least once a year</li> <li>* Informing the board of directors periodically (every two months) about risk management practices</li> <li>* Fulfilling other duties assigned by relevant legislation</li> </ul>

Role/Committee	Main Role and Responsibility
<p>Operational Risk Officers (Business Managers)</p>	<p><b>Risk Taking and Management</b></p> <ul style="list-style-type: none"> <li>* Participating in annual risk assessments</li> <li>* Updating risk registers periodically</li> <li>* Escalating identified risk events</li> <li>* Contributing to the determination and monitoring of risk indicators</li> <li>* Making decisions regarding risk-taking within their defined authority</li> <li>* Riskin azaltılmasına yönelik iyileştirme aksiyonlarını hayata geçirme</li> <li>* implementing improvement actions to reduce risks, and sharing these responsibilities with their teams as appropriate.</li> </ul>
<p>Risk Monitoring and Working Groups</p>	<p><b>Data Flow, Reporting, Monitoring:</b></p> <ul style="list-style-type: none"> <li>* Collecting, analyzing, and preparing regular reports on non-systematic risks</li> <li>* Obtaining regular information from department leaders about risks</li> <li>* Supporting the Early Detection of Risk Committee with data flow and reports</li> <li>* Conducting continuous improvement activities to advance and disseminate risk management techniques</li> </ul>

## Supply Chain Management

Alpplas considers its suppliers within the scope of sustainability management and collaborates with companies that operate in an environmentally, socially, and economically responsible manner. To promote sustainability practices throughout the supply chain, we utilize various tools such as the 'Supply Chain Strategy Policy', risk management practices, supplier selection and evaluation processes, audits, and supplier communication activities.

Just like our employees and managers, Alpplas's subcontractors and suppliers are also required to conduct their business in accordance with ethical, legal, and social responsibility principles. In this context, Alpplas aims to develop long-term partnerships with suppliers who share our core values, meet high quality standards, and ensure ethical compliance. It is essential for suppliers to comply with minimum standards to meet Alpplas's expectations, and these standards are expected to be reflected in their own supply chains as well.

Supplier selection considers factors such as financial strength, technical competence, product and service quality, as well as corporate reputation and past performance.

Business partners confirm their commitment to Alpplas's values by agreeing to the Alpplas Supplier Handbook and the Supply Chain Strategy Policy. In addition, suppliers who successfully complete the objective evaluation process are added to Alpplas's approved supplier list. The performance of approved suppliers is regularly monitored, and additional analysis and audit activities are requested from suppliers who fall below a certain standard based on quarterly or annual performance evaluations. In this process, Alpplas supports its business partners in improving their performance while also incorporating improvements that are suitable for its own business processes.

Alpplas expects its suppliers to comply with legal obligations, ethical principles, and social responsibility standards. Alpplas, which respects the principle of international human rights, requires its business partners to avoid practices such as child labor, forced labor, and discrimination. The adoption of standards such as ISO 45001 for occupational health and safety is encouraged, and necessary measures are expected to be taken to ensure safe and healthy working conditions.

# Supply Chain Management

Environmental responsibility is another important aspect of Alpplas's supply chain strategy. Suppliers are expected to comply with environmental management standards such as ISO 14001, make continuous improvements to reduce their environmental impacts, contribute to combating climate change by increasing energy efficiency and using renewable energy sources. Within the scope of ecological responsibility, suppliers must comply with Alpplas's standards in areas such as waste processing, protection of water resources, and prohibition of hazardous substances.

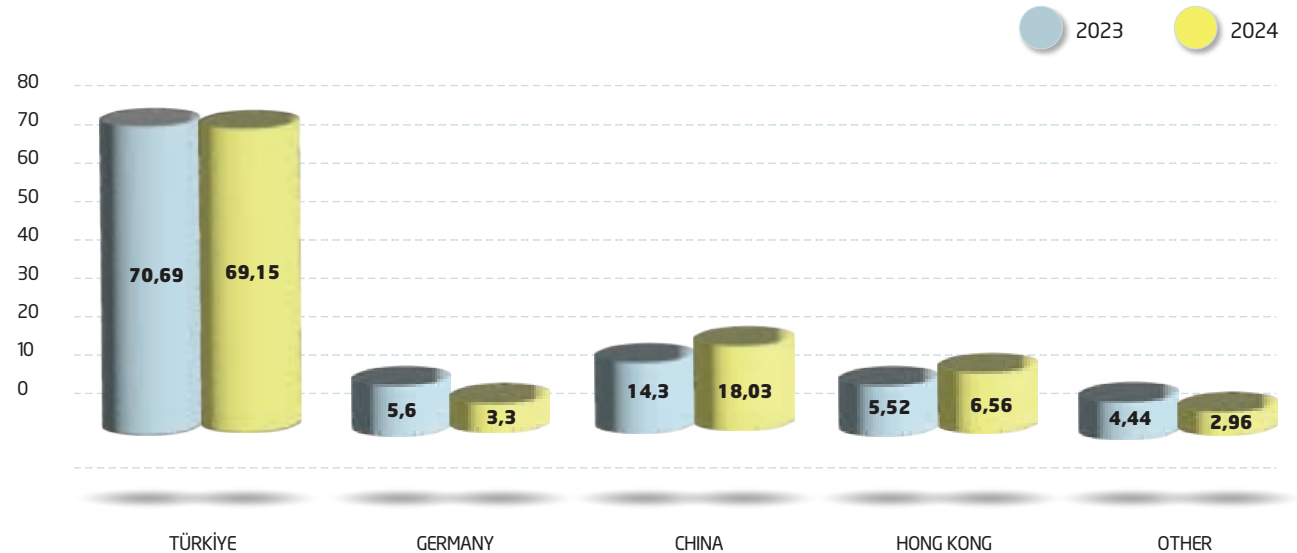
In its relationships with business partners, Alpplas requires the avoidance of unethical practices such as corruption, bribery, and money laundering. In addition, suppliers must pay attention to confidentiality obligations and protect all confidential and corporate information belonging to Alpplas.

Within the principle of sustainability, Alpplas continuously works to improve its products and processes and expects its suppliers to adopt this approach as well. The ethical and sustainable practices that form the foundation of business partnerships increase the mutual value between Alpplas and its suppliers and create a strong basis for long-term success.

**In 2023 and 2024, 6 critical suppliers were audited.**

Through its local procurement strategy, our company supports the development of local communities while minimizing environmental and social impacts arising from logistics in international procurement and aims to prevent emissions resulting from these activities.

SUPPLY RATE BY COUNTRY (%)



## Product and Service Quality

Alpplas manages all its processes in accordance with international standards, with a quality approach that prioritizes customer satisfaction and continuous improvement. In this context, our Quality Management System is structured within the framework of IATF 16949 / ISO 9001 standards, providing a systematic and sustainable structure that ensures the quality of products and services.

In all our projects, we act based on our customers' needs and expectations, current legislation, and project contract requirements. Our processes are monitored, evaluated, and continuously improved in line with the principles of reliability, transparency, and traceability.

At Alpplas, we prioritize not only technical competence but also a corporate quality culture.

A quality-focused approach is adopted at every stage, from the supply chain to the production floor, from the product itself to customer feedback. In this way, we offer our customers not only products but also a reliable solution partner experience.



