



*Creating Value
for the Future*



Contents

About the Report	3
Message from Our Board of Directors	4
Message from Our CEO	6



About Tatmetal

About Us	8
Our Vision	11
Our Mission	11
Our Values	11
Milestones	12
Tatmetal in Numbers 2024	14
Overview of the Steel Industry	15
Our Awards and Achievements	16
Our Areas of Activity	17
Our Production Capacity	19
Our Production Lines	20
Our Products and Services	22
Sectors We Serve	28



Managing the Future

Global Trends	31
Our Sustainability Approach	35
Sustainability Committee	37
Stakeholder Engagement	38
Our Sustainability Priorities	39
Our Sustainability Objectives	41



Responsible Governance: Strong and Ethical Leadership

Our Internal Control and Audit Processes	45
Our Management Systems and Certifications	45
Risk Management	46
Our Corporate Memberships	47
Ethics and Compliance	48
Anti-Corruption and Anti-Bribery	50
Supply Chain	51
Digital Transformation and Innovation	52



Responsible Production: Investing in the Future and Sustainable Production

Energy and Emissions Management	59
Water Management	61
Waste Management and Circular Economy	62
Biodiversity	63



Responsible Workforce: A Safe, Participatory, and Happy Work Culture

Our Human Rights Approach and Human Resources Policy	67
Equality, Diversity, and Inclusion	67
Hiring Criteria and Processes	70
Talent and Performance Management	71
Employee Development and Education	73
Employee Engagement and Satisfaction	74
Compensation and Benefits	75
Customer Satisfaction	77
Occupational Health and Safety	78
Our Social Responsibility Projects	79
Our Future Objectives	80

Indexes

GRI Content Index	81
Report Details	89
Contact	89
Disclaimer	89

creating Value for the Future

Tatmetal assumes responsibility not only for today but also for the future. By prioritizing sustainability across all aspects of operations, including production, human capital, environmental impact, and social contribution, a commitment is maintained to ensure a livable world for future generations.

As strength is contributed to industry, value to people, and hope to the planet, every decision is taken with a strong awareness of generating “value for the future”.



About the Report

Tatmetal is not solely a manufacturing company; it is shaping a sustainable future.

The sustainability vision is managed through an integrated approach aligned with the environment, people, and business processes, redefining the boundaries of steel. By adhering to ethical governance and transparency principles, efforts aim to minimize environmental and social impacts. With this responsible and pioneering approach that differentiates Tatmetal within the sector, the first Sustainability Report is proudly presented this year to analyze the current market position, identify growth potential, and define long-term strategic objectives with esteemed stakeholders.

This report is prepared in alignment with the GRI Standards, based on sustainability performance data related to operations between January 1, 2023 and December 31, 2024. The information disclosed in accordance with the GRI Standards can be accessed in the “Appendices” section of this report. In defining the sustainability approach and priorities, a comprehensive and inclusive survey process covering both internal and external stakeholders was conducted following a dedicated workshop. The compilation of report data was coordinated under the leadership of the Tatmetal Sustainability Committee with the contribution of all relevant departments. The data is gathered from internal performance indicators and external sources assessing environmental impacts and presented with a focus on addressing stakeholder information needs.

The scope of this report covers production facilities located in the Karadeniz Ereğli Organized Industrial Zone, Steel Service Centers, the Bursa Sales Office, and the General Headquarters in İstanbul, reflecting Tatmetal’s direct operations as well as indirect impacts across supply chain and customer satisfaction processes.

For any questions, feedback, or suggestions regarding this report and sustainability practices, please contact us at surdurulebilirlik@tatmetal.com.tr.

Message from Our Board of Directors



Akın Tatoğlu
Chairperson of the Board



Hayrettin Yavuz
Vice Chairperson of the Board



Hayri Yavuz
Board Member



Oktay Tatoğlu
Board Member

Dear stakeholders,

Our journey, initiated in 1986 in Karadeniz Ereğli, gained a new dimension in 1996 with the establishment of the Tatmetal brand. Since our foundation, Tatmetal has aimed not only to shape steel but also to shape the future with a focus on value creation, trust, and sustainable growth.

Today, Tatmetal strengthens its integrated production capabilities through pickling, cold rolling, galvanizing, coating, and steel service

center facilities. All investments are planned and implemented with confidence in the future of Türkiye and a strong sense of responsibility.

The commitment to “perform the work we know best at the highest standard” continues with the ambition to create long-term value across environmental, social, and governance domains.

The commitment to **“perform the work we know best at the highest standard”** continues with the ambition to create long-term value across environmental, social, and governance domains.

By presenting our first sustainability report, we are not only sharing a document but also making visible our long-standing commitment to responsible production.

Addressing climate change, ensuring efficient resource utilization, investing in the development of our employees, and creating social benefit have long been among our priorities.

This report reflects our responsibility toward nature, people, and the world, representing the foundations of our sustainability approach and our commitment to a more balanced, inclusive, and livable future.

We plan our future-oriented investments around digitalization and green transformation, positioning technology as a key driver of sustainable growth.

We continue to strengthen our role as a reliable, responsible, and value-generating stakeholder for the future.

Sustainability is not a target for us but an integral part of our business model since our establishment.

We sincerely thank all employees, business partners, and stakeholders contributing to this journey.

From production to energy efficiency and from human capital to community projects, our respect for the environment and people guides every action.

Together, we continue to shape the future and build a superior tomorrow.

Tatmetal Board of Directors



Tolga YALGI
General Manager of Tatmetal -
Chairperson of the Executive Board

At Tatmetal, ***we regard sustainability not only as an environmental responsibility but as a core value at the heart of our production approach.***

The world is undergoing a significant transformation driven by technological advancements, energy transition, and digitalization. Rising energy costs and sustainability targets require enhancing operational efficiency, optimizing resource use, and reducing emissions, making these efforts a necessity. This transformation requires all companies in our sector to reshape business models and develop strategies aligned with sustainable development.

At Tatmetal, we position sustainability as an integral value within our production model. All processes, from raw material procurement to the final product, are being restructured with a focus on digitalization, efficiency, and environmental stewardship. Automation systems are strengthened, resource use is optimized, and

investments are made to reduce emissions and waste. As one of the pioneering companies holding the ISO 14001:2015 Environmental Management System certificate, we invest in clean production technologies, implementing solvent recovery and acid purification practices to reduce environmental impact and enhance resource efficiency.

To improve energy efficiency, we continuously enhance performance through initiatives such as waste heat recovery systems, energy optimization in exhaust stacks, and regular monitoring of water consumption.



Tatmetal considers sustainability not only an environmental matter, but also a social responsibility. Diversity, equity and inclusion are embedded in our corporate culture. Increasing women employment, ensuring equal opportunity and fostering an inclusive working environment where everyone can realize their potential are our primary goals. Increasing the proportion of women employees in production and improving employee competencies through leadership and development programs are among our priorities.

We uphold our social responsibility through environmental and community initiatives. On Forest Week and World Environment Day, we organize environmental awareness activities and encourage employee and community participation through tree planting events and environment-focused projects. By supporting environmental education for children and competitions in primary schools, we contribute to raising future generations. Investments in education and culture, such as the Hüseyin Tatoğlu Cultural Center, the Cemile Tatoğlu Kindergarten and the Şahinde-Hayrettin Yavuz Science and Art Center, are a source of pride for us.

Our investments in renewable energy reflect our sustainability vision. With Şule Enerji joining our structure in 2022, our wind power plant project targets an annual generation of 200 million kWh of electricity and the prevention of approximately 120 thousand tons of carbon emissions. This strengthens environmental performance and supports long-term economic sustainability by lowering energy costs.

As part of our digital transformation, we improve production quality and efficiency through artificial intelligence-supported process optimization, data analytics and Industry 4.0 technologies. Efficient use of resources and reduction of waste and energy consumption enhance operational flexibility and resilience against market fluctuations.

Rising global sustainability standards require transparent and accountable performance disclosure with a holistic approach. We continue our efforts to create meaningful impact across environmental, social and governance areas. In the coming period, we will accelerate energy transition, advance digitalization and strengthen community-focused initiatives.

As the Tatmetal family, strong collaboration with our stakeholders throughout this journey is our greatest motivation. Confident in our vision, we look to the future with determination.

Sincerely,

Toİga YALGI
General Manager of Tatmetal -
Chairperson of the Executive Board



About Tatmetal

Drawing on our steel trading experience dating back to 1986, we established our first steel service center in 1994 and continued our operations under the Tatmetal brand as of 1996.

As one of Türkiye's leading flat steel producers, Tatmetal manufactures hot-rolled pickled, cold-rolled pickled, cold-rolled, galvanized, and pre-painted flat steel with a highly experienced workforce.

The primary industries we supply include automotive, white goods, construction, energy, and machinery-equipment.

With more than 750 employees, Tatmetal provides reliable supply chain management and proactive stakeholder engagement to support business partners. We offer direct employment to over 2,400 individuals and indirect employment to approximately 10,000 people.

Ranked **55th** among Türkiye's Top 500 Industrial Enterprises

Placed **42nd** in Türkiye's Top 1,000 Exporters

A state-of-the-art steel production complex spanning **177.000 m²**

An annual production capacity exceeding **1.5 million tons**



Please scan the QR code to watch our Tatmetal corporate video.

As Tatmetal, we do not only manufacture; we contribute to building a sustainable future.

We carry out our production activities in the Karadeniz Ereğli district of Zonguldak. With a Steel Production Complex covering 177,000 m² and a production capacity exceeding 1.5 million tons, we produce a broad range of steel grades including commercial, drawing, extra-deep drawing, HSLA and medium to high-strength structural steels, as well as enameling steels.

Through our Steel Service Centers, we provide cut-to-length, slitting, trapezoidal and corrugated forming processes to meet customer needs with precision.

As a global industry player exporting to 80 countries across 6 continents, we rank 55th among Türkiye's largest industrial companies and 42nd in the "Türkiye's Top 1000 Exporters" survey.

By focusing on value-added steel products and adopting innovative technologies, we continue to invest in the future with environmentally responsible management practices while supporting the local community and contributing to employment.

As we contribute
strength to industry,
value to people,
and hope to the planet,

***every decision we make is
driven by the awareness of
creating
“value for the future”.***

Our Vision

To be a company that sets an example today and in the future through the difference it makes.

Our Mission

Tatmetal adopts a continuous improvement approach, delivering differentiated products and creating value for all stakeholders by:

- Providing innovative products that reflect a commitment to ongoing development
- Acting as a preferred business partner through a customer-focused and solution-oriented approach
- Continuously investing in the future driven by a strong passion for innovation
- Achieving success through a highly capable workforce
- Embracing a sustainability-driven and socially responsible business mindset that benefits society

Our Values



Reliable

We honor commitments and serve as a trusted stakeholder.



Customer-Focused

At Tatmetal, we deliver solutions that meet diverse needs.



Quality-Driven

We build strong relationships through operational excellence.



Responsible

We uphold our responsibilities to society, stakeholders and the environment.



Innovative

At Tatmetal, we shape progress by driving innovation.

Milestones



The Beginning of the Steel Journey

1986



The Birth of the TATMETAL Brand

1996



1st Pickling and 1st Cold Rolling Line

2007

1994

First Steel Service Center



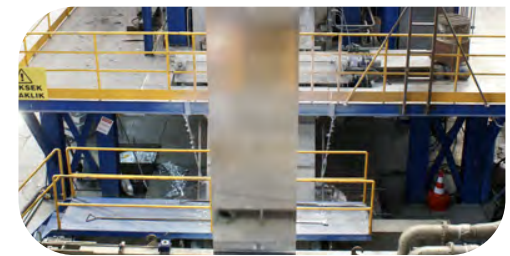
2005

Establishment of the TATMETAL Facility



2009

1st Continuous Galvanizing Line



Second Steel Service Center



“Creating Value for Industry ,”



Milestones



2nd Cold Rolling Line

2013



2nd Continuous Galvanizing Line

2018



PLTCM Phase 2 - Continuous Pickling Tandem Line

2020



2014

Painting Line



2019

PLTCM Phase 1 - Continuous Pickling Line



2025

3rd Continuous Galvanizing Line



“Creating Value for the Future”





+700
employees



28.5
billion in
revenue



Exports to
80 countries
across **6 continents**



Impacting
indirectly **2,400**
directly **10,000**
people



Production
facilities in
3
different
locations



177.000m²
production
area



5,306
person-hours of
total education



Sustainability
education for
134
employees



11.068
person-hours of
OHS education

Tatmetal in Numbers 2024

Overview of the Steel Industry

*As Tatmetal, we not only engage in production
but also contribute to building a sustainable future.*

The steel industry is a capital-intensive sector and a key component of the **global economy**. As a fundamental input for **construction, automotive, defense and electronics**, steel plays a pivotal role in the manufacturing of durable goods. According to data released by the World Steel Association for December 2024, global crude steel production increased by 0.8% compared to the same month of the previous year, reaching 146.8 million tons. However, total global steel output declined by 0.8% to 1.8 billion tons.

Türkiye ranks among the countries achieving the highest increase in steel production, generating 36.9 million tons of crude steel with a 9.4% rise and maintaining its position as the world's 8th largest producer. The three primary technologies utilized in steelmaking are **integrated steel mills, electric arc furnaces (EAF) induction furnaces. Integrated blast furnace (BF) and basic oxygen furnace (BOF)** are increasingly adopted due to **enhanced energy efficiency and environmental performance**.

According to the McKinsey Report, global steel demand is projected to grow by an annual average of 2% between 2024 and 2026.