# Alpplas Quality Policy

In line with its vision, Alpplas aims to be the most trusted and preferred company in its field of activity and has adopted the following principles to achieve this goal:

	Istanbul Plant	Bolu Plant
ISO 9001 Quality Management System	✓	✓
IATF 16949 Automotive Quality Management System	✓	✗
ISO 14001 Environmental Management System	✓	✓
Sedex	✓	✓
ISO 50001 Environmental Management System	✓	✓
ISO 27001 Information Security Management System	✓	✓
ISO 45001 Occupational Health and Safety Management System	✗	✓

➤ The top management will provide the necessary support and participation to achieve the highest quality at an international level.

➤ Necessary methods will be implemented to ensure that customer and market expectations are known and understood by all personnel at every level.

➤ The “zero defect” approach will be adopted, methods will be developed and implemented to prevent errors from occurring.

➤ Efforts will be made to instill quality awareness in employees at all levels, and their participation in continuous improvement activities of the Quality Management System will be ensured.

➤ New technologies will be followed, and those that are beneficial will be implemented to continuously improve the overall quality level and increase customer satisfaction.

➤ Innovative strategies will be created to ensure that the quality policy is known, understood, and implemented by all personnel at every level.

## Customer Satisfaction

**Ensuring long-term customer satisfaction and establishing sustainable relationships with our customers are among our top priorities.**

Alpplas adopts a customer-oriented approach by meticulously managing complaint handling and regular feedback processes to increase customer satisfaction. Written and verbal complaints received from customers are quickly analyzed and resolved with the necessary corrective actions. In this context, data on quality performance are carefully monitored and analyzed every month to continuously improve customer satisfaction. Especially metrics such as product returns and defect rates are regularly tracked, and the actions taken are reviewed.

To ensure customer satisfaction, regular surveys are conducted, and necessary improvement steps are determined based on the data obtained. In this context, the results of the customer satisfaction surveys conducted at the end of each year are shared with the relevant departments, and action plans are created.

In addition, monthly performance monitoring is carried out through customer portals and evaluation cards, and rapid action is taken based on the results obtained.

Alpplas's customer-oriented approach aims for the continuous improvement of product and service quality and the strengthening of customer relationships. As part of continuous improvement, customer feedback is regularly analyzed, and, if necessary, corrective actions are taken in quality and process development areas. The importance given to customer satisfaction is a fundamental part of Alpplas's strategy to establish long-term customer relationships.

## Information Security Management System

At Alpllas, information security is not merely a technical requirement; it is considered a strategic priority that forms the foundation of business continuity, customer satisfaction, and stakeholder trust. Our company aims to protect the confidentiality, integrity, and accessibility of information assets through the Information Security Management System (ISMS) structured in accordance with ISO 27001 standards.

Information security is managed proactively throughout the organization. Our company regularly analyzes existing and potential risks related to its activities, takes necessary precautions, and continuously improves its processes to minimize these risks. In this way, both internal and external stakeholders are protected within the scope of information security.

ISMS practices are supported by procedures and audit mechanisms covering critical areas such as business continuity management, cybersecurity, data protection, and access control. Within the system:

- Access authorization and control mechanisms,
- Data encryption and secure backup systems,
- Vulnerability tests against cyberattacks and emergency response plans are regularly implemented.

To increase our employees' awareness of information security, periodic training sessions and internal communication campaigns are organized, ensuring that our human resources become the strongest link in this process.

During the reporting period, a total of 77.3 hours of training were provided to our employees in the field of information security.



Alpllas seeks compliance with information security standards not only in its internal processes but also in its relationships with business partners and suppliers. In this context, suppliers and business partners are explicitly required to comply with ISMS criteria.

Our Information Security Management System is an integral part of Alpllas's sustainability strategy, strengthening our digital security infrastructure and aiming to ensure the continuity of trust established with all our stakeholders.

## Within the scope of our Information Security and Privacy Policy

- Ensuring the confidentiality of all information that our company and stakeholders are obliged to protect, and maintaining the integrity and accessibility of this information without interruption,
- Protecting physical and electronic information assets that affect our company's activities,
- Conducting risk assessment and risk monitoring activities related to our information assets to reduce these risks,
- Increasing our employees' awareness and consciousness regarding information security,
- Ensuring the continuity of our activities with minimal or no interruption.

## To achieve these objectives

- Integrating the ISO 27001:2022 standard-compliant Information Security Management System (ISMS) into all our activities,
- Ensuring that all employees act in accordance with the Information Security Management System Standard as well as legal requirements and contractual obligations,
- Periodically reviewing our information security system and providing the necessary resources to achieve these goals,
- Supporting continuous improvement and development in information security, planning and implementing activities in coordination with all internal and external stakeholders to increase awareness about all innovations, changes, and developments within this system.

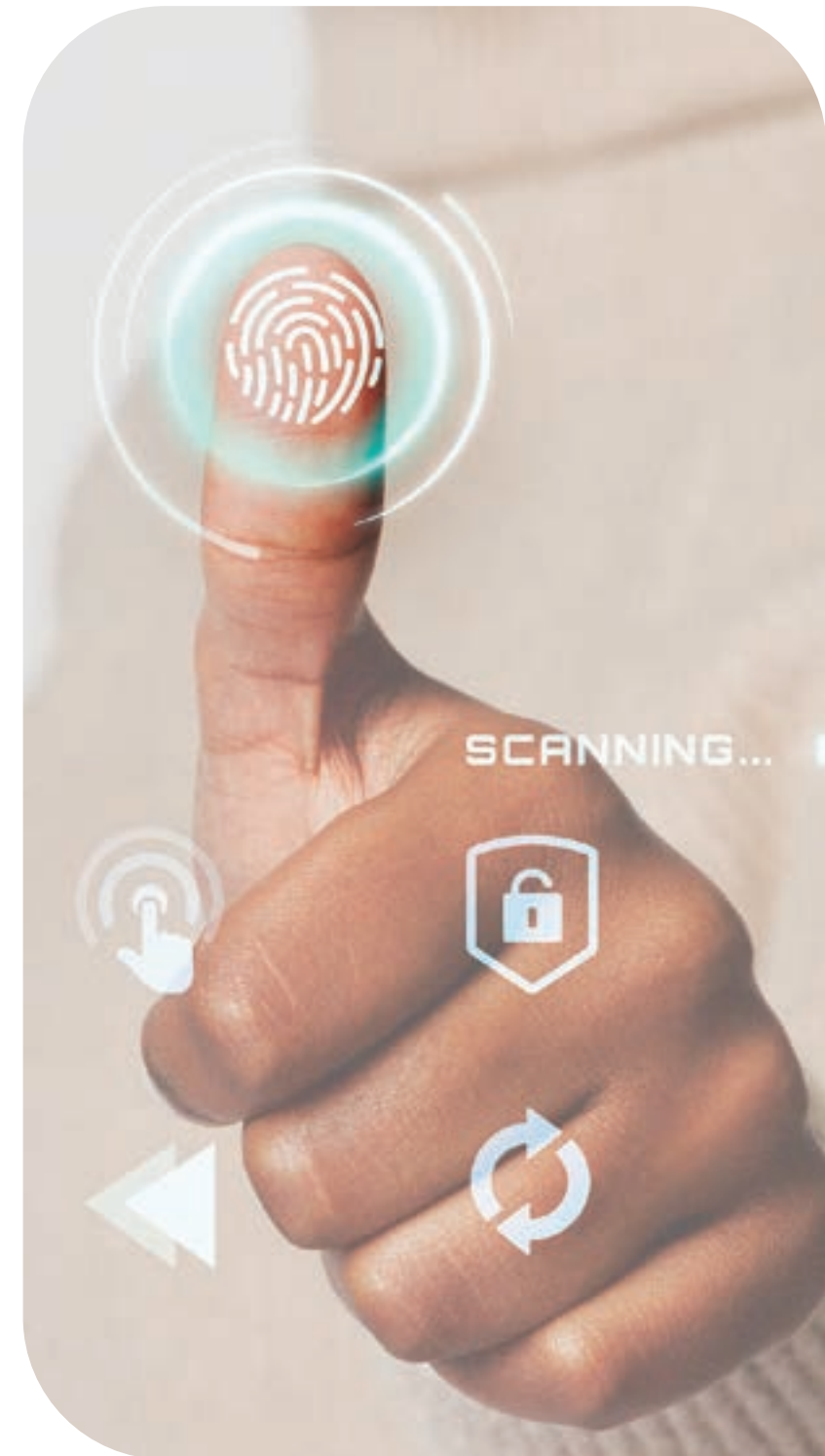
## Innovation and R&D Activities

Alpllas embraces innovation as a part of its corporate culture, regularly holding strategy meetings where current situations are analyzed, problems are identified, and solution proposals are developed. In this context, projects are implemented to increase speed, quality, efficiency, and sustainability from production to processes and services.

Ensuring the continuity of high technology infrastructure for sustainable competitiveness is a critical priority for our company. In this context, the following areas will be the focus of AlpNext in the coming periods:

- **Projects to increase the efficiency of production lines,**
- **Computer vision and artificial intelligence technologies,**
- **Robotic automation systems,**
- **Internet of Things (IoT) applications,**
- **Electronic board design and software solutions developed by Alpllas.**

Through our R&D activities, we aim to produce industrial robots and develop image processing and artificial intelligence software. In this context, electronic board design and software work optimize the control of robotic and automation systems in production processes, increasing efficiency and accuracy. IoT integration and AI-supported quality control applications accelerate digital transformation. In addition, our innovative R&D projects continuously improve both production technologies and software infrastructure.



## Good Idea Suggestion System: Our Corporate Innovation Culture

In 2021, by participating in the Innosuit program conducted by the Turkish Exporters Assembly (TİM), we launched the Good Idea Suggestion and Innovation System. This system is a digital platform where employees at all locations can submit suggestions, which are evaluated by experts and the results are transparently tracked. It is also a living system supported by training, awareness activities, and reward mechanisms that ensure all our employees are knowledgeable about innovation. The comprehensive efforts we have undertaken to establish and embed a corporate innovation system were presented as one of the best practice examples at Turkey Innovation Week, and we were awarded a certificate of achievement for these efforts.

Programs we have implemented to strengthen our corporate innovation culture include the Innovation Ambassadors Program, Innovation Stars Competition, Experience Days, Guided Calls, and Problem-Solving Workshops. This comprehensive approach increases employee engagement, participation, and creativity, while also ensuring the sustainability of the system.

These figures show that the system is in a continuous cycle of evaluation and improvement, and areas for development are identified to align employee ideas more closely with corporate strategies.

Various programs carried out within our corporate innovation system have been shared with stakeholders at TİM's Inoweek events and Innosuit's special Best Practices Workshop. Thus, in both 2023 and 2024, Alplas has been able to share its experiences and best practices in innovation with other institutions and sector stakeholders, increasing the impact and visibility of its practices.

With the Good Idea system and the programs it runs, Alplas not only produces innovative solutions but also continues to build a participatory, learning, and continuously developing organizational culture that forms the foundation of sustainable growth.

**To date, nearly 800 suggestions have been collected, 624 of which have passed the preliminary evaluation, and 150 have been turned into projects. As a result of this process, Alplas has generated approximately 205.000 € in indirect income and paid over 13.500 € in rewards to employees.**

# İyiFikir!

ALPPLAS  
DEVELOPER SUGGESTION  
SYSTEM

## Our R&D Collaborations

To enhance our R&D capabilities, we continue to develop collaborations with national and international universities, industrial organizations, SMEs, and other large companies.

### ESD'li Polimerik Kompozit Malzeme Geliştirilmesi Projesi

With the motto "After developing the blister machine, what if we also produce the raw material ourselves, become fully independent, and surpass imported products," this project marks a significant step. The project aims to locally develop ESD polymer composite raw material, which was previously sourced from abroad. Thus, while providing a cost advantage, it also seeks to achieve independence and sustainability in the supply chain.

Within the scope of the project, collaboration is established with the Polymer Research Center at Istanbul Arel University.

Under the expertise of Assoc. Prof. Dr. Yeşim Müge Şahin and Dr. Alper Tezcan from Arel Potkam, the raw material used in blister production has been successfully formulated, and studies on local production feasibility are ongoing.

Thanks to this collaboration, the equivalents of imported materials are intended to be produced by our company in a more affordable, accessible, and environmentally friendly manner. The project aims to offer a safe, high-quality, and innovative packaging solution for companies operating in the electronics sector.

### Alplas R&D Center 1505 Project and NÜRDAM Collaboration

Alplas R&D Center strengthens university-industry collaboration through projects conducted within the scope of TÜBİTAK 1505 Program. The 1505 Program supports the application of intellectual knowledge from universities, research infrastructures, and public research institutes to industry. Its purpose is to transform academic knowledge into new products and processes for SMEs and large-scale companies, creating national or international commercial value. Within this scope, Alplas R&D Center is conducting the "Production and Development of High-Performance Silicon PIN Photodiode and Personal Dosimeter" project in collaboration with NÜRDAM at Abant İzzet Baysal University. By increasing cooperation between university and industry, we transfer the knowledge and experience of qualified researchers to industrial projects, creating social and innovative added value. Alplas continues to establish strong ties with well-established universities, being aware of the long-term benefits of such collaborations.

### Eureka Eurogia Cluster 24 Call and RECKON Project

For the 'gGreen Energy for Cloud blockChain cOmputiNg (RECKON)' Project, which was approved with 5 partners (4 companies, 1 university) from Turkey, Hungary, and the Czech Republic under the Eureka Eurogia Cluster 24 call, Alplas will realize the IoTIntelligentGateway component. In this context, we will develop the hardware and software of the component, creating a product that communicates via GSM, Wi-Fi, and Ethernet modules.

## Stakeholder Opinion

Energy is one of the fundamentals of life and plays a critical role in every aspect of our daily lives. From lighting our homes to powering transportation, from industrial production to digital technologies, everything requires energy. With the industrial revolution, energy obtained from fossil fuels increased rapidly, and the resulting waste began to cause serious harm to the environment. This has increased the demand for energy efficiency and renewable energy. The widespread use of renewable energy sources is an important step for a sustainable future, as it reduces the environmental damage caused by fossil fuels. Therefore, using energy consciously and efficiently has become a critical necessity both economically and ecologically.

Technology makes significant contributions to the development and welfare of humanity. Blockchain technology, which is relatively new, contributes to many fields. Despite the advantages offered by blockchain technology, there are also

serious debates, especially regarding energy consumption. Blockchain networks that use proof-of-work algorithms, such as Bitcoin, require high processing power and therefore consume large amounts of electricity.

This raises concerns about environmental sustainability and increases the carbon footprint. Therefore, economically benefiting from renewable energy sources to maximize the advantages of blockchain technology will be one of the most important solutions for the future. Achieving this will require the cooperation of many stakeholders and institutions.