¹ [https://celik.org.tr/turkiye-celik-ureticileri-dernegi-basin-bulteni-85/#:~:text=D%C3%BCnya%20%C3%87elik%20Derne%C4%9Fi%20\(worldsteel\)%20taraf%C4%B1ndan,8%20milyar%20ton%20olarak%20ger%C3%A7ekle%C5%9Fti.](https://celik.org.tr/turkiye-celik-ureticileri-dernegi-basin-bulteni-85/#:~:text=D%C3%BCnya%20%C3%87elik%20Derne%C4%9Fi%20(worldsteel)%20taraf%C4%B1ndan,8%20milyar%20ton%20olarak%20ger%C3%A7ekle%C5%9Fti.)

Our Awards and Achievements

2022- SENVER /
Industrial Energy Efficiency Project –
1st Place in Türkiye
(1001-50,000 TOE Category)

Ranked as the 55th largest industrial
enterprise in Türkiye according to the
İstanbul Chamber of Industry (ISO)
Türkiye's Top 500 Industrial Enterprises
2024 report.

Ranked as the 42nd largest exporter
in Türkiye according to the
Turkish Exporters Assembly (TIM)
Türkiye's Top 1000 Exporters 2024 report.



TÜRKİYE'NİN
500 BÜYÜK SANAYİ
KURULUŞU
2023

TiM TÜRKİYE
İHRACATÇILAR
MECLİSİ

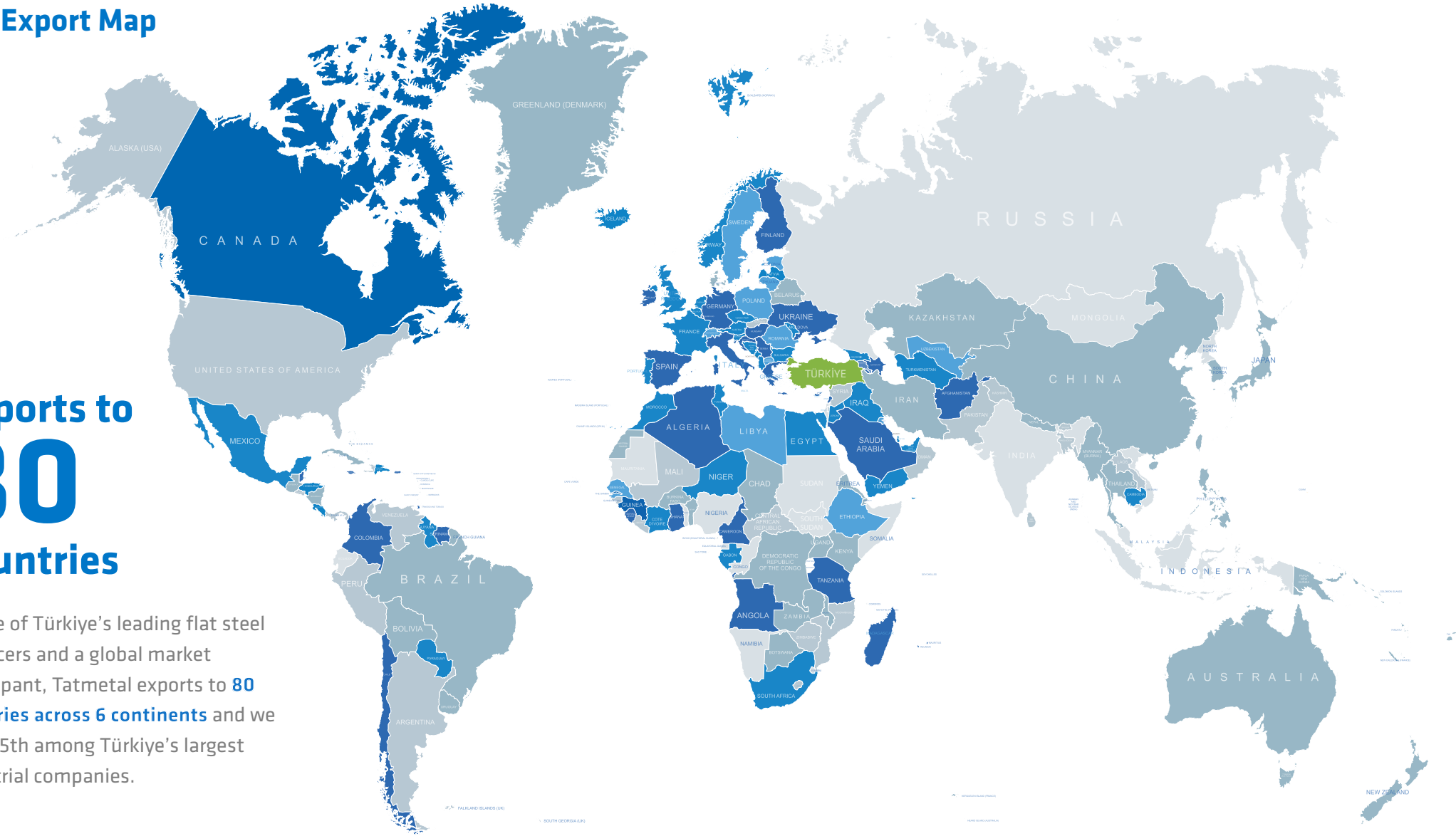


Our Areas of Activity

Our Export Map

Exports to 80 Countries

As one of Türkiye's leading flat steel producers and a global market participant, Tatmetal exports to **80 countries across 6 continents** and we rank 55th among Türkiye's largest industrial companies.



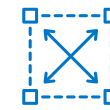
Our Areas of Activity

Our Locations

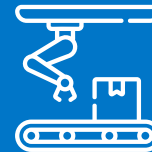


Our Production Capacity

As one of Türkiye's leading flat steel producers, we carry out our production activities in the Karadeniz Ereğli district of Zonguldak province.



Organized Industrial Zone (OIZ):
**60.000 m² indoor and
60.000 m² outdoor area**

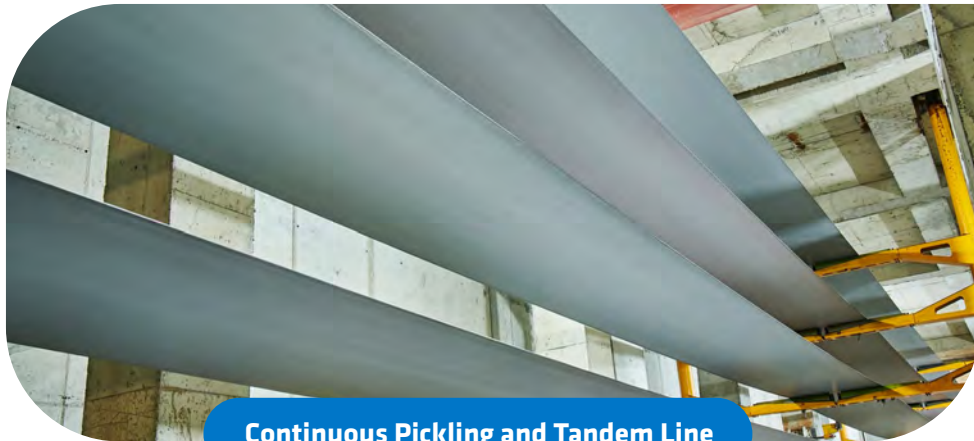


Total production capacity of
1.500.000 tons



Steel Service Centers (SSC):
**27.000 m² indoor and
30.000 m² outdoor area**

Our Production Lines



Continuous Pickling and Tandem Line



CR Production Lines (Cleaning, Annealing, and Tempering)

Continuous Galvanizing Lines:



Galvanizing Line 1



Galvanizing Line 2



Galvanizing Line 3

Our third continuous galvanizing line is scheduled to be commissioned in the first quarter of 2025.

The new line will expand the company's product portfolio with galvanized products ranging from 0.24 to 4 mm in thickness and 800 to 1,620 mm in width, while also increasing product diversity for export markets.

Our Production Lines

Coating Line

We enhance the performance of paintable metals by providing corrosion protection and meeting diverse aesthetic requirements. Hot-dip galvanized, electro-galvanized, galvalume, aluminum and tinplate (chrome and tin-coated steel) products serve various sectors. Coatings applied to metal surfaces fall into three primary categories:

1

Top Coats

- Standard Polyester (PE)
- High-Durability Polyester (HP)
- Polyvinylidene Fluoride (PVDF)
- Polyurethane (PU)
- Polyester for White Goods (HA)

2

Primers

- Polyester (PE)
- Polyurethane (PU)
- Acrylic (ACR)

3

Back Coats

- Epoxy (EX-BC)
- Epoxy Polyester (EP-BC)

We select coatings based on the intended application and expected environmental exposure. PVDF coatings are preferred for exterior uses requiring high durability, while plastisol PVC coatings provide flexibility and impact resistance. Primers and back coats extend surface longevity and enhance adhesion.



Our Products and Services

Our Products

HR, Hot Rolled Products

At Tatmetal, we manufacture hot rolled flat steel by heating slab, a continuously cast rectangular semi-finished product, to a defined temperature and subsequently hot rolling it. These products are utilized particularly in steel structures and welded applications requiring ductility and toughness. Hot Rolled Flat Steel is preferred in construction machinery, heavy equipment, as well as the production of road and railway vehicles, pipes, and pressure vessels.



HRP+O, Hot Rolled Pickled and Oiled Products

We produce Hot Rolled Pickled Flat Steel by removing the surface scale from hot rolled steel through hydrochloric acid cleaning on a continuous line. The surface is rinsed and protected with a thin oil coating. Its mechanical properties remain consistent with hot rolled products. Hot Rolled Pickled Steel is widely used in the automotive, construction and general manufacturing sectors.



Hot Rolled and Pickled Products

- Medium and High Strength Structural Steel Grades
- Steel Grades Suitable for Drawing and Deep Drawing Applications
- Alloyed, Medium and High Strength Steel Grades
- High Yield Strength Dual-Phase Steel Grade

Grade & Standards

- S235JR, S275JR, S355JR / EN 10025-2:2004
- DD11, DD12, DD13, DD14 / EN 10111:2008
- S315MC, S355MC, S420MC, S460MC, S500MC(1)(2)(3), S550MC(1)(2)(3) / EN 10149-2:2013
- HDT580X (DP600)(1) / EN 10338:2015

(1) Subject to negotiation based on the closest EN standards during the ordering phase.
 (2) Other matters and/or tolerances not specified here are subject to negotiation during the ordering phase.
 (3) During the development phase

Our Products and Services

Our Products

CR, Cold Rolled Products

At Tatmetal, we produce cold rolled steel sheets through surface cleaning, annealing (recrystallization annealing), temper rolling and oiling processes. With these controlled steps, we meet the required standards in surface quality as well as width and thickness tolerances. Cold Rolled Annealed Flat Steel is utilized in panel radiators, white goods and brown goods, automotive manufacturing, automotive supply industries, filter production and ventilation equipment.



CRF, Cold Rolled Full Hard Products

We manufacture Cold Rolled Full Hard Flat Steel by cold rolling pickled and oiled hot rolled steel. Since these products are not annealed, we use them in applications where formability is not required but tensile strength and stress resistance are critical, such as packaging steel (clips and straps) and gas or hydraulic pipe clamps.



Cold Rolled Products

- Low-Carbon Steel Grades Suitable for Drawing and Deep Drawing Applications
- Carbon Steel Grades
- Medium and High Strength Structural Steel Grades
- Low-Carbon Enamel Steel Grades Suitable for Drawing and Deep Drawing Applications
- Low-Carbon Steel Grades Suitable for Drawing and Deep Drawing Applications
- Cold-Formable, High Yield Strength, Cold-Rolled Low-Alloy Steel Grades

Grade & Standards

- DC01, DC03, DC04, DC05 / EN 10130:2008
- SAE 1006, SAE 1008 / SAE J403:2014
- SAE 1010, SAE 1012, SAE 1015, SAE 1016 / SAE J403:2014
- DC01EK(1), DC04EK(1)(2)(3) / EN 10209:2013
- CS TB 1006(1) / ASTM A1008M:18
- HC260LA(1), HC300LA(1), HC340LA(1), HC380LA(1)(3), HC420LA(1)(3), HC460LA(1)(3), HC500LA(1)(3) / EN 10268:2006+A1:2013

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 (3) During the development phase

Our Products and Services

Our Products

HDGI, Galvanized Products

At Tatmetal, Galvanized Flat Steel is produced by taking Full Hard steel rolled to final thickness through sequential processes of surface cleaning, annealing, galvanizing (zinc coating), and cooling. Optionally, tempering, oiling and passivation treatments can be applied. Galvanized Flat Steel combines corrosion resistance with flexibility for forming, welding and painting according to the required steel structure. We use it in the automotive, white goods, construction and building sectors.