Today, companies and institutions are in close interaction to operate more efficiently, often using their digital capabilities. Cybersecurity is critically important in the digitalization processes of companies. With digitalization, threats such as data breaches, identity theft, and malware are rapidly increasing. The transfer of corporate data, customer information, and business processes to digital platforms makes them easier targets for malicious



Prof. Dr. Şerif Bahtiyar  
RECKON Project and Cybersecurity

actors. A strong cybersecurity infrastructure not only protects a company's reputation but also ensures compliance with legal obligations. Therefore, cybersecurity has become not just a technology investment but also a strategic necessity in the journey of digital transformation. The use of renewable energy in cloud-based blockchain technology offers significant advantages by increasing both efficiency and transparency in the energy sector. Thanks to cloud infrastructure, data can be collected, stored, and analyzed in real time, while blockchain technology ensures that this data is recorded securely, immutably, and verifiably by everyone. In this way, the amount of energy produced from renewable sources, to whom it is sold,

and which certificates it holds can be tracked transparently. In addition to these benefits, the RECKON project facilitates the participation of small-scale renewable energy producers in the energy market and enables medium and large-scale producers to sell energy more profitably and securely. The RECKON system reduces the energy costs of companies operating blockchain networks with high energy needs and allows the institutions they serve to benefit from more secure digital services. Thus, the RECKON project contributes to reducing the carbon footprint and creates a secure and sustainable energy ecosystem.



Developing innovative solutions in the fields of cybersecurity and energy is of great importance for creating a secure and sustainable energy ecosystem. Universities, with their academic knowledge and research infrastructure, can develop advanced technologies needed by the sector and make significant contributions to the commercialization process by transforming this knowledge into innovative applications. Especially in today's world, where threats in the field of cybersecurity are rapidly diversifying, it has become critical to develop up-to-date and effective defense mechanisms by collaborating with academic circles. Such collaborations support economic development and play a key role in building a technology-based future.

The system developed within the scope of the RECKON project is a good example of university-industry cooperation. The institutions involved in the project benefit significantly from green energy for cloud-based blockchains by securely sharing a large amount of critical data.

Our company is a member of the University-Industry Collaboration Centers Platform (USIMP). In this context, scientific meetings such as seminars and conferences are organized with universities, and our R&D staff give undergraduate courses to engineering students, thus ensuring the dissemination of knowledge.

At our R&D Center, AlpNext, the number of employees was 29 in 2023 and 28 in 2024.

In 2023, 9 patent applications were filed and 2 patents were registered; in 2024, 9 patents were registered.

Alpplas continues its innovation and R&D investments with determination in line with its sustainability goals. In this context, in 2023, we applied with three innovative projects to the 9th Productivity Project Awards organized by the General Directorate of Strategic Research and Productivity of the Ministry of Industry and Technology of the Republic of Turkey:

➤ Lean Transformation Category: Productivity Increase Project with Robotic Soldering and Programming

➤ Energy Efficiency Category: Capacity Increase and Process Acceleration Project with Button and Panel Laser Marking

➤ Localization Category: Productivity Increase and Energy Efficiency Project in Thermoplastic Forming Line

Among a total of 596 projects across Turkey, all three of our projects made it to the finals, which is strong evidence of Alpplas's R&D and innovation-based business model. Especially, the "Productivity Increase Project with Robotic Soldering and Programming" in the Lean Transformation Category won third place, earning our company the title of "Productivity Project Awarded Company."

In the 10th Productivity Project Awards, our project titled "Productivity Increase with Robot-Integrated Test Automation System" was awarded second place in the Digital Transformation category.

These achievements once again confirm Alpplas's determination to develop innovative solutions and its goal to contribute to sustainable business processes. Our R&D activities not only increase our competitiveness but also form the cornerstone of our sustainability vision.

“**According to research conducted by Turkishtime Magazine, we were ranked 312th in Turkey in terms of R&D expenditure in 2023 and 355th in 2024.**”

## Stakeholder Opinion

Today, sustainability has become one of the most comprehensive and multidimensional agendas that companies face. Energy efficiency, reduction of carbon emissions, management of environmental impacts, and fulfillment of social responsibilities are at the center of strategic priorities in the business world. In this process, digital transformation stands out as one of the most important levers that make sustainability possible. The approach called “twin transformation” by the European Union also reveals the necessity of addressing digitalization and sustainability together. Research by the World Economic Forum supports this fact with metrics: 70% of use cases implemented in factories with a focus on digital transformation also contribute to sustainability.

At MEXT, we are pleased to see the concrete reflections of this approach in our collaboration with Alplas. With the SIRI (Smart Industry Readiness Index) studies we conducted in 2022 and 2024,

we measured the levels of digital transformation maturity, created the company’s roadmap in harmony with its sustainability vision, and supported the preparation of investment plans. In the approximately two-year period between the two SIRI digital maturity assessments, Alplas made significant progress on its digital transformation journey, achieving an increase of about one point on average across 16 different dimensions evaluated. This development demonstrates the importance Alplas places on digitalization and marks significant progress toward its goal of becoming a leading company in digital transformation within the sector. In the latest SIRI assessment, especially the remarkable progress in automation, connectivity, and advanced analytics/artificial intelligence across the facility stood out. These advancements provide a strong infrastructure that directly contributes to achieving sustainability goals. Of course, behind this progress are the strong practices implemented by Alplas. Thanks to the Building Management System (BMS) that has been put into operation, energy consumption, carbon emissions



Gizem Beyazkaya  
MEXT - Digital Transformation Manager

related to energy consumption, and resource usage can now be centrally monitored and/or measured; many processes, from HVAC and lighting systems to production equipment, can be managed in an integrated manner. The integration of these systems enables continuous monitoring of energy efficiency, consumption trends, and other environmental indicators. Thus, while operational efficiency increases, concrete benefits are also achieved in the effective use of resources and the reduction of environmental impacts.

The inclusion of digital transformation strategy in Alplas’s corporate plans, the vision of the leadership team, and the transformation culture disseminated among employees are also among the

main factors supporting these developments. These steps taken at the corporate level serve as a strategic lever that supports and strengthens the sustainability transformation. The steps planned for the future in digitalization, automation, and occupational health and safety will provide a strong framework that will further advance Alplas’s sustainability journey.

As MEXT, in line with our vision of serving the industry and social benefit of our country, we are determined to create value in the fields of digital transformation and sustainability. We are pleased to contribute to Alplas’s progress toward a stronger, more environmentally conscious, and more competitive future with the support we provide.

## Our Sustainability Goals

At Alplas, sustainability goals are considered an integral component of our corporate strategy. The goals set are integrated into the corporate strategy.

Sustainability and climate strategies are reviewed and updated in line with global trends, regulatory developments, sectoral expectations, and stakeholder feedback.

Within the scope of combating climate change, the progress of greenhouse gas reduction targets is monitored under the supervision of senior management;

performance indicators such as energy consumption and the rate of renewable energy use are reported monthly. Through this reporting, progress towards the targets is regularly monitored, and strategic actions are taken when necessary.

The determination and review of goals are periodically evaluated and updated in accordance with corporate strategies, national and international regulations.

# 04

## Our People and Society



As a responsible member of the society in which it operates, Alpllas continuously contributes to development. This contribution can be through social investment activities and direct employment, as well as through the broad supply chain and subcontractor network, which creates opportunities for indirect employment.

We create training, development, and talent programs that cover all our employees and provide opportunities for them to improve their existing professional skills. With the awareness of the importance of engineering in building a sustainable future, company continues its efforts to support the training of successful young

engineers in different fields who follow professional innovations and combine engineering knowledge and skills with innovative practices to contribute to society.

Our employees are at the forefront of our values, and we see them as our greatest asset. Respecting human rights and seeing differences as richness are part of Alpllas's culture. The 'Alpllas Human Resources Policy' serves as a transparent guide that sets out our human rights policies.

Employment, promotion, and all similar human resources decisions within Alpllas are managed entirely based on competence criteria, free from any discrimination.

<https://www.alpllas.com/tr/hakimizda/politikalarimiz>



## Stakeholder Opinion

Since my first day at Alplas, what has impressed me most is that the company's innovative vision is reflected not only in its products and processes but also in its people-oriented management approach. Being part of a culture where the motto "Your Innovative Solution Partner" is reflected in the employee experience nourishes our employees both individually and professionally.

At Alplas, we approach sustainability not only as an environmental responsibility but also as a human responsibility. We strive to make equality, diversity, and inclusion not just a discourse but a concrete approach. Our female employment rate, which is significantly higher than the sector average, the increase in the number of female employees in our production areas, and our efforts to ensure equal opportunities in technical roles are the clearest indicators of this. Our 49% female employee rate, which is above the national average, clearly demonstrates our pioneering role in female employment in technology.

This equal representation strengthens our corporate culture; bringing together different perspectives increases both our work efficiency and our social contribution.

Employee satisfaction and engagement are strategic priorities for us. With our innovative work policies, we increase employee engagement and strengthen the sense of belonging in the workplace. From the Social Responsibility Club to individual development opportunities, employee happiness is a top value at Alplas. The employee experience surveys we conduct throughout the year are not just a feedback tool; they serve as a compass in the company's transformation journey. Based on the data we obtain, we have taken concrete steps in many areas such as talent management, recognition and reward systems, and development programs. We have shaped all these processes with the voices of our employees. One of the topics that excites me most is employee development. While designing our management and leadership development programs at different levels at Alplas, we placed the concept of "sustainable leadership" at the center.



Özge Sarıtürk Seçkin  
Alplas HR Director

The content of these programs includes customized modules for all management profiles, from team leaders to senior management. We have established a sustainable development model that not only transfers knowledge but also develops managerial competencies and is practice-oriented. In addition, with the functional competency model we designed for all our employees, we have started to personalize the learning journey in each job family. This structure, which supports development systematically and transparently, responds not only to today's needs but also to future requirements.

When we talk about sustainability, we should also talk about a heartfelt understanding of social responsibility, not just production processes. The projects carried out by the "From the Heart - Alplas Social Responsibility Club" are the best examples of touching society and employee volunteering. The existence of this club provides a structure that supports our employees' desire to create value and directly contributes to social sustainability.

Being part of this club, which carries out volunteer-based social responsibility projects in the company, is a unique area for me as an employee in terms of both motivation and contributing to society. The projects carried out under the club define sustainability not only as an environmental issue but also as a field of social transformation. All these efforts are complemented by our approach to occupational health and safety. In Alpplas's facilities, which have ISO 14001 environmental management system certification, occupational safety is addressed with systematic

and proactive approaches. Thanks to policies that cover occupational health and safety at every level, our employees have a high sensitivity to the safety and supportiveness of the working environment. We address safety as a proactive culture in both production and office areas; we implement a disciplined system to create an environment where our employees are physically and psychologically supported.

**From my perspective, Alpplas approaches sustainability not only with environmental approaches but also with investment in people, corporate conscience, and a shared sense of responsibility for the future, building a people-oriented, inclusive, and trustworthy corporate culture.**

Ensuring equal representation, increasing employee satisfaction, developing talents, touching society with social responsibility projects, and providing a safe working environment are strongly present in the company's DNA.



## Equality, Diversity and Inclusion

At Alpplas, the spread of different ideas, voices, and cultures is encouraged. Therefore, our companies adopt and implement the following approaches:

- Creating a culture where everyone is treated equally and can fully contribute with their potential, regardless of race, color, gender, age, nationality, religion, gender identity or expression, marital status, citizenship, disability, or other legally protected characteristics.
- Ensuring that all our employees are part of a culture that supports equality, diversity, and inclusion, nourished by mutual trust in fair and equal opportunities and human rights.
- Establishing rules to ensure a workplace free from all forms of discrimination and harassment, including sexual harassment, to be considered by our businesses.
- Offering fair and equal opportunities to all employees, candidates, business partners, and partners in our operations and throughout our value chain.
- Creating an environment where all employees can fully express their authentic selves at work and feel safe while doing so.
- Improving decision-making processes by encouraging diverse opinions, insights, perspectives, and ideas that benefit our customers, business partners, shareholders, and stakeholders.

At Alpplas, senior management is responsible for implementing and communicating the Equality, Diversity and Inclusion Policy to all employees; all our employees are responsible for complying with and supporting this policy. We also expect all our business partners to comply with or act in accordance with this policy and take necessary steps to do so.

Any behavior that constitutes direct or indirect discrimination or harassment is strictly prohibited. Such behaviors include:

- Discrimination, disrespect, mobbing (bullying), or malicious and unfounded accusations against a person because of their race, gender (including pregnancy), color, nationality or social status, ethnic origin, religion, age, disability, sexual orientation, gender identity, family status, sensitive medical conditions, or political views.
- Discrimination in recruitment, promotion, assignment, salary, transfer, discipline, demotion, termination of employment, access to benefits, etc. These factors are not considered in such decisions.
- Corrective measures, including termination of employment, are applied to any employee found to have engaged in discrimination. If any business partner is found to have engaged in any form of unlawful discrimination, their contracts may be terminated.

Our Human Resources Departments are responsible for organizing, periodically reviewing, and updating the Equality, Diversity and Inclusion Policy, as well as providing training to employees on preventing discrimination, sexual harassment, and human rights violations in the workplace.

**In line with our principles of equality, diversity, and inclusion, we started employing individuals with autism in 2024. The integration of individuals with autism into working life aims to contribute to their personal development and increase diversity and harmony in the workplace.**

With our commitment to gender equality and diversity, we participated in the “Equalize Opportunity, Diversify Talent” Project initiated by TAYSAD - Automotive Suppliers Association of Turkey. The project, which started in 2024, aims to create a gender equality approach that will serve as a role model in the automotive supply industry, increase female employment in the sector, and implement practices that will serve as a roadmap for other sectors. With this project, we prepared our Gender Equality Roadmap.

At Alplas, we believe in the power of diversity and equality and act with the goal of creating a working environment where every individual can use their talents to the fullest. We adopt a fair and equal approach at every step, from recruitment to career development. In this way, we further strengthen our company’s success and create a corporate culture where every employee can fully realize their potential.

“**Our company, which considers gender equality as an inseparable part of its inclusive corporate culture, became a signatory of the United Nations Women’s Empowerment Principles (WEPs) in 2023.**”

## Stakeholder Opinion

With its strong level of representation, determination in policy and digital infrastructure, and pioneering role in sectoral collaborations, Alpllas has not only established a solid foundation in the field of Equality, Diversity, and Inclusion (EDI), but has also revealed a vision that will shape the future.

Today, the proposed scorecards, leadership parity targets, inclusive procurement strategies, and behavioral safety programs go beyond transforming daily work experience and concretely demonstrate the claim that “another model is possible” in the business world.

This approach, which strengthens employee engagement, makes occupational health and safety a cultural value, and combines environmental sustainability with social justice, will make Alpllas a model institution not only in its sector but also in global value chains.

The management of Scope 3 emissions and just transition policies demonstrate the company’s courage to address its climate agenda together with human dignity and social equality. The opening of EDI indicators to independent assurance declares that transparency is not a preference but a fundamental principle of doing business.