Galvanized Products

- Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming
- Ultra Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming
- Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming
- Ultra Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming
- High Yield Strength Dual-Phase Zinc-Coated Steel Grades Suitable for Cold Forming

Structural Zinc-Coated Steel Grades Suitable for Cold Forming

- Structural Zinc-Coated Steel Grades Suitable for Cold Forming
- Bake-Hardened Zinc-Coated Steel Grades Suitable for Cold Forming

Ultra Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming

High-Strength Low-Alloy Zinc-Coated Steel Grades Suitable for Cold Forming

Grade & Standards

- DX51D+Z, DX52D+Z / EN 10346:2015
- DX53D+Z, DX54D+Z, DX56D+Z(1)(3), DX57D+Z(3) / EN 10346:2015
- CS Type C(1), CS Type B(1) / ASTM A653M:2015
- FS Type B(1), DDS Type A(1) / ASTM A653M:2015
- HCT450X(3), HCT490X(3), HCT590X(3) / EN 10346:2015
- S220GD+Z, S250GD+Z, S280GD+Z, S320GD+Z, S350GD+Z, S390GD+Z(1), S420GD+Z(1), S450GD+Z(1)(3), S550GD+Z(1)(3) / EN 10346:2015
- SSGRADE33(1), SSGRADE50(1), SSGRADE80(1) / ASTM A653M:2015
- HX180BD+Z(1)(2)(3), HX220BD+Z(1)(2)(3), HX260BD+Z(1)(2)(3), HX300BD+Z(1)(2)(3), HX340BD+Z(1)(2)(3) / EN 10346:2015
- HX180YD+Z(1)(2)(3), HX220YD+Z(1)(2)(3), HX260YD+Z(1)(2)(3), HX300YD+Z(1)(2)(3) / EN 10346:2015
- HX260LAD+Z(1), HX300LAD+Z(1), HX340LAD+Z(1), HX380LAD+Z(3), HX420LAD+Z(3), HX460LAD+Z(3), HX500LAD+Z(3) / EN 10346:2015

(1) Subject to negotiation based on the closest EN standards during the ordering phase.
 (2) Other matters and/or tolerances not specified here are subject to negotiation during the ordering phase.
 (3) During the development phase

Our Products and Services

Our Products

PPGI, Coated Steel

At Tatmetal, Coated Flat Steel is produced by painting galvanized sheets. Products are coated on a continuous painting line with colors from the RAL K7 catalog or with custom colors based on specific requirements, using various paint types and thicknesses. The zinc-coated steel surface, when treated with primer and topcoat, achieves exceptional resistance to atmospheric corrosion.

Coated Flat Steel is preferred in the steel construction sector for applications such as single-layer corrugated sheets, trapezoidal sheets, sandwich panels, composite panels, and garage doors. In the white goods sector, it is used for visible exterior surfaces.



Zinc and Organic Coated Painted Products

- Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming
- Ultra Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming
- Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming
- Ultra Low-Carbon Zinc-Coated Steel Grades Suitable for Cold Forming
- Structural Zinc-Coated Steel Grades Suitable for Cold Forming
- Structural Zinc-Coated Steel Grades Suitable for Cold Forming

Grade & Standards

- DX51D+Z, DX52D+Z / EN 10346:2015
- DX53D+Z, DX54D+Z, / EN 10346:2015
- CS Type C(1), CS Type B(1) / ASTM A653M:2015
- FS Type B(1), DDS Type A(1) / ASTM A653M:2015
- S220GD+Z, S250GD+Z, S280GD+Z, S320GD+Z, S350GD+Z / EN 10346:2015
- SSGRADE33(1), SSGRADE50(1) / ASTM A653M:2015

(1) Subject to negotiation based on the closest EN standards during the ordering phase.

Our Products and Services

Our Services

Our Steel Service Centers

Our Steel Service Centers provide a wide range of steel processing services tailored to industrial needs. We cut flat steels to length and slit them according to specifications, adapting to the requirements of different sectors. Additionally, we form galvanized and coated steels into profiles such as trapezoidal, ridge and corrugated sheets, widely used in construction, automotive and white goods sectors. Through high-precision cutting and shaping, we ensure products with superior quality in both aesthetics and durability.

Our Customer Technical Services

At Tatmetal, we translate customer requirements into product and service designs to create value for clients. We address both immediate and long-term technical needs, supporting the development of customized specifications.

Nonconforming material notifications are evaluated within our Customer Technical Services team. When necessary, we inspect the issue on-site and collect samples for further analysis. Collected data is assessed against the sales contract, relevant international standards, and the customer complaint evaluation procedure, with results finalized within 15 days.

We review customer complaints with all process owners and plan and implement corrective actions to prevent recurrence.



Our Products and Services

Our Services

Tatmetal Central Laboratory

At Tatmetal, we conduct process control analyses, raw material inspections, customer complaint investigations, and new product development activities at our newly commissioned Central Laboratory. To support these objectives, we have increased equipment capacity, implemented new analyses, and provided education to our personnel.

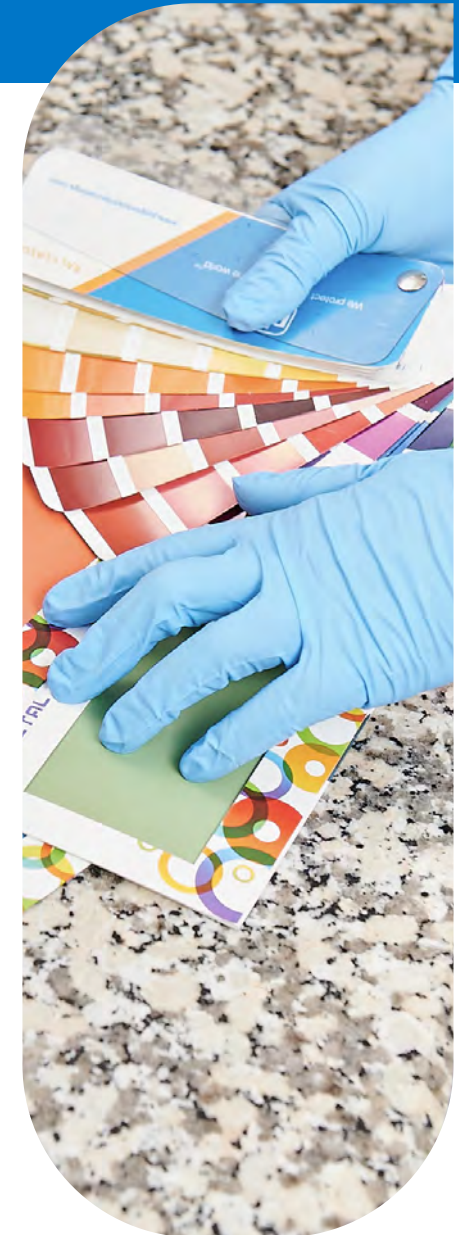
Within the Central Laboratory, there are a [general chemistry laboratory](#), [two elemental analysis laboratories](#), [a coating laboratory](#), [a metallography laboratory](#), [a mechanical laboratory](#), [an enamel coating laboratory](#), and [a corrosion laboratory](#).

The primary objective of process control analyses is to ensure compliance of production lines via daily and shift-based monitoring. Maintaining constant communication with production lines allows immediate prevention of conditions that could affect production, safeguarding product quality.

Raw material inspections verify that steel, zinc, and coating materials comply with our final product standards. Processes are monitored from start to finish in coordination with suppliers and the procurement department.

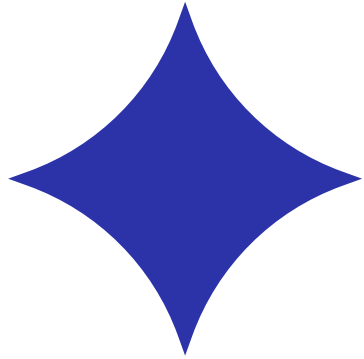
Analyses for customer complaint evaluation identify root causes of issues experienced by end users. This enables detection of errors and corrective actions to eliminate the source of problems.

In new product development, we focus on meeting evolving market demands, developing products tailored to specific needs, and ensuring sustainability.



	 Durable Consumer Goods		 Packaging
 Automotive		 HVAC Systems (Heating, Ventilation, and Air Conditioning)	
	 Energy		 Construction

Sectors We Serve



Managing the Future

At Tatmetal, we address
management, social, and
environmental impacts
*in accordance with
sustainability principles.*





*Creating Value
for the Environment*

Managing the Future

At Tatmetal, we address managerial, social, and environmental impacts in line with sustainability principles. We conduct our operations with respect for nature and humanity, minimizing our environmental footprint.

We consider investing in our country and future generations a core responsibility. Across all activities, we prioritize clean production technologies, prevent environmental pollution through effective waste management, and ensure efficient use of energy and water. We are also **among the first companies in the sector to obtain the ISO 14001:2015 Environmental Management System certification.**

Global Trends

Sustainability is increasingly shaping the global landscape and the steel industry. At Tatmetal, as one of Türkiye's leading flat steel producers, we aim to remain a sustainable part of this transformation by closely monitoring global and sectoral trends and continuously enhancing our business processes.

We adopt a proactive approach aligned with sustainability and decarbonization targets of the global steel industry. Environmental regulations such as the European Green Deal and the Paris Climate Agreement are driving a major transition in the sector toward carbon reduction and renewable energy use.

“ As one of Türkiye's leading flat steel producers, we aim to remain a sustainable part of this transformation by *closely monitoring global and sectoral trends and continuously enhancing our business processes.* ”



Global Trends

Alignment with Global Decarbonization Targets

Green steel refers to a production approach that significantly reduces carbon emissions by using renewable energy instead of fossil fuels. [Reaching net zero emissions](#) requires major investments and technological advancements in the steel sector.

The 2024 World Steel in Figures report by the World Steel Association presents key insights into global steel production, consumption, energy use and sustainability performance for 2022 and 2023. In line with the Paris Climate Agreement, the steel industry is accelerating its transition to low-carbon production and supporting global sustainability goals.

Decarbonized steel production and circular economy practices form the core of our transformation strategy. At Tatmetal, we advance green steel initiatives to reduce carbon emissions and implement actions that increase energy efficiency.

Emerging technologies such as hydrogen-based steelmaking and carbon capture and storage (CCS) are expected to play a crucial role in the sector's future. To comply with mechanisms such as the European Union's Carbon Border Adjustment Mechanism (CBAM), low-carbon production technologies and renewable energy usage are being expanded. At Tatmetal, we closely monitor these developments and invest in integrating them into our production processes.

The European Green Deal is a comprehensive action plan that supports the EU's goal of becoming carbon-neutral by 2050. This agreement includes various policies and regulations to reduce greenhouse gas emissions, increase energy efficiency, accelerate the transition to clean energy, and create a sustainable economy. At the same time, tools such as the **Carbon Border Adjustment Mechanism (CBAM)** are also an important part of this pact to prevent carbon leakage.

CBAM is a mechanism designed to help the EU meet its Paris Agreement targets and fulfill the requirements of the European Green Deal. It aims to establish a carbon pricing system and ensure compliance with the EU's climate goals. It covers the iron and steel, aluminum, cement, fertilizer, electricity, and hydrogen sectors. This prevents carbon leakage by preventing production from shifting to countries outside the EU due to the EU Emissions Trading System (ETS).

Global Trends

Alignment with Local Regulations and Türkiye's Sustainability Policies

Türkiye ratified the [Paris Climate Agreement](#) in 2021 and adopted the [net zero carbon target](#) for 2053. By aligning with national sustainability strategies, we contribute to Türkiye's climate objectives.

Aligned with the low-carbon strategies of the Türkiye Steel Producers Association, we enhance energy efficiency and ensure sustainable water use. At Tatmetal, we accelerate our transition to renewable energy and expand the use of green electricity.

We fully integrate waste management and recycling practices into our production processes in line with Türkiye's environmental regulations. Under our zero-waste policy, we minimize waste with advanced technologies and comply with all national requirements.

Through low-carbon production and environmental sustainability strategies, we operate in harmony with global trends and Türkiye's regulations. Within this framework, we continue investing in innovative technologies and implementing energy efficiency projects to reduce our carbon footprint.

The Paris Agreement is a global agreement adopted in 2015 under the United Nations Framework Convention on Climate Change (UNFCCC) and entered into force in 2016. This agreement aims to combat climate change and keep global temperature rise below 2°C relative to pre-industrial levels, and, if possible, limit it to 1.5 °C.

The main objectives of the agreement are to:

- Minimize the effects of climate change by reducing greenhouse gas emissions.
- Help countries adapt to climate change.
- Support the transition to a low-carbon, sustainable economy by providing financial and technological support.

**“ Net zero carbon target
for 2053. ”**

Global Trends

Alignment with Local Regulations and Sustainability Policies in Türkiye

As of 2024, while the steel industry advances in sustainability and decarbonization, it also faces significant challenges. In line with the IEA's "Breakthrough Agenda Report 2024" and other relevant sources, the current status of the sector and its future strategies are evaluated. Increasing near-zero emission steel production requires stronger efforts. Although international collaborations exist, faster progress is necessary to achieve tangible outcomes.

Governments, industries, and stakeholders should collaborate through existing platforms to update greenhouse gas emission accounting methodologies in the steel sector by the end of 2025. Clear alignment is needed to ensure that definitions of near-zero and low-emission steel comply with national policies and certification schemes. Governments should also engage in strategic dialogue on how trade can facilitate the transition toward near-zero emission steel while preventing carbon leakage and maintaining competitiveness in international markets.

Governments and companies should cooperate on policy support, technology sharing, and business planning to accelerate commercialization of technologies for near-zero emission steel. Pilot and demonstration projects should be scaled up in developing countries before 2030.

Achieving near-zero emission steel production by 2030 requires stronger commitments, international cooperation, policy support, and technological innovation. Governments and industries must urgently establish frameworks, incentives, and collaborations to scale near-zero emission steel production and ensure its global competitiveness.



Our Sustainability Approach

“ Tatmetal, in line with its vision of *“being a company recognized today and in the future for the difference it creates”* regards sustainability as an integral component of its business model. ”

Acting with a customer-oriented, innovative, and accountable approach, At Tatmetal, we focus not only on economic growth but also on social and environmental impact. Within this framework, we shape our ESG strategy under the concept of “Creating Value for the Future”.

“Creating Value for the Future” reflects our core strategy grounded in sustainable growth, environmental responsibility, and social contribution. We build a business model that secures both today and the future.

By embedding sustainability at the center of our corporate culture through responsible workforce practices, low-carbon production, and strong governance, we continue to create long-term value for all stakeholders.