Ebru Nihan Celkan  
Equality, Diversity, and Inclusion Specialist

This roadmap will carry Alpllas’s ambition for innovation and sustainability not only to leadership in production quality but also in cultural transformation. A more just, more inclusive, and more competitive corporate culture will instill hope and trust not only in its employees but also in its suppliers, customers, and the society in which it operates.

**In this way, Alpllas gives the following message to the business world of the future:**

“ **Success is possible with diversity. Trust is built with inclusion. Sustainability is crowned with equality.** ”

## Employee Engagement and Satisfaction

At Alpplas, we believe that the path to sustainable success primarily passes through employee engagement and satisfaction. In this regard, we continuously strive to create a fair and inclusive working environment based on mutual trust. The fact that our employees feel themselves as a natural part of the company's goals, values, and culture is one of the main factors that increases Alpplas's internal engagement and productivity.

Open communication environments where employees can freely express their opinions, suggestions, and feedback are seen as an indicator of internal democracy and are supported by practices that encourage participation in decision-making processes. The internal communication channels, suggestion systems, and regular feedback meetings used in this context are both effective and accessible to employees.

With the Employee Engagement and Satisfaction Survey regularly conducted by Alpplas, the organizational climate is evaluated, and areas for improvement are identified based on the findings. According to the results for 2023, the employee satisfaction and engagement rate was measured at 66%; in 2024, this rate was 63%. Based on the data obtained, human resources practices are re-evaluated, and concrete steps are taken to increase employee engagement and satisfaction.

Alpplas considers the development, welfare, and happiness of its employees in the workplace as an integral part of sustainable growth.

**All employees, regardless of age, have had the honor of representing their company in their favorite sport at Corporate Games, a worldwide sports organization. In 2023, we achieved third place in the Team Work category; in 2024, we achieved first place.**



## Talent Management


Alpplas considers the creation of a highly competent workforce and the continuous development of these talents as a strategic priority to increase its competitiveness in the sectors in which it operates and to ensure sustainable success. In line with this vision, a participatory corporate culture is established where employees' individual goals are aligned with corporate objectives and where development and learning are supported.

All activities in the field of employee development are carried out under our in-house learning and development platform, AlpAkademi. AlpAkademi enables our employees to improve not only their professional and technical competencies but also their leadership, communication, and management skills.

Our training programs are designed and delivered in collaboration with in-house experts, professional training service providers, and digital content producers.

By adopting the principle of offering equal development opportunities to all employees, Alpplas supports employees at all levels in realizing their professional and personal potential. Training plans that support individual career goals, orientation processes, rotation practices, and performance-based development tools encourage employees to become continuous learners.

This approach contributes not only to individual success but also directly to Alpplas's achievement of its sustainable growth targets.



**In 2023, 13,531 of our employees received a total of 17,088.29 hours of training; in 2024, 13,020 employees received 20,710.79 hours of training.**

## Kalpten (From the Heart) – Alpplas Social Responsibility Club

Since its foundation, Alpplas has acted with a principle of respect for the environment and nature, making social responsibility and employee volunteering an integral part of its corporate culture.

On February 6, 2023, one of the greatest disasters in our recent history—the earthquake centered in Kahramanmaraş—affected many cities and deeply shook our entire country.

From the very first moment of the disaster, as the Alpplas Family, we started working in coordination with local authorities and AFAD to support the urgent needs of earthquake victims. On the first day of the disaster, aid materials contributed by Alpplas management and employees were collected, sorted, packaged, and delivered to the earthquake zones.

Recognizing that shelter was one of the biggest problems, we supported the container city in the region in cooperation with Bolu Governorship and Chamber of Commerce and Industry. On March 8, International Women’s Day, Alpplas volunteers visited tent cities in Kahramanmaraş and distributed hygiene kits to women earthquake victims. On April 23, National Sovereignty and Children’s Day, our volunteers distributed holiday gifts to children in tent cities in Hatay and İskenderun, working to heal their wounds, even if just a little.

**In this project, comprehensive training was provided to 100 women and 25 men to enable them to become leaders in technology.**

**We believe that such projects are important steps for Turkey to train competent individuals in technology and to achieve gender equality in technology. As Alpplas, we will continue to support all efforts in gender equality and leadership development in the technology world.**



**Alpplas provided mentorship support in the “Technology Leaders 100” project of the Women in Technology Association (Wtech), which was launched in the new century of our Republic to enable women to lead in the field of technology and create lasting value.**

## Occupational Health and Safety

Our priority is to ensure that our employees are not harmed directly or indirectly due to the work they perform. The Occupational Health and Safety (OHS) structure at Alpllas is shared with all stakeholders through our OHS Policy, which is a commitment from our senior management.

We are committed to continuously improving the OHS management system by fulfilling its requirements and regularly enhancing its performance through audits and reviews. In this context, we undertake to:

- Create healthy and safe working conditions with a zero-accident and zero-occupational-disease approach
- Identify and eliminate hazards, risks, and near-miss situations in the workplace

- Ensure the necessary communication activities to understand the needs and expectations of our employees and relevant parties regarding OHS
- Make proactive plans and take necessary precautions for possible emergencies
- Provide all necessary OHS training and monitor their effectiveness
- Encourage the dissemination of lessons learned and best practices in OHS to all work areas
- Create a culture where safe and healthy working habits are internalized and provide the necessary resources for this
- Comply with legal regulations
- Allocate sufficient resources to the OHS management system



Alpplas complies with relevant laws in OHS management and highly values the participation of its employees in OHS processes. For this reason, OHS committees have been established. The duties of the OHS committee include:

- Guiding employees on OHS matters,
  - Conducting necessary investigations and determining corrective-preventive actions in case of accidents, dangerous incidents, or occupational diseases, and reporting the work to the employer or employer representative,
  - Planning and implementing OHS-related training,
  - Planning necessary safety measures for all maintenance-repair and contractor works and monitoring their implementation,
- Determining emergency action plans for emergencies such as fire, natural disasters, and sabotage,
  - Preparing an annual report on the workplace's health and safety status, evaluating the work done that year, determining the issues and agenda for the following year's work program based on the experience gained, making recommendations to the employer, ensuring the execution of the planned agenda, and evaluating its implementation,
  - Preparing a report on all OHS-related activities carried out during the year, assessing their adequacy, and determining the work program for the following year,
  - Planning and implementing necessary measures if requested by the employee.

OHS committees meet at least once a month. The agenda, location, date, and time of the meeting are notified to committee members at least forty-eight hours in advance. The agenda is determined according to the importance of issues and projects. For each meeting, a record of the decisions taken is prepared, signed by the chairperson and members present, and submitted to the employer for necessary action.

**All Alpplas employees are obliged to stop and warn those who do not comply with safety and health rules!**

# 05

## Our Planet



Alpplas, with the awareness of its impact on the environment and ecosystem, aims to reduce its environmental impacts and even create positive effects by utilizing its technical capacity and engineering experience while forming its sustainability and environmental strategies and policies. This commitment is shared with all stakeholders through our Sustainability Policy and Environmental & Energy Policy on our website.

While managing the environmental impacts of our operations, we comply with legal requirements and focus on establishing systems that go far beyond these requirements, guided by international standards, sectoral and global best practices. These systems are compatible with the ISO 14001 Environmental Management System Standard.

We address our sustainability strategy by considering risks and opportunities throughout our entire

value chain. Accordingly, we expect all our suppliers to operate with the same environmental sensitivity. The environmental behavior and performance we expect from our suppliers are clearly stated in the Alpplas Supplier Handbook.

Alpplas carries out various activities to identify, measure, prevent, or reduce environmental impacts.

In 2023, a total of 479.5 person-hours; and in 2024, a total of 637 person-hours of environmental training were provided to increase the awareness of our employees

**Acting with the responsibility of leaving a livable world to future generations, Alpplas launched an educational program for high school students in 2024 with the slogan “Be sustainable today, let our world remain livable tomorrow!”**

**Through these trainings, we aim to instill sustainability awareness in young people, increase their environmental awareness, and encourage them to develop innovative solutions. As Alpplas, we are proud to contribute to raising conscious individuals by supporting sustainable transformation not only in our own operations but also in every segment of society.**

During the reporting period, there were no monetary fines or sanctions imposed due to non-compliance with environmental laws or regulations.

Reducing direct and indirect impacts and risks on the environment and climate, and preventing greenhouse gas emissions as much as possible, are our priorities in the areas of energy efficiency, innovation, and renewable energy.

“

**We have joined the world’s largest environmental reporting platform, the Carbon Disclosure Project (CDP - Carbon Disclosure Project)**

”

## Energy Efficiency

Alpplas works to reduce energy consumption and ensure energy efficiency across all its operations.

To reduce energy and fuel consumption, energy efficiency is considered in all purchased products and services, new investments, production, and all processes. Alpplas facilities are certified with the ISO 50001 Energy Management System.

In all our activities, we aim to use energy resources with maximum efficiency, select technologies that promote energy savings, monitor and continuously improve our environmental and energy performance, ensure environmental protection, achieve full legal compliance, and prevent pollution. We prioritize reducing and separating waste at its source, recycling, and disposing of waste by the most appropriate methods as the foundation of our Environmental and Energy Policy.

**In 2023, our energy efficiency initiatives resulted in savings of 42 TOE (tonnes of oil equivalent); in 2024, this figure was 32 TOE**

In this context, we:

- Ensure full compliance with existing rules and laws, and continuously improve environmental and energy performance and energy efficiency,
- Reduce and prevent air and water pollution, leaks, spills, and noise as much as possible,
- Reduce packaging use, ensure packaging is recyclable, and promote reuse,
- Ensure efficient use of energy and materials, reduce environmental impacts, and continuously improve our energy and environmental performance,
- Take all necessary measures to prevent environmental damage and energy loss,





- Provide necessary training and information to create awareness of efficiency among our employees and increase energy efficiency and environmental awareness,
- Control and minimize environmental impacts related to new products, processes, and activities to be produced or developed in the future, and prefer energy-efficient technologies and applications,
- Implement energy efficiency projects and engage in activities to increase the use of renewable energy sources,
- Minimize waste, prevent pollution at its source, use energy efficiently, and reduce the negative impacts of our activities on the environment,
- Effectively implement our policy by using appropriate management systems with the support of necessary financial and structural conditions,
- Ensure that all our facilities operate in an environmentally friendly and energy-conscious manner,
- Continue our work in cooperation with our stakeholders, suppliers, subcontractors, and all employees for mutual benefit,
- Ensure the efficient use of natural resources and energy, and increase the share of renewable energy in energy consumption,
- Continuously improve, document, communicate, review, and keep our environmental and energy management systems up to date through regular audits.

When purchasing new machinery, energy assessments are conducted, and machines with the lowest possible consumption are selected. Energy consumption analyses of existing machinery and equipment are carried out, and improvement efforts are managed by our ENVER team.

**With the solar power plant (GES) investment completed in our Bolu Facility in July 2023, we produced 325,938 kWh of energy in 2023 and 924,268 kWh in 2024.**

**In 2023, 8.85% of the annual electricity consumption of our Bolu Facility was generated from renewable sources; in 2024, this rate increased to 27.29%.**

## Greenhouse Gas Emissions

Within the framework of our sustainable production approach, Alpplas carries out activities to minimize its environmental impacts. Taking responsibility in the fight against global climate change, we develop comprehensive policies to manage and reduce our greenhouse gas (GHG) emissions. Between 2023 and 2024, we conducted analyses in accordance with international standards to measure, monitor, and improve our GHG emissions. Calculations were made using the ISO 14064-1 Standard, and IPCC data were used for conversion factors.

Greenhouse gas emissions resulting from our activities are evaluated as Scope 1 direct GHG emissions, while GHG emissions resulting from externally sourced energy consumption are considered Scope 2 energy indirect GHG emissions. Scope 3 other indirect GHG emissions include emissions from waste disposal, employee transportation, business travel, and similar activities.

As a result of the comprehensive measurements we conducted during the reporting years, our direct (Scope 1) and indirect (Scope 2) emissions were calculated in detail, and strategic targets for reduction were set.

Scope 3 emissions are spread across a wide value chain involving different business functions such as supply chain, logistics, and procurement, with dispersed data ownership, different data monitoring infrastructures, and numerous activity data kept in independent

systems, making it challenging to establish centralized and consistent data management. In particular, energy efficiency projects have been implemented to reduce emissions from electricity consumption, and a solar power plant (GES) investment was commissioned at our Bolu Facility in July. In addition, efforts have been made to minimize our carbon emissions through the use of low-carbon materials and process optimizations in our production processes.

At Alpplas, we aim to reduce our carbon emissions by 2030 and focus on energy management and efficiency-enhancing projects to achieve this goal.

Greenhouse Gas Emissions (tCO2e)	2023		2024	
	Beylikdüzü	Bolu	Beylikdüzü	Bolu
Scope 1	96,7	45,4	93,5	72,4
Scope 2	1918,1	2648,6	2774,5	2570,1
Scope 3	1286,8	1992,4	1782,1	1562

\* The data included in Scope 3 calculations cover business travel, employee shuttles, partially production-related transportation and distribution, partially post-production transportation and distribution, water, and waste. In the coming years, the scope of Scope 3 emissions will be expanded and included in reporting.

## Water Management



Water is not only the source of life but also the foundation of sustainable industrialization. However, global dynamics such as population growth, rapid urbanization, industrialization, and climate change are putting serious pressure on freshwater resources. According to the United Nations 2023 World Water Report, approximately 40% of the world's population faces the risk of water scarcity, and this rate is expected to reach 50% by 2050. Similarly, the World Economic Forum's 2023 Global Risks Report lists drought as one of

the most critical environmental threats for the coming years.

With this global awareness, Alpllas adopts a responsible water management approach in line with our Sustainability Policy and the requirements of the ISO 14001 Environmental Management System. We systematically work to reduce our water consumption, increase water efficiency in our processes, and contribute to our sustainable production goals.

“  
**At Alpllas Plastic Facilities, a closed-loop system is used, enabling water to be reused within the process.**

”

## Circular Economy

Alpplas shapes its sustainability approach not only by reducing environmental impacts but also by focusing on the efficient use of resources, reintegrating waste into the economy, and extending product life cycles. The company's understanding of the circular economy is based on re-evaluating each resource used in production with the goal of "less waste, more efficiency." This approach forms the foundation of both environmental responsibility and economic sustainability. Through efforts to increase material recovery rates in production processes, optimize resource use, and reduce raw material consumption, Alpplas integrates circular business models into its operational structure.

In line with this vision, in 2023, Alpplas participated in the "Circular Economy and Resource Efficiency Platform Project (DEKVEP)," carried out in partnership with the Istanbul Chamber of Industry (ISO) and SKD Turkey, and supported by the Istanbul Development Agency (ISTKA) under the Innovative Istanbul Financial Support Program.