This approach represents a holistic and enduring sustainability commitment covering all aspects of our operations, from business processes to the supply chain and from employee satisfaction to energy efficiency. Our strategy, shaped by our trustworthy, high-quality, innovative, customer-focused, and responsible values, is built upon three primary focus areas:



*creating Value
for the Future*

Our Sustainability Approach

At Tatmetal, we shape our strategy around trustworthy, high-quality, innovative, customer-focused, and responsible values, and build it upon **three primary focus areas:**



**Responsible Workforce:
A Safe, Engaged, and
Happy Work Culture**

Our people constitute the cornerstone of our success. We prioritize occupational health and safety at the highest level with a zero-accident objective, and we implement policies that strengthen employee engagement and satisfaction.

Guided by our ethical principles, we encourage sustainable practices throughout our supply chain and broaden our positive social impact.

By fostering an inclusive and equitable work culture, we invest in the development of our employees and aim to generate value for all segments of society through social responsibility initiatives..



**Responsible Production:
Investing in the Future and
Sustainable Production**

A strong future requires a business model that adapts to change and supports sustainable growth.

We invest in new technologies to enhance efficiency in our production processes, ensure environmentally responsible and low-carbon operations, and develop solutions that improve energy performance. By adopting circular economy principles in raw material management, we minimize waste generation.

Through continuous technology investments, we advance environmentally responsible production processes and contribute to the development of sustainable industry.



**Responsible Governance:
Strong and Ethical
Leadership**

We ensure sustainable growth through a transparent, accountable, and ethical management approach.

By adhering to robust corporate governance principles, we build strong collaborations with our stakeholders and maintain ethical compliance across all operations.

At Tatmetal, we prioritize risk management and data security, continuously enhancing our business practices through responsible supply chain management.

Sustainability Committee

Our Sustainability Committee was established to coordinate the development and implementation of At Tatmetal's sustainability strategies. We ensure alignment with global and national environmental regulations, particularly the [European Union Green Deal](#), and strengthen sustainable business practices and company-wide awareness.

The Committee consists of leaders from key business units, including [Production](#), [Procurement](#), [Corporate Communications](#), [Finance](#), [Supply Chain](#), [Information Technologies](#), [Human Resources](#) and [Administrative Affairs](#), [Sales](#), and other strategic departments, led by the Production Director.

Sustainability and Carbon Management Working Group

Our Sustainability and Carbon Management Working Group ensures the integration of carbon management, energy efficiency, and environmentally responsible practices across all operations.

The Working Group consists of experts led by the General Manager's Advisor, representing [Industrial Engineering](#), [Corporate Communications](#), [Environmental Management](#), [Occupational Health and Safety](#), [Energy Management](#), and [Quality Management](#).

The group's primary role is to develop projects aligned with carbon neutrality goals and to incorporate a sustainability perspective into operational processes.



Stakeholder Engagement

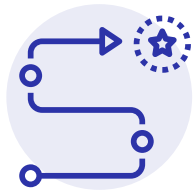
We prioritize communication with our stakeholders to better understand their expectations and achieve our sustainability goals. We aim to strengthen sustainable management practices by establishing more effective communication methods.



Stakeholders	Communication Platforms	Communication Frequency
Employees	Email campaigns	When necessary (information sharing, special occasion celebrations, etc.)
	Social media channels (LinkedIn, Instagram, X, YouTube)	At least once a week
	Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.)	At least once a month
Customers	Email campaigns	When necessary
	Social media channels (LinkedIn, Instagram, X, YouTube)	At least once a week
	Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.)	At least once a month
	Customer satisfaction surveys	Once a year
	Field events	At least once a year
	Regional fairs	At least once a year
Educational Institutions	Joint projects	At least once a year
	Articles and publications, academic research	At least once a year
	Education and technical support	At least once a year
Organizations (sectoral organizations, associations, and NGOs)	Social media channels (LinkedIn, Instagram, X, YouTube)	At least once a week
	Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.)	At least once a month
	Joint projects	When necessary
	Meetings and discussions	At least once a year
	Trade fairs	At least once a year
Suppliers	Meetings, bilateral discussions, tenders, email communication	At different points in the purchasing cycle
Media	Press releases and meetings, facility tours, social media	At different points in the business cycle throughout the year
Local Community	Social media channels (LinkedIn, Instagram, X, YouTube)	At least once a week
	Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.)	At least once a week
Public Institutions	Traditional channels (face-to-face, industry publications, newspapers, magazines, etc.)	At least once a month
	Meetings and discussions	At least once a year

Our Sustainability Priorities

In 2024, we conducted a comprehensive analysis to identify our sustainability priorities and more effectively manage ESG topics in line with global trends and stakeholder feedback. Throughout this process, we aimed to establish a sustainability approach fully integrated into our business model by considering the views of both internal and external stakeholders.



Our sustainability prioritization process consisted of the following phases:

Workshop Implementation

To determine our sustainability priorities, a comprehensive workshop was carried out in 2024 with the participation of senior management and relevant departments. In this workshop, we assessed Tatmetal's current sustainability performance, reviewed global and sectoral trends, and shaped our future strategies.

Internal Stakeholder Participation

We gathered insights from all members of senior management to better understand the sustainability perspective within the organization and to define governance priorities. This supported the identification of key sustainability topics in line with our long-term strategic objectives.

Engagement with External Stakeholders

We held one-on-one meetings with our corporate customers, suppliers, and other external stakeholders. During these meetings, conducted with a total of 31 external stakeholders, we evaluated sector expectations, collaboration opportunities, and key priorities related to sustainability.

Development of the Prioritization Matrix

At Tatmetal, we created a prioritization matrix to systematically evaluate the feedback received from stakeholders. This matrix enabled us to identify the most critical sustainability topics and align them with our corporate strategy. Throughout this process, both stakeholder expectations and Tatmetal's business priorities were taken into account.

Prioritization by Stakeholder Groups

At Tatmetal, we thoroughly analyzed the collected inputs based on different stakeholder groups. By identifying variations in the sustainability expectations of employees, customers, suppliers, investors, and the wider community, we ensured that our sustainability strategy is designed to be inclusive and balanced.

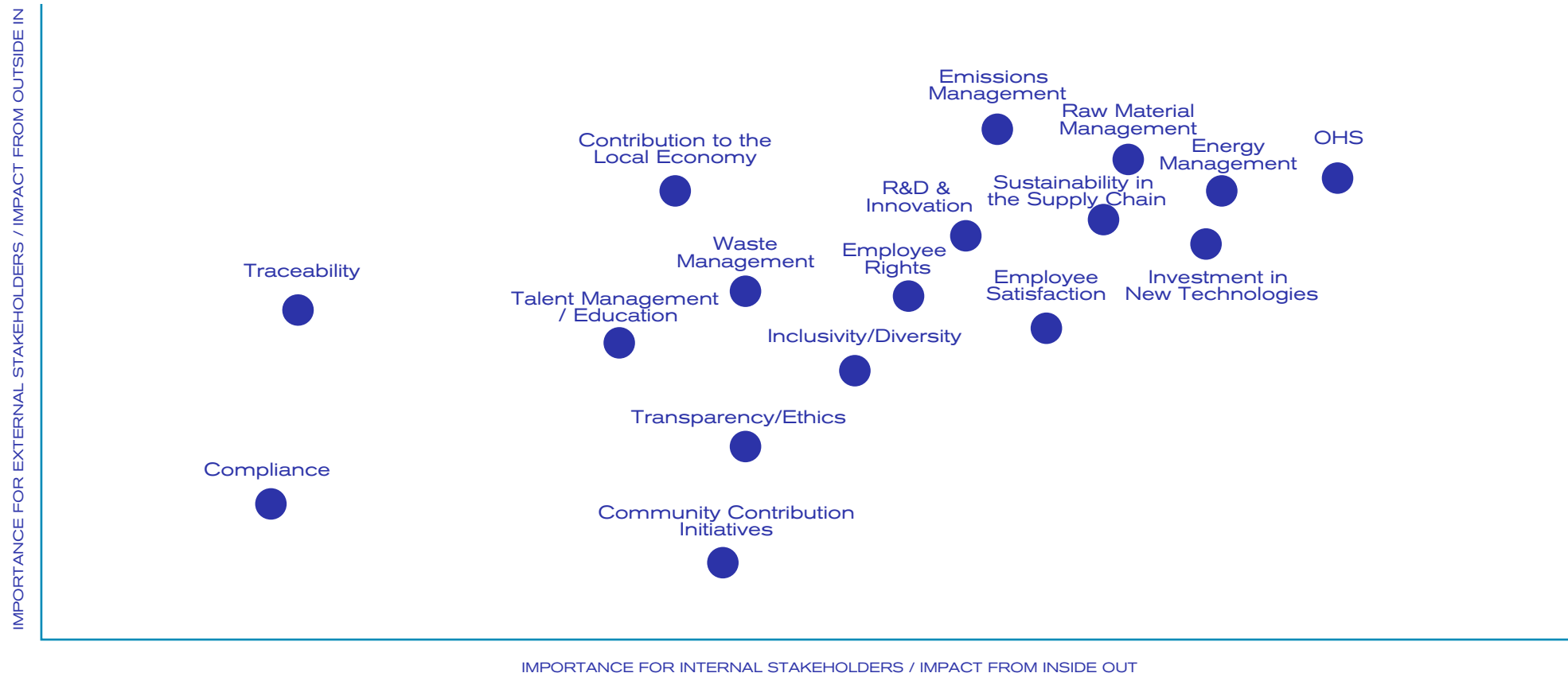
Our Sustainability Priorities

As a result of this process, we identified the most critical topics to strengthen our sustainability strategy and developed concrete action plans aligned with the long-term objectives of our company.

Our short and medium-term priority topics include occupational health and safety, raw material management, investment in new technologies, energy

management, emissions management, sustainability in the supply chain, and employee engagement and satisfaction.

Our long-term priority topics encompass contribution to the local economy, R&D and innovation, waste management, and traceability.



Our Sustainability Objectives

“ We aim to enhance our sustainability performance across *environmental, social, and governance dimensions and respond more effectively to stakeholder expectations.* ”

At Tatmetal, we have focused on integrating our sustainability approach into our business model. In this context, we have set targets designed to strengthen our sustainability performance and to better address stakeholder expectations. We manage these targets in alignment with our prioritized topics, risk profile, and overarching sustainability strategy.

Our Primary Objectives:



Reducing waste generation



Reducing occupational and environmental incidents



Decreasing greenhouse gas emissions



Minimizing natural resource consumption



Ensuring compliance with legal obligations



Improving energy efficiency



Enhancing environmental awareness through education and projects

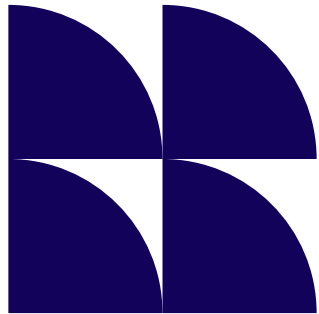


Increasing employee engagement



Supporting the development of our suppliers

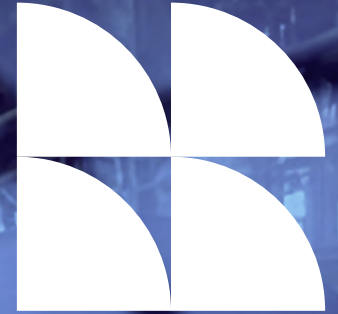




Responsible Governance: Strong and Ethical Leadership

We ensure sustainable growth
*with a transparent,
accountable, and ethical
management approach.*





*Creating Value
for the Industry*



Responsible Governance: Strong and Ethical Leadership

At Tatmetal, we conduct our operations with a robust Board of Directors, an effective Executive Committee, and a governance approach rooted in ethical principles. By prioritizing stakeholder participation and maintaining transparent and data-driven decision-making processes, we reinforce our credibility in the sector and advance toward sustainable growth objectives with determination. We also monitor regulatory requirements on energy efficiency and environmental management and integrate them into our operations.

Our Board of Directors and Executive Committee, guided by experience and strategic vision, support corporate sustainability, the evaluation of growth opportunities, and an agile management structure. Our professional senior leadership provides a strong foundation for implementing innovative solutions and efficient management strategies.

Tatmetal's highest governance body responsible for strategic decisions is the Board of Directors. The Board oversees financial and non-financial risks and establishes our corporate and strategic objectives. It consists of four members: the Chairperson, the Vice Chairperson, and two board members.

We reinforce ***our credibility in the sector and advance toward sustainable growth*** objectives with determination.

Our Internal Control and Audit Processes

At Tatmetal, we build our corporate sustainability and governance structure on robust internal control and audit mechanisms. In this context, financial audits are conducted by independent firms, while our Internal Audit Department, operational since 2024, provides independent assurance to enhance the effectiveness and efficiency of our business processes. The department also supports the implementation of corporate governance principles and contributes to the continuous improvement of our internal control system.

Audit reports ensure appropriate risk management and strengthen our transparency and accountability principles at the corporate level.

Our Management Systems and Certifications

At Tatmetal, we recognize that companies may encounter unforeseen challenges during their operations, and effective management of such conditions is essential for long-term sustainability and success.

We manage our operations through Quality, Environment, Energy, Occupational Safety, and Information Security Management Systems. We also implement a dedicated quality management system for the automotive sector. On the right, we summarize the management systems and certifications we hold, the facilities they cover, and the years in which they were obtained.



ISO 9001 Quality Management System

First obtained in 2004 and renewed every three years, this system covers all production facilities (OSB Zone Main Production Facility, ÇSM1 and ÇSM2 Steel Service Centers).