Within the scope of the project, a "Circularity Assessment Report" was prepared for Alpplas using the Circular Transition Indicators (CTI) tool developed by the World Business Council for Sustainable Development (WBCSD).

As part of the project, Alpplas shared detailed data and information about its activities and obtained a "Circularity Report" that measures the company's circular economy maturity and identifies areas for improvement.

This report systematically revealed the company's strengths and opportunities for improvement in resource efficiency, waste management, reuse potential, and value chain collaborations.

This study was conducted using the Circular Transition Indicators (CTI Tool), which is currently internationally recognized for circularity analyses and developed by the World Business Council for Sustainable Development (WBCSD).

The DEKVEP process has helped Alpplas concretize its circular economy perspective, develop projects to increase recovery and reuse rates in production processes, and strengthen its sustainable production capacity.

With these circular economy-focused efforts, Alpplas reinforces its sustainable growth model and has become a leader in the value chain with practices that make a difference in resource efficiency in the industry.



## Waste Management

Alpplas adopts an integrated approach to waste management that reduces waste at its source, supports resource efficiency, and maximizes recycling and reuse, in compliance with local regulations, international standards, and its Sustainability Policy.

Our priority is to reduce and eliminate waste generated during our operations at the source. In cases where waste prevention is not possible, we aim to maximize recycling and reuse rates by increasing the efficiency of waste reduction and on-site waste separation systems. Waste that cannot be recovered is disposed of by licensed waste disposal companies using appropriate methods.

All our employees are regularly informed about environmental pollution and waste management, and environmental training is provided within this scope.

**Despite an increase in the number of facilities in 2024, there was a 12.52% reduction in hazardous waste compared to 2023**

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## APPENDICES



## Financial Data

### Total Revenue

2022	2023	2024
€ 69.668.733,24	€ 55.921.313,69	€ 96.575.343,64

### Investments

2022	2023	2024
€ 646.514	€ 1.989.719	€ 2.385.231

### Export Sales

2022	2023	2024
€ 4.255.991,42	€ 4.255.991,42	€ 6.105.149,12

### Number of Production-Related Suppliers

	2022	2023	2024
TÜRKİYE	78	70,69	69,15
GERMANY	4,22	5,06	3,30
CHINA	8,27	14,30	18,03
HONG KONG	3,78	5,52	6,56
OTHER	5,73	4,44	2,96

### Procurement Ratio by Country (%)

2021	2022	2023	2024
250	249	282	269

## Employee Data

### Employee Profile by Age Distribution

Year 2023	Blue-Collar		White-Collar	
	Female	Male	Female	Male
Number of Employees	293	289	58	118
Ratio (%)	38,65%	38,13%	7,65%	15,57%
Total	758			

Year 2024	Mavi Yaka		Gri Yaka		Beyaz Yaka	
	Female	Male	Kadın	Erkek	Kadın	Erkek
Number of Employees	333	316		9	54	105
Ratio (%)	40,76%	38,68%	0,00%	1,10%	6,61%	12,85%
Total	817					

### Number of Employees by Education Level

	2021	2022	2023	2024
No Formal Education	6	5	4	8
Primary Education	318	295	309	314
High School	307	259	274	308
University and Above	192	171	171	187

# Employee Data

## Employee Profile by Age Distribution

Year 2023	Blue-Collar		White-Collar	
Age Group	Number	Percentage	Number	Percentage
Under 30	164	28,18%	63	35,80%
30-50	336	57,73%	99	56,25%
Over 50	82	14,09%	14	7,95%
Total	582		176	

Year 2024	Blue-Collar		Grey-Collar		White-Collar	
Age Group	Number	Percentage	Number	Percentage	Number	Percentage
Under 30	225	34,67%	0	0,00%	58	36,48%
30-50	338	52,08%	6	66,67%	90	56,60%
Over 50	86	13,25%	3	33,33%	11	6,92%
Total	649		9		159	

## Number of Employees with Disabilities

	Number
2023	25
2024	25

## Number of Senior Executives

	2023	2024
Female	2	2
Male	4	4

## Number of Mid-Level Managers

	2023	2024
Female	5	4
Male	7	8

**Number of New Hires**

Year 2023	Blue-Collar	Gray-Collar	White-Collar
Female	162	0	19
Male	274	0	28

Year 2024	Blue-Collar	Gray-Collar	White-Collar
Female	205	0	9
Male	325	1	22

**Number of Employees Separated**

Year 2023	Blue-Collar	Gray-Collar	White-Collar
Female	174	0	14
Male	309	0	34

Year 2024	Blue-Collar	Gray-Collar	White-Collar
Female	186	0	13
Male	353	1	30

**Employee Engagement and Satisfaction Survey Results**

2022	2023	2024
71%	66%	63%

## Occupational Health and Safety (OHS) Data

Lost Days and Occupational Accidents						2023	
Type and Rate of Accident	Female		Male		Total		
	Blue-Collar	White-Collar	Blue-Collar	White-Collar			
Number of Fatal Accidents	0	0	0	0	0		
Number of Lost Time Injuries	5	0	9	1	15		
Lost Time Injury Frequency Rate					58,66%		
Number of Lost Days	9	0	57	14	80		
Lost Time Injury Severity Rate					312,88%		
Number of Recordable Accidents	8	0	11	1	20		
Recordable Accident Frequency Rate					78,22%		

						2024	
Type and Rate of Accident	Female		Male		Total		
	Blue-Collar	White-Collar	Blue-Collar	White-Collar			
Number of Fatal Accidents	0	0	0	0	0		
Number of Lost Time Injuries	11	0	11	0	22		
Lost Time Injury Frequency Rate					76,54%		
Number of Lost Days	69	0	103	0	172		
Lost Time Injury Severity Rate					598,42%		
Number of Recordable Accidents	20	0	19	0	39		
Recordable Accident Frequency Rate					135,68%		

### Number of Participants in OHS Trainings

2022	2023	2024
2857	2136	2237

### OHS Training Hours per Employee

2022	2023	2024
3,91	2,81	3,07

## Environmental Data

### Energy and Fuel Consumption (GJ)

		2023	2024
Non-Renewable Sources	Natural Gas	2.951,4	2.603,4
	Diesel Fuel	640,2	393,6
	Gasoline	1.716,3	918
	Electricity	29.898,53	30.973,61
Renewable Sources	Solar Energy	1173,4	3.327,4

### Energy Intensity (GJ per unit of product)

2023	2024
0,00020457	0,000211733

### Annual Energy Efficiency Achieved

	TEP	GJ
2023	41,9	1754,6
2024	31,9	1335,5

### Water Consumption (m<sup>3</sup>)

2023	2024
11047,0	10642,0

### Greenhouse Gas Emissions

	2023	2024
Scope 1	142	166
Scope 2	4567	5045
Scope 3	3279	3344

### Waste Amounts

	2023	2024
Hazardous Waste Amount (tons)	70,9	62,02
Non-Hazardous Waste Amount (tons)	135,46	247,03

## R&D Center (AlpNext) Data

### Number of Employees

2023	2024
32	30

### Number of Patent Applications

2023	2024
9	0

### R&D Expenditure (€)

2020	2021	2022	2023	2024
484.185,66	540.951,96	647.075,18	966.751,96	903344,7414

\* Only amounts eligible for incentives have been disclosed.

### Revenue Generated from New Products Developed through R&D (€)

2020	2021	2022	2023	2024
1.318.479,55	1.845.607,73	4.482.258,80	2.486.313,28	1.787.587,46



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2023  
2024