IATF 16949 Automotive Quality Management System

Obtained in 2016, this system covers all production facilities (OSB Region Main Production Facility, ÇSM1 and ÇSM2 Steel Service Centers).



ISO 50001 Energy Management System

This system, obtained in 2017, covers all production facilities (OSB Region Main Production Facility, ÇSM1 and ÇSM2 Steel Service Centers).



ISO 14001 Environmental Management System

This system, obtained in 2015, covers all production facilities (OSB Region Main Production Facility, ÇSM1 and ÇSM2 Steel Service Centers).



ISO 27001 Information Security Management System

This system, obtained in 2016, covers all production facilities (OSB Region Main Production Facility, ÇSM1 and ÇSM2 Steel Service Centers).



ISO 45001 Occupational Health and Safety Management System

This system, adopted in 2020, covers all production facilities (OSB Region Main Production Facility, ÇSM1 and ÇSM2 Steel Service Centers).



With these management systems, we support our commitments to quality, safety, energy, and environmental management, as well as our continuous improvement processes.



We adopt a
“risk-based thinking”
approach in all our processes.

Risk Management

At Tatmetal, we adopt a risk-based approach and carefully evaluate uncertainties from both risk and opportunity perspectives.

Within our management systems, risk assessments in critical areas such as environment, energy, and occupational health and safety form a core part of our processes. We review these assessments annually and update them in line with our continuous improvement principle.

We systematically analyze potential threats, including environmental risks, energy inefficiencies, and occupational safety violations, and implement preventive measures. We also carry out corrective practices to mitigate their potential impacts. At the same time, we evaluate these risks as opportunities to increase the use of renewable energy, strengthen workplace safety practices, and adopt environmentally friendly technologies. We integrate these opportunities into our strategic plans during annual evaluation meetings, supporting our progress toward sustainable growth.

At Tatmetal, we adopt an environmentally responsible business model by ensuring full compliance with local and international regulations. *We continuously pursue improvement initiatives in environmental impact reduction, energy efficiency, and information security, while minimizing risks.*



Our Corporate Memberships

17 PARTNERSHIPS
FOR THE GOALS

AHK – German-Turkish Chamber of Commerce and Industry

BEYSAD – White Goods Suppliers Association

Steel Foreign Trade Association

ÇİB – Turkish Steel Exporters Association

DEİK – Foreign Economic Relations Board of Türkiye

ECCA – European Coil Coating Association

EGGA – European General Galvanizers Association

İMMİB – İstanbul Mineral and Metals Exporters' Association

İSO – İstanbul Chamber of Industry

KALDER – Turkish Quality Association

MÜSİAD – Independent Industrialists' and Businessmen's Association

OAİB – Central Anatolian Exporters' Associations

SOGAD – Association of Cold Rolling, Galvanized and Painted Steel Producers

TİM – Turkish Exporters Assembly

YİSAD – Flat Steel Exporters' and Manufacturers' Association

TAYSAD – Automotive Suppliers Association of Türkiye



Ethics and Compliance

At Tatmetal, our responsibility for the future extends beyond the environment and people; it shapes the way we conduct business. With a reliable and transparent governance approach, we establish long-term collaborations and resilient supply chains. By embedding ethical principles across all processes, we build a governance model that addresses today’s expectations and shapes the future. We focus not only on corporate success but also on maintaining long-term continuity.

We implemented our “Code of Ethical Conduct” as a guiding framework for our employees, **emphasizing honesty, respect, trust, and fairness in all interactions.** The Code defines behaviors and attitudes essential to a strong corporate culture and supports our sustainable corporate and individual reputation.

Our Ethics Committee defines the Code of Ethical Conduct, covering both core ethical principles and business ethics. Employees report concerns regarding possible misconduct through the Ethics Hotline, managed by KPMG as an independent advisory firm. The Ethics Committee, operating under the authority of the Board of Directors, evaluates all notifications. We ensure the protection of employees who raise concerns and investigate every complaint responsibly.



Shaping the Future
**with Ethical
Management**



“ At Tatmetal, *we focus not only on corporate success but also on maintaining long-term continuity.* ”

Ethics and Compliance

The Ethics Committee conducts its activities in line with the following principles:

- It maintains the confidentiality of notifications, complaints, and the identity of individuals submitting such notifications or complaints.
- It carries out examinations under strict confidentiality protocols.
- It is authorized to directly request information, documentation, and evidence from the relevant department, and may review all materials solely within the scope of the examination.
- The examination process is documented in writing from the outset, and all information, evidence, and records are appended.
- The documented report is signed by the chair and members.
- The examination is handled on an expedited basis and concluded as promptly as possible.
- Committee decisions are implemented without delay.
- Relevant departments and authorities are informed of the outcome.
- The chair and members of the Ethics Committee act independently of supervisory structures or hierarchical influence within the organization while performing their duties. No pressure or persuasion may be exerted on them regarding their responsibilities.
- When deemed necessary, the Committee may consult experts and engage them in the process, while ensuring all measures are taken to maintain confidentiality principles.

At Tatmetal, employees may report to the Ethics Committee via the email address etikttatmetal@kpmg.com.tr. The receiving member promptly informs the Committee when necessary and arranges a meeting.

In cases where actions violate our Ethical Values, we implement the “Disciplinary Procedures” specified in the Human Resources Regulation. If a report concerns a Committee member, the Ethics Committee convenes without the related member.



2024 year

Number of employees educated on ethical principles in 2024:

549

We provided education on ethical principles to 549 employees in 2024, ensuring integrity in professional and daily conduct. We support behaviors that align with responsibilities at work and comply with ethical standards outside the company, acknowledging that each employee represents Tatmetal at all times.

Anti-Corruption and Anti-Bribery

It is a fundamental principle that employees do not accept cash or cash-equivalent gifts that may compromise their impartiality. Offering or receiving commissions or creating situations perceived as bribery is unacceptable.

Tatmetal's assets and resources cannot be used for purposes outside company business without a legitimate corporate interest. Likewise, no donation or contribution can be made to any organization or individual without approval from the Board of Directors.

In 2024, 549 employees received education on anti-bribery and anti-corruption to strengthen their awareness. These programs focus on ethical values and integrity in business practices, aiming to enhance recognition of corruption-related risks. Through this approach, Tatmetal reinforces a culture of transparency and integrity.



Number of employees educated on anti-bribery and anti-corruption in 2024:

549

2024 year



We contribute to strengthening a culture of **transparency and integrity** through education.

Supply Chain

We maintain an effective supplier management approach to secure the procurement of raw materials and services that directly impact our products, ensuring compliance with quality, cost, delivery, and continuity criteria. Tatmetal conducts supplier selection, evaluation, **monitoring**, and development systematically.

Supplier Selection and Evaluation Process

At Tatmetal, we operate in line with the criteria defined in the KYS.PRO.0045 Supplier Selection and Evaluation Procedure (Raw Material) and the KYS.PRO.0046 Supplier Evaluation Procedure for Purchasing Management, monitoring and analyzing supplier lists and performance data through the IFS software system and tracking monthly performance based on product-related criteria.


- **In this evaluation, we consider:**
- **Quality:** Conformity of supplied raw materials or services to Tatmetal specifications and internationally recognized standards.
- **Cost:** Competitive pricing of materials or services.
- **Delivery Performance:** Rate of on-time deliveries in required quantities.
- **Certification Status:** Supplier compliance with quality management system certifications such as ISO 9001.

Supplier Monitoring and Development

At Tatmetal, we aim to build long-term, continuous improvement-based collaboration with our suppliers.

We conduct supplier audits according to a risk-based plan under the KYS.PLN.0007 Supplier Audit Plan, focusing on product, process, and quality management systems.

We document monthly supplier performance in the **KYS.TAB.0014 Supplier Audit Report Table**, ensuring consistent tracking and improvement.



We systematically carry out activities related to **supplier selection, evaluation, monitoring, and development.**

Digital Transformation and Innovation

Our digital transformation journey continues at full speed. Within these projects, we enhance the efficiency of all business processes.

We completed the facility and capacity planning phase of our three-phase advanced planning project and commenced the material planning and product traceability phases. We implemented an enhanced handheld application for stock counting of coils, zinc, paint, consumables, and other warehouse materials, enabling full inventory control.

At Tatmetal, we integrated real-time communication with banks to accelerate financial processes.

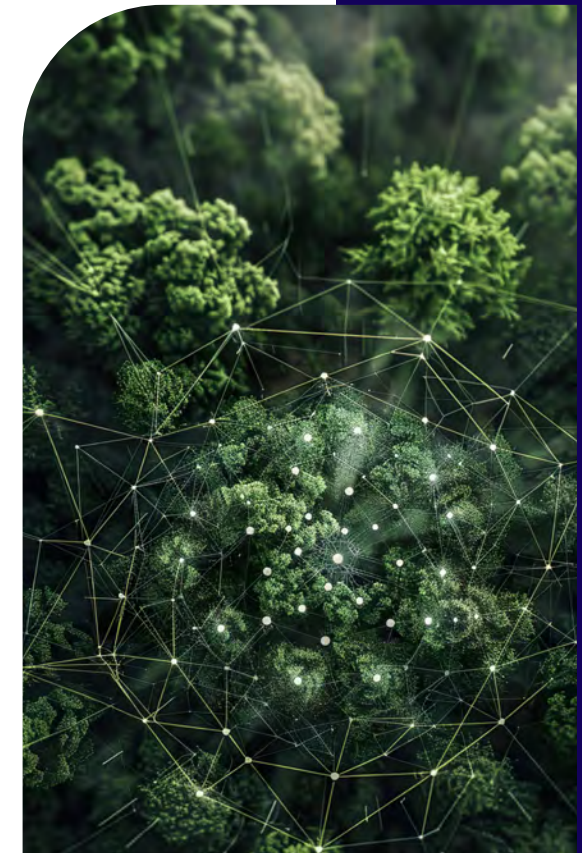
We laid the foundations of the Level 3 project to provide real-time communication across all facilities and improve operational efficiency. We establish secure development environments within our digital infrastructure, collecting field

data from implemented applications and integrating it with existing datasets, advancing toward big data. This enables predictive insights through artificial intelligence.

The organization initiated RPA (Robotic Process Automation) projects to automate repetitive tasks in the central office and support units, enhancing workforce efficiency and enabling employees to focus on strategic tasks.

Through BPM (Business Process Management) projects, we simplify and digitize processes to create a traceable, measurable, and sustainable structure.

At Tatmetal, we aim to strengthen process excellence and a data-driven decision-making culture across the organization.



Digital transformation
is expanding end-to-end.

Digital Transformation and Innovation

Some of Our Projects Focused on Digital Transformation:

Logistics Project

- Optimizing raw material and product transportation processes
- Reducing costs and shortening delivery times
- Digitizing storage, transportation, and shipping processes
- Establishing a fully integrated structure with ERP, MES, Advanced Planning, and Optimization systems
- Creating a transparent and traceable shipping chain

MES (Manufacturing Execution System)

It is a software system that manages and monitors physical operations on the production line in an integrated manner with upper systems, such as ERP systems. It is designed to instantly see, monitor, and intervene in how planned production is carried out in the field.

ERP Integration

- Two-way integration with the IFS system
- Receiving work orders
- Sending production notifications
- Updating material consumption
- Notifying when products enter stock

Advanced Planning and Optimization System

It sorts raw materials entering production and lines in the most efficient way and tracks instant changes.

Reporting and Analysis Project

- Tracks KPIs with real-time dashboards.
- Provides full traceability.
- Enables quick decision-making and quality improvement.

Digital Transformation and Innovation

Some of Our Projects Focused on Digital Transformation:

Customer Portal Project

Developed to enable customers to manage their business processes with the company faster, more transparently, and digitally. This project aims to increase customer satisfaction, improve operational efficiency, provide instant access to information, and minimize errors arising from manual processes.

Carrier Portal Project

Developed to enable suppliers to manage their business processes with the company faster, more transparently, and digitally. This project aims to increase supplier satisfaction, improve operational efficiency, provide instant access to information, and minimize errors arising from manual processes.

RPA Project

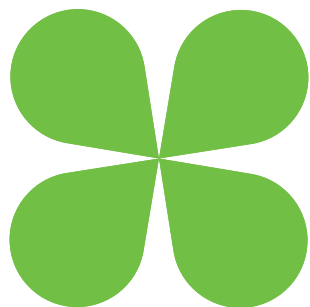
- Automating time-consuming and repetitive tasks with software robots
- Increasing operational efficiency and reducing human error
- Lightening the workload of employees and directing them to value-added tasks
- Ensuring speed, accuracy, and standardization in processes
- Creating a sustainable business structure that supports digitalization

BPM Project

- Step-by-step migration and simplification of business processes to a digital environment
- Ensuring processes are transparent, traceable, and measurable
- Optimizing resource utilization to achieve time and cost savings
- Establishing a standardized process management infrastructure open to continuous improvement
- Contributing to corporate sustainability goals

HR Digital Transformation Project

- Automating payroll, time tracking, and legal reporting processes with software robots
- Reducing human error by digitizing time-consuming repetitive tasks
- Accelerating leave, overtime, workplace accident, and SGK processes through cross-system data flow
- Creating process integrity by integrating with systems such as Meyer and IFS
- Make HR operations more transparent, traceable, and sustainable



Responsible Production: Investing in the Future and Sustainable Production

We continue our work with the awareness of our responsibility as part of an industry that contributes most to carbon emissions worldwide, *striving to create meaningful impacts.*





*Creating Value
for the Future*



Responsible Governance: Strong and Ethical Leadership

Climate change and rising temperatures are increasingly critical topics. As one of Türkiye's leading companies, Tatmetal recognizes its environmental impact. Aware of the responsibility associated with operating in a high-carbon sector, Tatmetal continues to drive meaningful environmental initiatives.

Effective management of environmental impacts forms the cornerstone of Tatmetal's sustainability strategy. The company conducts comprehensive analyses to minimize environmental effects across all processes, from energy efficiency to waste management, handling environmental management with precision. Under the motto **"A Future in Harmony with Nature"**, Tatmetal integrates energy efficiency, circular economy, responsible production and consumption, water management, waste management, and emission reduction across all initiatives.

Tatmetal aligns its environmental management practices with international standards, systematically addressing environmental risks and striving for continuous improvement through the **ISO 14001 Environmental Management System**. Within this framework, **waste management, water and energy optimization, and greenhouse gas reduction** are implemented under the Environmental Management Policy, overseen by Tatmetal's environmental management representative. In addition, the company leverages external environmental consultancy support to strengthen its practices.

"A Future in Harmony with Nature"

In this context, as Tatmetal, we commit to:

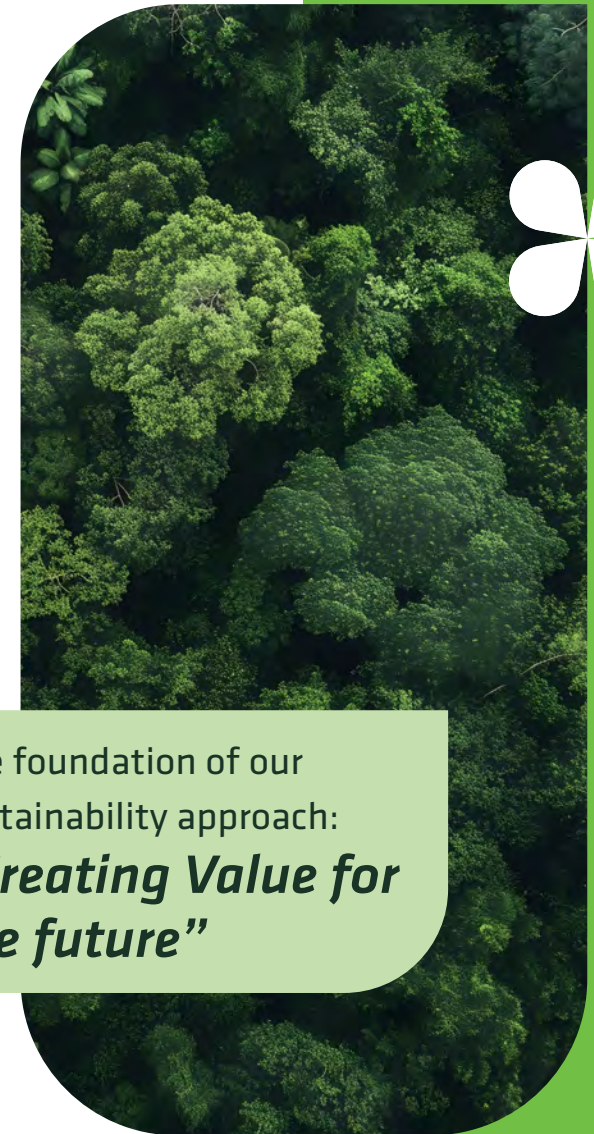
- Identifying environmental risks and taking preventive measures,
- Raising awareness of environmental issues among employees,
- Operating in compliance with national and international regulations and legal obligations, fully acknowledging our environmental responsibility,
- Ensuring continuous improvement and sustainability of environmental performance through active employee participation within the management system,
- Controlling the environmental impacts of our waste,
- Preventing environmental pollution and promoting progress in this regard as a social responsibility, with the understanding that we will pass on a livable environment to future generations.

Tatmetal continues to comply with **ISO 14064, ISO 14067, and ISO 14046 standards**. We aim to improve efficiency in waste management, water use, and energy optimization by leveraging innovative technologies.

We evaluate the environmental aspects of production, transportation, use, waste management, recycling, and disposal with a life cycle approach to maintain control over impacts. Chemicals used in production are assessed within environmental aspects, and procedures and safety plans ensure their safe use and minimize environmental effects.

Under the Environmental Aspects and Impacts Assessment Procedure, Tatmetal conducts detailed analyses of impacts on air, water, and soil. Environmental management plans and risk assessments are implemented carefully to maintain control over these aspects.

To foster environmental awareness and advance sustainability policies, employees participate in regular education programs that support effective management of environmental impacts and proper implementation of Tatmetal's environmental policies.



The foundation of our sustainability approach: ***“Creating Value for the future”***

Energy and Emissions Management

Energy plays a critical role in our production costs. Accordingly, energy efficiency is a key factor in reducing costs and enhancing competitiveness.

In line with our commitment to safeguarding the planet's future, Tatmetal shifts energy inputs in steel production toward renewable sources. By integrating renewable energy investments into strategic objectives, we prepare to become a significant player in the energy sector through wind and solar projects.

Tatmetal has held the ISO 50001 Energy Management System Certification since 2017 and has established its Energy Policy within this framework.

With the awareness of protecting natural resources and leaving a livable world for future generations, Tatmetal commits to:

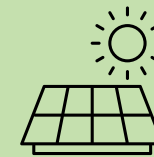
- Complying with applicable legal regulations, standards, and other energy-related requirements,
- Prioritizing energy efficiency in all operations and selecting high-performance technologies,
- Raising awareness and informing employees and stakeholders on energy efficiency,
- Continuously reviewing the energy management system and minimizing losses through systematic measurement and monitoring.



In 2024,
we generated over
10.000MWh
of electricity from
renewable energy sources.



The savings we
achieved in 2024
equated to
13.155 trees.



With the
solar power plants we installed
on our roofs, we generated
872 TEP of energy
from renewable sources.



At Tatmetal, we implement projects to reduce emissions and adopt sustainable production by enhancing energy efficiency.

- Replacing the nitrogen compressor saves **590,480 kWh annually**.
- Activating the pump automation for the cooling tower in the coating line saves **221,000 kWh annually**.
- Replacing fans in cooling towers generates significant savings: the Cenk tower fans save **150,000 kWh**, and the Galvaniz-1 line tower fans save **52,000 kWh annually**.
- Adjusting the furnaces in the Galvaniz-1 line saves **2,800,000 kWh annually**.
- We continuously monitor energy consumption to optimize energy management system performance.

We expand energy investments in line with Türkiye’s sustainability vision, supporting production with clean energy. Beyond the existing wind power plant (RES), the 9 MW rooftop solar power plant (GES) at the Ereğli facility and new GES projects totaling 110 MW, planned for 2025, aim to generate 180 million kWh annually. Two additional RES projects, starting field works soon, are planned for completion and commissioning in 2026.

“ We expand energy investments in line with Türkiye’s sustainability vision, *supporting production with clean energy.* ”

Total Energy Consumption

	2021	2022	2023	2024	Unit
Electricity	111,973,273	100,201,192	93,010,727	116,330,370	MCAL
Natural Gas	280,590,449	233,411,497	212,976,670	271,527,974	MCAL
Total	392,563,722	333,612,688	305,987,397	387,858,344	MCAL

Greenhouse Gas Emissions

	2021	2022	2023	2024	Unit
Scope 1 (direct) greenhouse gas emissions	69,606	65,364	59,751	71,337	ton CO ₂ eq.
Scope 2 (indirect) greenhouse gas emissions	68,097	50,462	45,543	57,092	ton CO ₂ eq.

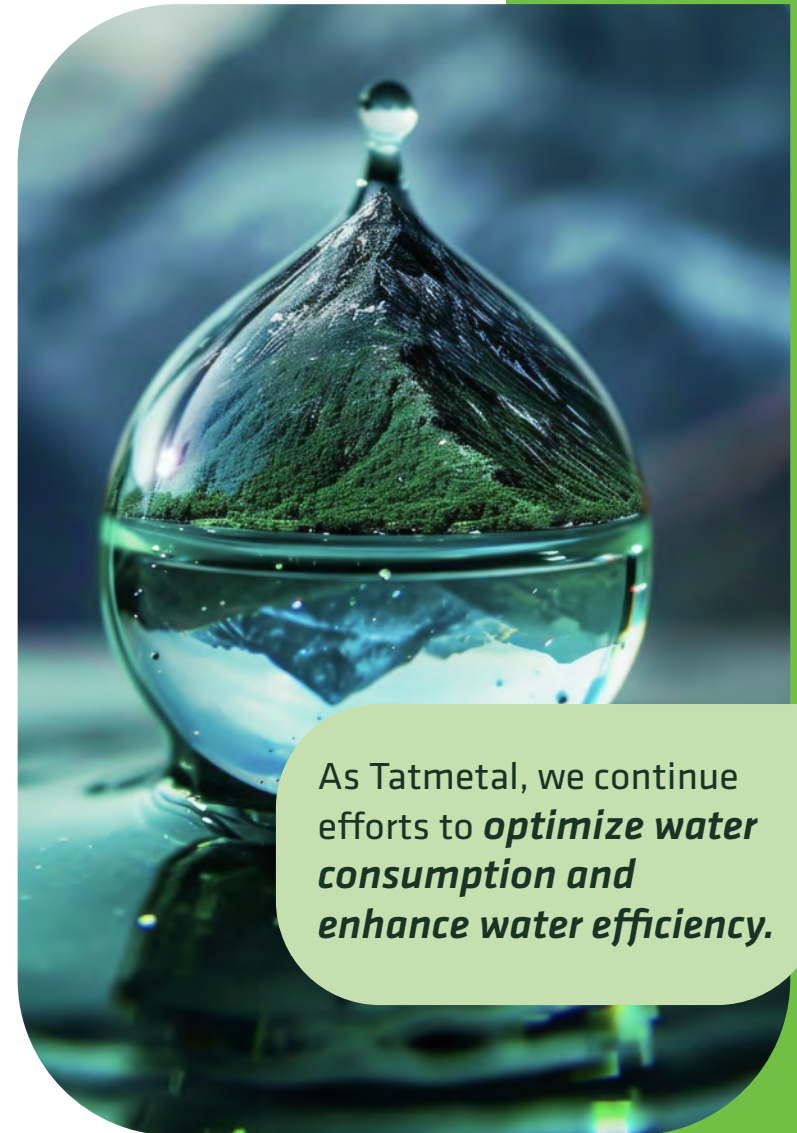
Water Management

Water is an invaluable yet limited resource essential for life. Building resilience against climate change and serving a growing population requires an integrated and comprehensive approach to manage this scarce resource efficiently.

Sustainable water management is particularly critical in terms of wastewater management and water efficiency. Projects such as establishing water monitoring and reporting systems, recycling wastewater, and integrating rainwater harvesting systems provide both environmental and cost advantages. As Tatmetal, we continue efforts to optimize water consumption and enhance water efficiency.

Industrial wastewater from the Tatmetal production facility is treated at the on-site treatment plant, maintaining levels below the limits specified in regulations. By improving the existing treatment system, investing in a closed-loop water system for reuse, and implementing greywater recycling, we aim to reduce overall water consumption.

Water Usage					
	2021	2022	2023	2024	Unit
Total Usage Amount	397,094.24	341,885.72	312,103	374,147.22	m ³



As Tatmetal, we continue efforts to **optimize water consumption and enhance water efficiency.**

Waste Management and Circular Economy

Another critical aspect in combating climate change is the growing volume of waste due to industrialization and population growth. Effective waste management is therefore integral to sustainability.

Tatmetal ensures efficient handling of hazardous and non-hazardous waste throughout production. Waste generated at various stages is classified by recovery method, hazard class, and other parameters, and collected in designated storage areas.

Hazardous waste is managed carefully due to its potential impact on human health and the environment. Quantities sent to storage are recorded in line with the Waste Declaration System. **Total hazardous waste amounted to 2,636,043 kg in 2024.**

Non-hazardous waste totaled 38,800,339 kg in 2024. A portion is sent to storage sites, while most is recycled. In 2024, the recycled volume reached a substantial level. Overall, 99.9% of waste sent to disposal sites was recycled or recovered.

Steel's 100% recyclability makes it key in a circular economy. Its durability and light weight contribute to energy savings and environmental performance. Energy efficiency efforts continue to strengthen competitiveness. Tatmetal integrates circular economy principles across operations, from resource use to waste recycling, minimizing waste and promoting recovery.



As Tatmetal, while our waste management is built on a solid foundation, we aim to reduce hazardous waste, strengthen reuse strategies to enhance participation in the circular economy, and improve waste management through innovative technologies. Simultaneously, we develop education programs to ensure active engagement of our employees in these processes.





Biodiversity

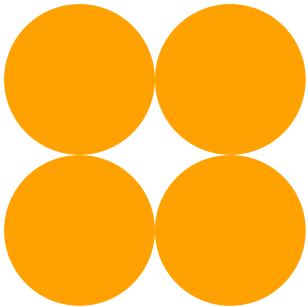
Climate change is a critical concern with direct impacts on biodiversity that cannot be overlooked. Rising temperatures, land use changes, shifting precipitation patterns, extreme weather events, and sea-level rise disrupt ecosystems and threaten species' habitats.

Preserving biodiversity is essential for ecosystem health, human well-being, and environmental sustainability. Biodiversity provides clean air, potable water, and fertile soil.

At Tatmetal, we aim to implement biodiversity conservation strategies to reduce our impact on nature.

At Tatmetal, we aim to ***implement biodiversity conservation strategies to reduce our impact on nature.***





Responsible Workforce: A Safe, Participatory, and Happy Work Culture

People are always at the heart of
our sustainability journey.





*Creating Value
for People*



Responsible Governance: Strong and Ethical Leadership

Tatmetal places people at the center of its sustainability journey. Employees, customers, and societal stakeholders share in its success.

Tatmetal fosters a dynamic work culture grounded in diversity and inclusion, empowering employees through programs supporting personal and professional development.

Beyond providing a safe and healthy workplace, Tatmetal offers a platform enabling individuals to realize their potential.

Under the motto “**Creating Value for People**”, Tatmetal contributes to a resilient society through social responsibility initiatives that positively impact communities.

“ Our employees, customers, and social stakeholderst *are the co-heroes of our success story.* ”

”



Our Human Rights Approach and Human Resources Policy

At Tatmetal, we regard respect for human rights as an integral part of our corporate identity and embed this principle in our human resources policies. Guided by our Human Resources Handbook, we provide a secure work environment, foster tolerance and inclusivity, and create a culture where individuals can express themselves freely.

In line with equality, diversity, and inclusion principles, we build a work environment where every individual has equal rights. Regardless of race, gender, age, disability, or other differences, we ensure **fair opportunities for all**, promoting an inclusive culture that leverages diversity.

We do not employ child labor and uphold its prevention as a fundamental principle across our supply chain. This approach extends beyond internal practices and is adopted as a core principle in relationships with all stakeholders, from suppliers to business partners.

Our commitment to human rights is reflected in every stage of our business processes, establishing a foundation that supports our long-term sustainability objectives.

Equality, Diversity, and Inclusion

At Tatmetal, we adopt equality, diversity, and inclusion as core principles in our human resources processes. We operate within a **talent- and performance-focused framework**, evaluating all employees based on equal opportunity. Recruitment, promotion, and other processes are conducted without discrimination based on language, religion, gender, race, disability, or other personal characteristics.

Our diversity and equal opportunity strategies shape both the current workforce and future growth potential. By accessing a broader talent pool, we integrate diverse perspectives into our culture and strengthen innovation capacity.

In line with our goal to increase female employment, we support women in career development and foster an **inclusive work environment**, establishing a corporate structure where employees feel equally valued and empowered.



Total Employment	2021			2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total number of employees	48	530	578	42	539	581	46	550	596	51	694	745
Number of white-collar employees	48	216	264	42	234	276	46	242	288	51	242	293
Number of blue-collar employees	-	314	314	-	305	305	-	308	308	-	452	452

Number of employees by age	2021			2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total	48	530	578	42	539	581	46	550	596	52	693	745
Under 30 years old	17	96	113	13	77	90	15	85	100	17	152	169
30-50 years old (including 30 and 50 years old)	29	401	430	25	424	449	26	425	451	31	501	532
Over 50 years old	2	33	35	4	38	42	5	40	45	4	40	44

Number of Employees Covered by Collective Bargaining / Unionized Employees	2021	2022	2023	2024
Number of Employees	314	305	308	452
%	54.3	52.5	51.7	60.7

Seniority	2021			2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of employees with 0-5 years of service	30	252	282	24	185	209	28	184	212	33	379	412
Number of employees with 5-10 years of service	10	141	151	10	157	167	10	182	192	8	108	116
Number of employees with 10 years or more of service	5	140	145	8	197	205	8	184	192	10	207	217

Managers	2021			2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total	8	47	55	5	48	53	8	53	61	14	53	67
Number of Employees Under 30	-	1	1	-	-	-	-	1	1	-	-	-
30-50 years old (including 30 and 50 years old)	8	32	40	5	31	36	8	31	39	14	35	49
Over 50 years old	-	10	10	-	13	13	-	17	17	-	14	14
Number of Women and Men on the Board of Directors	-	4	4	-	4	4	-	4	4	-	4	4

Inclusion and Diversity	2021	2022	2023	2024
Number of Employees with Disabilities	15	16	18	22
Number of Foreign Employees	3	3	3	3

In 2024, our total number of employees increased from 596 to 745. We are pleased to report an 11% rise in female employees compared to the previous year. During the same period, we promoted the employment of individuals with disabilities, raising their number to 22.

Within the framework of sustainability and the United Nations Sustainable Development Goals, we provided **education on gender equality to 134 employees**, reinforcing equal opportunity strategies. We also continued to strengthen human resources strategies focused on diversity and inclusion.

By accessing a broader talent pool and increasing female employment, we advanced in creating an inclusive work environment, establishing a corporate structure where all employees feel valued.

“ We continue to strengthen our diversity and inclusion-focused human resources strategies.

”



Hiring Criteria and Processes

At Tatmetal, we base our recruitment processes on transparency, fairness, and equal opportunity. We initiate recruitment in line with workforce planning, establishing specific criteria for each position. This begins with assessing workforce needs and continues with evaluating internal and external candidates.

We determine recruitment needs according to new standard positions or emerging roles. At this stage, we clearly define the requirements for each position. Internal candidates are prioritized, and suitable internal placements are made. When external recruitment is required, we use assessment tools such as competency tests, language exams, and personality inventories.

The recruitment process includes application and selection, evaluation and testing, and final decision stages. Our Human Resources Department conducts the initial interview, and candidates deemed suitable proceed to a second interview with relevant department managers. Candidates who successfully complete the assigned competency assessments have their recruitment approved. We facilitate new employee adaptation through an orientation program and probationary period.

Talent and Performance Management

Talent Management

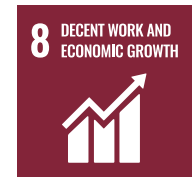
In today’s business environment, evolving expectations and digital transformation require effective management of human capital and preparing it for the future.

Our company establishes talent acquisition and retention as a core strategic priority by fostering a continuous learning culture and a development-oriented employee experience.

The organization enhances digital skills, adopts a learning organization model, and provides flexible and inclusive career paths through innovative approaches, reflecting its commitment to the workforce. In this context, the company implements human resources policies to increase employee engagement and satisfaction.

Aligned with its vision, Tatmetal delivers various education and leadership programs to support individual development and highlight key talents.

Employees hired during the year	2021			2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total	11	58	69	8	55	63	10	50	60	13	189	202
Under 30 years old	4	25	29	4	13	17	7	24	31	8	95	103
30-50 years old (including 30 and 50 years old)	7	28	35	4	31	35	2	19	21	5	87	92
Over 50 years old	-	5	5	-	11	11	1	7	8	-	7	7



Performance Management

Performance and talent management represent a key element in strengthening Tatmetal’s long-term potential to develop human capital and enhance productivity. Tatmetal supports regular performance evaluations to maximize efficiency in line with corporate objectives while enhancing employee competencies.

The performance management process is structured around individual goals and competencies, supporting personal and professional development and enabling the creation of a more innovative and efficient workforce. This process aligns with strategic objectives while maintaining a focus on individual growth. Accordingly, Tatmetal conducts performance evaluations with a **transparent, participatory, and feedback-oriented approach**.

The performance evaluation process, which included 288 employees in 2023, was expanded to 293 employees in 2024, making it more comprehensive. Equal opportunities are provided across female and male employees; in 2024, all white-collar employees—51 women and 242 men—participated in this evaluation mechanism.

Tatmetal implements a systematic, data-driven, and inclusive performance management system that supports employee development. Through the ERP-based system, employees can assess their individual competencies, while managers evaluate team members from a multidimensional perspective.

Department-specific **Key Performance Indicators (KPIs)** are defined in alignment with strategic priorities, and each employee’s responsibilities are clearly outlined within these indicators. KPI performance is calculated objectively based on operational and financial data of the relevant period and assigned weightings.

In line with the continuous improvement approach, the scope of the performance system is regularly reviewed and enhanced to match the growing organizational structure. Clearly defined individual and team objectives ensure stronger alignment with Tatmetal’s vision and sustainability strategies. This performance management approach not only facilitates the tracking of corporate goals but also plays a critical role in talent acquisition and retention, enhancing employee engagement and supporting intrinsic motivation.

Total number of employees subject to regular performance and career development evaluations

2021			2022			2023			2024		
Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
48	216	264	42	234	276	46	242	288	51	242	293

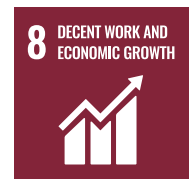
Employee Development and Education

Tatmetal’s long-term success is shaped by its commitment to employee development and a culture of continuous learning. By providing education programs for all employees, Tatmetal strengthens career paths and enhances competencies.

Through these programs, Tatmetal improves employees’ technical knowledge and skills while supporting personal and professional development. Education modules designed based on feedback from performance management deliver tailored solutions addressing employees’ specific development needs.

Education	2022	2023	2024
Total number of personnel receiving education	403	449	650
Number of white-collar employees receiving education	288	245	296
Number of blue-collar employees receiving education	115	204	354
Total education hours (excluding OSH education)	840	961	1,962
Average annual education hours per employee	2.08	2.14	301

Over the past three years, we increased the number of employees receiving education from 403 to 650, achieving a 61% growth. This progress demonstrates our human-centered approach that promotes continuous learning and development while reaffirming our confident progression toward the future.



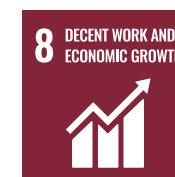
Employee Engagement and Satisfaction

Guided by the motto **“Creating Value for People,”** we recognize the essential contribution of employees as the core element of our success. We assess employee satisfaction annually through surveys conducted by an independent firm. These surveys objectively evaluate satisfaction across dimensions such as work environment, management, working conditions, and career development opportunities. According to the Employee Engagement Survey conducted in 2023, our engagement index was 65.24.

We use survey results to implement improvements aligned with employee needs, regularly reviewing social benefits, working conditions, and career development opportunities. Encouraging employees to take initiative and apply creative ideas positively influences satisfaction. Strong relationships between employees and managers, along with employees feeling supported and trusting managerial decisions, are key factors enhancing satisfaction.

Employee Turnover	2021			2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Total number of employees who left the company	11	46	57	13	45	58	15	101	116	14	66	80
Number of employees under 30 years old who left the company	3	10	13	6	12	18	5	14	19	5	12	17
Number of employees aged 30-50 years old who left the company (including ages 30 and 50 years old)	8	21	29	7	24	31	8	60	68	8	47	55
Number of employees over 50 years old who left the company	-	15	15	-	9	9	2	27	29	1	7	8
Employee Turnover Rate	8.3			7.42			9.78			11.87		
Number of positions filled by internal candidates				-			20			10		
Total number of open positions				-			45			60		

	2022	2023
Number of employees participating in the employee satisfaction survey	473	481
Employee satisfaction score	58.91	57.68
Number of employees participating in the employee engagement survey	473	481
Employee engagement score	68.25	65.24



Compensation and Benefits

At Tatmetal, we recognize that a fair and balanced compensation policy, together with fringe benefits, forms a fundamental element in creating a healthy work environment. These elements are directly linked to employee motivation, engagement, and performance, and we manage them carefully, considering market conditions. Accordingly:

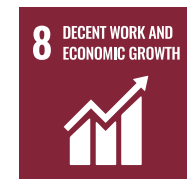
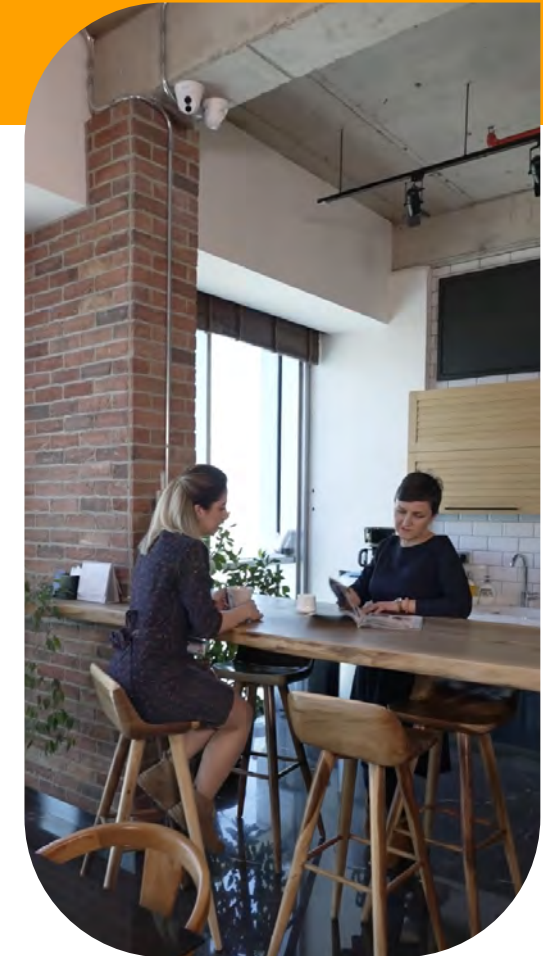
We strengthen our employer brand by providing employees with various fringe benefits and social support programs. Offerings such as **Social Assistance Payments and Health Insurance** are core components supporting employee well-being and engagement.

Legal compliance is a core principle of our Human Resources management. All severance payments and compensation calculations are conducted fully and transparently in accordance with Labor Law No. 4857.

In salary adjustment processes, we closely monitor sectoral competitiveness and current market dynamics. Every January, we obtain market research from independent consultancy firms to assess compensation levels.

For 2024, we collaborated with global compensation research firms to ensure that our salary policy remains aligned with market conditions and competitive by adjusting compensation to PIR (Internal Market Reference) levels. The sector-aligned compensation policy, developed using global and reliable methodologies, forms a key foundation of our remuneration strategy.

Salary increase planning is developed based on Market Research Report analyses and enriched with insights from department heads before submission to the Board of Directors for approval. This approach ensures that all compensation decisions are shaped through a data-driven and participatory process.



Compensation and Benefits

As a company, we prioritize employee well-being and motivation by offering a comprehensive benefits package. This package is designed to ensure that employees are supported not only in their professional lives but also in their daily personal lives.

To safeguard employees' health at the highest level, we provide supplementary and private health insurance, prioritizing all healthcare needs. We offer transportation and commuting support to make travel to and from work comfortable, while meal provisions promote healthy and balanced nutrition.

We extend support beyond the workplace by providing social benefits such as marriage, childbirth, education, and bereavement assistance. Additional support is offered during special periods, for example through grocery vouchers during Ramadan, reinforcing social benefits and demonstrating consistent care. We also provide education assistance, scholarship support, and performance-based incentive programs, including performance and sales bonuses.

This comprehensive benefits package ensures employees are supported both materially and morally, strengthening organizational commitment and fostering a sense of belonging.

Maternity/ Parental Leave	2021			2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number of employees taking maternity/parental leave	2	25	27	3	25	28	2	36	38	1	34	35
Number of employees returning to work after maternity/parental leave ends	1	25	26	3	25	28	2	36	38	1	34	35

Customer Satisfaction

As Tatmetal, we have developed mechanisms and processes to enhance customer satisfaction. To meet customer needs, we continuously improve our quality management system and optimize processes based on customer feedback.

We record customer complaints through the ERP system and evaluate them in relevant departments to conduct root-cause analysis. Action plans are prepared to prevent recurrence, and outcomes are shared with customers. In addition, we conduct customer satisfaction surveys regularly, using the results as a basis for improvement initiatives and corrective actions. These surveys assess complaint resolution and overall customer satisfaction, contributing to continuous improvement.

We are committed to delivering products that meet customer expectations on time and at competitive cost while monitoring key performance indicators such as delivery performance, ppm values, and return rates. Across all processes, our objective is to enhance customer satisfaction and achieve higher satisfaction levels.

“ To meet customer needs, we continuously improve our quality management system and optimize processes based on customer feedback. ”

”



Occupational Health and Safety

As Tatmetal, occupational health and safety is regarded not merely as a legal obligation but as a responsibility to safeguard the health and well-being of our employees. Tatmetal aims to establish a continuously improving OHS culture to create a safe and healthy working environment. In this context, the Occupational Health and Safety Policy is implemented to minimize risks, ensure safe working conditions, and align all processes with OHS standards. Education, implementation, and regulatory compliance are meticulously managed to advance OHS performance.

Employee safety is our priority. To enhance OHS awareness, we hold regular meetings that encourage active participation from employees. These meetings gather employee insights and suggestions to raise awareness on occupational health and safety matters. In addition, real-time notifications from employees are monitored through the OHS WhatsApp reporting line, and actions are taken accordingly. Fire and emergency drills are conducted to ensure preparedness for potential risks, while new measures are continuously developed to strengthen safe working environments.

OHS Statistics	2021	2022	2023	2024
Near Misses and Accidents with Property Damage	48	55	98	180
Total Number of Accidents	33	31	35	46
Number of Accidents with Lost Work Days (1 day or more)	28	25	25	38
Number of Fatal Accidents	-	1	-	-
Total Lost Work Days	1,455	8,555	319	604
Total Accident Rate (TAR)	27.30	28.43	29.59	34.49
Lost Work Day Frequency Rate (LWDFR)	23.16	22.93	20.29	26.24
Accident Severity Rate (ASR)	1.20	7.85	0.27	0.45

OHS education is highly prioritized. In 2024, we provided 11,068 hours of education to increase employees' safety awareness. These programs, covering general safety rules, technical information, health precautions, and workplace risk management, form a cornerstone of Tatmetal's safety culture. The objective is to create a workplace where blue-collar employees, guided by white-collar leadership, achieve high safety standards with growing awareness and participation, establishing a culture in which the team protects each other.

Since 2021, the analysis of OHS data shows an expected increase in near-miss and property damage incidents corresponding with heightened awareness (event reporting). Nevertheless, accident frequency and severity rates fluctuate over the years. Therefore, Tatmetal has initiated a cultural transformation program to review practices, foster a safer work environment, and create an OHS climate in which the team actively protects individuals and employees participate effectively.

“ As Tatmetal, occupational health and safety is regarded not merely as a legal obligation *but as a responsibility to safeguard the health and well-being of our employees.* ”



Our Social Responsibility Projects

At our company, the Bir İyilik Tat Community, driven by social responsibility and supported by volunteer employees, implements various projects. This community develops and executes initiatives across different fields to contribute to society.

As part of these projects, the library of a village school was renovated to enhance educational opportunities in rural areas, providing students with a better learning environment. To raise environmental awareness and expand green spaces, saplings were planted in school gardens. Additionally, laptops were donated to three village schools in collaboration with BİLSEM, offering students improved technological access.

Furthermore, to support health initiatives and social solidarity, participation in the Istanbul Marathon on behalf of LÖSEV raised awareness and contributed to supporting children with leukemia.

“ At our company, the **Bir İyilik Tat Community**, driven by social responsibility and supported by volunteer employees, implements various projects. ”



As Tatmetal, we continue to work with determination for a sustainable future, investing in the development of our employees while also prioritizing our social responsibilities.

The Bir İyilik Tat Community continues to create value for society, aiming to reach and benefit more people through the voluntary contributions of our employees.

Meanwhile, the Tatmetal Human Resources (HR) Department implemented strategic projects throughout 2023 to support employee development, strengthen internal corporate communication, and enhance productivity. The Mastery Compensation Program for Blue-Collar Employees awarded 10 employees with a Master Instructor Certificate, while 180 employees received their mastery certificates. Additionally, the Multi-Skilling Project, involving 314 blue-collar employees across 57 positions, represented a significant step toward optimizing work processes and increasing operational efficiency.

Furthermore, the Mobile Application Project enabled digital transformation in internal communication, accelerating announcements and information-sharing processes while making employee operations more accessible. This innovation, which facilitated work processes for blue-collar employees, simultaneously strengthened internal communication and enhanced the efficiency of operational workflows.



Our Future Objectives

- Increasing the annual education hours per person,
- Reducing employee turnover,
- Increasing employee loyalty,
- Clean workplace project for female employment,
- Developing digital HR applications.

GRI Content Index

GRI Standard	Disclosure	Explanation	Page
GRI 1: Foundation 2021			
GRI 2: General Disclosures	2-1 Organizational details	About the Report, About Tatmetal	3, 6-7
	2-2 Entities included in the organization's sustainability reporting	About the Report	3
	2-3 Reporting period, frequency and contact point	About the Report	3
	2-4 Restatements of information	No information has been compiled.	-
	2-5 External assurance	No external audit has been conducted within the scope of the report.	-
	2-6 Activities, value chain and other business relationships	About Tatmetal, Our Areas of Activity, Our Production Capacity, Our Values, Our Production Lines, Our Products and Services, Supply Chain	6-7, 9, 15-16, 17, 18-19, 20-25, 49
	2-7 Employees	Equality, Diversity, and Inclusion	65-68,
	2-8 Workers who are not employees	All employees reported by Tatmetal within the scope of reporting are its own personnel.	-
	2-9 Governance structure and composition	Sustainability Committee, Responsible Governance: Strong and Ethical Leadership	35, 42
	2-10 Nomination and selection of the highest governance body	Talent and Performance Management	69-70
	2-11 Chair of the highest governance body	Message from the Board of Directors Responsible Governance: Strong and Ethical Leadership	4-5 42
	2-12 Role of the highest governance body in overseeing the management of impacts	Risk Management	44
	2-13 Delegation of responsibility for managing impacts	Sustainability Committee	35
	2-14 Role of the highest governance body in sustainability reporting	Our Board of Directors Message	4-5
	2-15 Conflicts of interest	Ethics and Compliance	46-47
	2-16 Communication of critical concerns	Ethics and Compliance	46-47
	2-17 Collective knowledge of the highest governance body	Responsible Governance: Strong and Ethical Leadership	42
	2-18 Evaluation of the performance of the highest governance body	Talent and Performance Management	69-70
	2-19 Remuneration policies	Compensation and Benefits	73-74
	2-20 Process to determine remuneration	Compensation and Benefits	73-74

GRI Content Index

GRI Standard	Disclosure	Explanation	Page
GRI 1: Foundation 2021			
GRI 2: General Disclosures	2-21 Annual total compensation ratio	Restriction Not disclosed due to the institution's privacy policies.	-
	2-22 Statement on sustainable development strategy	Our Board of Directors Message, Our Sustainability Approach, Our Sustainability Priorities, Our Sustainability Goals	4-5, 33-34, 37-38, 39
	2-23 Policy commitments	Global Trends, Our Management Systems and Certifications	29-32, 43
	2-24 Embedding policy commitments	Global Trends, Our Management Systems and Certifications	29-32, 43
	2-25 Processes to remediate negative impacts	Risk Management	44
	2-26 Mechanisms for seeking advice and raising concerns	Our Ethical Business Approach	30
	2-27 Compliance with laws and regulations	Our Ethical Business Approach	30
	2-28 Corporate memberships	Our Corporate Memberships	45
	2-29 Stakeholder engagement	Stakeholder Engagement	36
	2-30 Rate of employees covered by collective bargaining agreements	Equality, Diversity, and Inclusion	65-67

GRI Content Index

GRI Standard	Disclosure	Explanation	Page
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Sustainability Priorities, Risk Management, Our Sustainability Approach, Our Sustainability Objectives	37-38, 44, 33-34, 39
	3-2 List of material topics	Our Sustainability Priorities, Risk Management, Our Sustainability Approach, Our Sustainability Objectives	37-38, 44, 33-34, 39
	3-3 Management of material topics	Our Sustainability Priorities, Risk Management, Our Sustainability Approach, Our Sustainability Objectives	37-38, 44, 33-34, 39

GRI Standard	Disclosure	Explanation	Page
Energy Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Energy and Emissions Management	37-38, 57-58
	103-1 Energy policies and commitments	Energy and Emissions Management	57-58
GRI 103: Energy 2025	103-2 Energy consumption and self-generation within the organization	Energy and Emissions Management	57-58

GRI Standard	Disclosure	Explanation	Page
Emission Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Energy and Emissions Management	37-38, 57-58
	305-1 Direct (Scope 1) GHG emissions	Energy and Emissions Management	57-58
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Energy and Emissions Management	57-58
	305-5 Reduction of GHG emissions	Energy and Emissions Management	57-58

GRI Content Index

GRI Standard	Disclosure	Explanation	Page
Waste Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Waste Management and Circular Economy	37-38 60
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste Management and Circular Economy	60
	306-2 Management of significant waste-related impacts	Waste Management and Circular Economy	60
	306-3 Waste generated	Waste Management and Circular Economy	60
	306-4 Waste diverted from disposal	Waste Management and Circular Economy	60

GRI Standard	Disclosure	Explanation	Page
Raw material Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities	37-38

GRI Standard	Disclosure	Explanation	Page
R&D and Innovation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Digital Transformation and Innovation	38, 50-52

GRI Standard	Disclosure	Explanation	Page
Contribution to the Local Economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Tatmetal in Numbers 2024, Global Trends	37-38 12 29-32
	201-1 Direct economic value generated and distributed	Tatmetal in Numbers 2024, Global Trends	12 29-32

GRI Content Index

GRI Standard	Disclosure	Explanation	Page
Sustainability in the Supply Chain			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Supply Chain	37-38 49
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Supply Chain	49 49

GRI Standard	Disclosure	Explanation	Page
Investing in New Technologies			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities	37-38

GRI Standard	Disclosure	Explanation	Page
Investing in New Technologies			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Digital Transformation and Innovation	37-38, 50-52

GRI Standard	Disclosure	Explanation	Page
Transparency/Ethics			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Ethics and Compliance	37-38 47
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Anti-Bribery Anti-Corruption and Anti-Bribery	48 48

GRI Content Index

GRI Standard	Disclosure	Explanation	Page
Community Contribution Activities			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Our Social Responsibility Projects	37-38 77-78

GRI Standard	Disclosure	Explanation	Page
Traceability			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Digital Transformation and Innovation	37-38 50-52

GRI Standard	Disclosure	Explanation	Page
Compatibility			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities	37-38

GRI Content Index

GRI Standard	Disclosure	Explanation	Page
OHS			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Occupational Health and Safety	37-38 76
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety	76
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety	76
	403-3 Occupational health services	Occupational Health and Safety	76
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety	76
	403-5 Worker training on occupational health and safety	Occupational Health and Safety	76
	403-6 Promotion of worker health	Occupational Health and Safety	76
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety	76
	403-9 Work-related injuries	Occupational Health and Safety	76
Inclusion/Diversity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Our Human Rights Approach, and Our Human Resources Policy, Equality, Diversity, and Inclusion	37-38 65 65-68
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Our Human Rights Approach, and Our Human Resources Policy, Equality, Diversity, and Inclusion	65, 65-68

GRI Content Index

GRI Standard	Disclosure	Explanation	Page
Talent Management Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities Talent and Performance Management, Employee Development and Education	37-38, 69-70 71
GRI 404: Training and Education	404-1 Average hours of training per year per employee	Talent and Performance Management, Employee Development and Education	69-70 71
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent and Performance Management, Employee Development and Education	69-70 71

GRI Standard	Disclosure	Explanation	Page
Employee Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities, Employee Engagement and Satisfaction	37-38 72

GRI Standard	Disclosure	Explanation	Page
Employee Rights			
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Sustainability Priorities	37-38



Report Details

GRI 1: Basic Principles 2021

Tatmetal has reported in accordance with GRI Standards for the period January 1, 2023 – December 31, 2024.

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Disclaimer

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