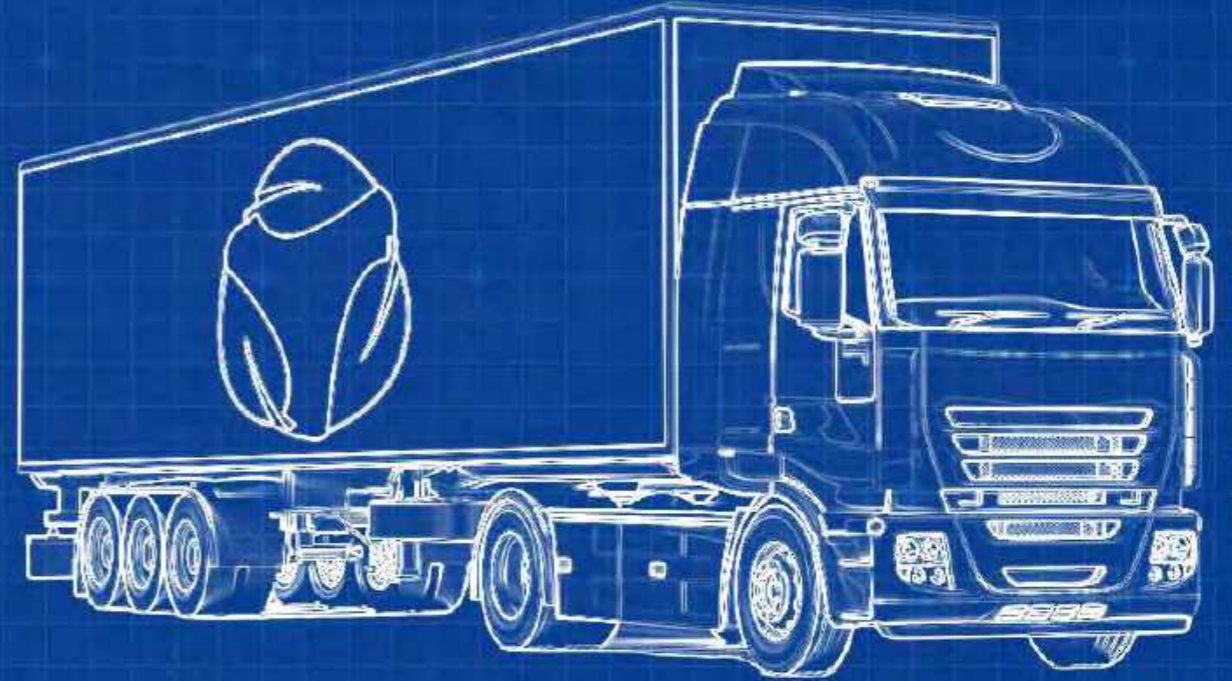
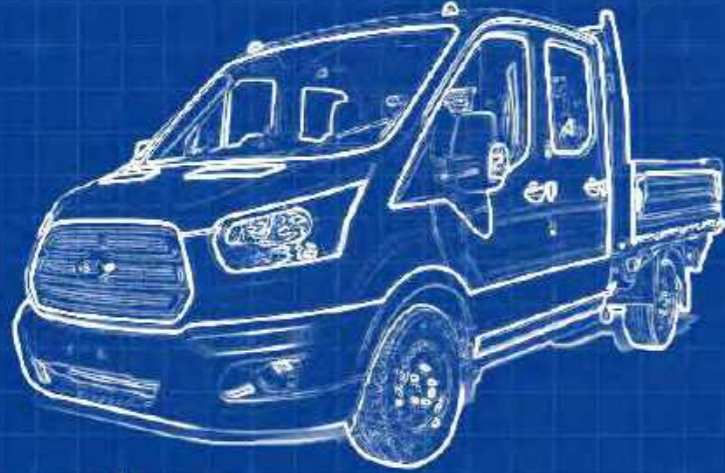




2021 SUSTAINABILITY REPORT



CONTENTS



About the Report	04
Message From the Chairman of the Board	05
Message From the Managing Director	06
Ditaş in 2021	07
Our Mission and Vision	08
About Us	09
History	11
Stakeholder Analysis	12
Materiality Analysis	13
Materiality Matrix	14



WE BRING INNOVATION

Global Leadership	23
Local Economy	25
Responsible Supply Chain	31
Business Ethics	32



WE ACT RESPONSIBLY AND TRANSPARENTLY

Energy and Emissions	44
Carbon Footprint	46
Water Management	48
Waste Management	49



WE APPROACH WITH PASSION

Sustainable Management	16
Risk And Opportunity Analysis	19
Activities of Ditaş for Our Future	21



WE APPRECIATE THE VALUE

Employee Welfare	35
Employee Development	37
Occupational Health and Safety	39
Customer-Staff Satisfaction	40



WE ACHIEVE TOGETHER

Social Responsibility Projects	51
--------------------------------	----

01

ABOUT THE REPORT



ABOUT THE REPORT

As the leading steering and suspension system parts manufacturer in Turkey's automotive supply industry, Ditaş is a partner of global transformation with its compact focus on sustainability.

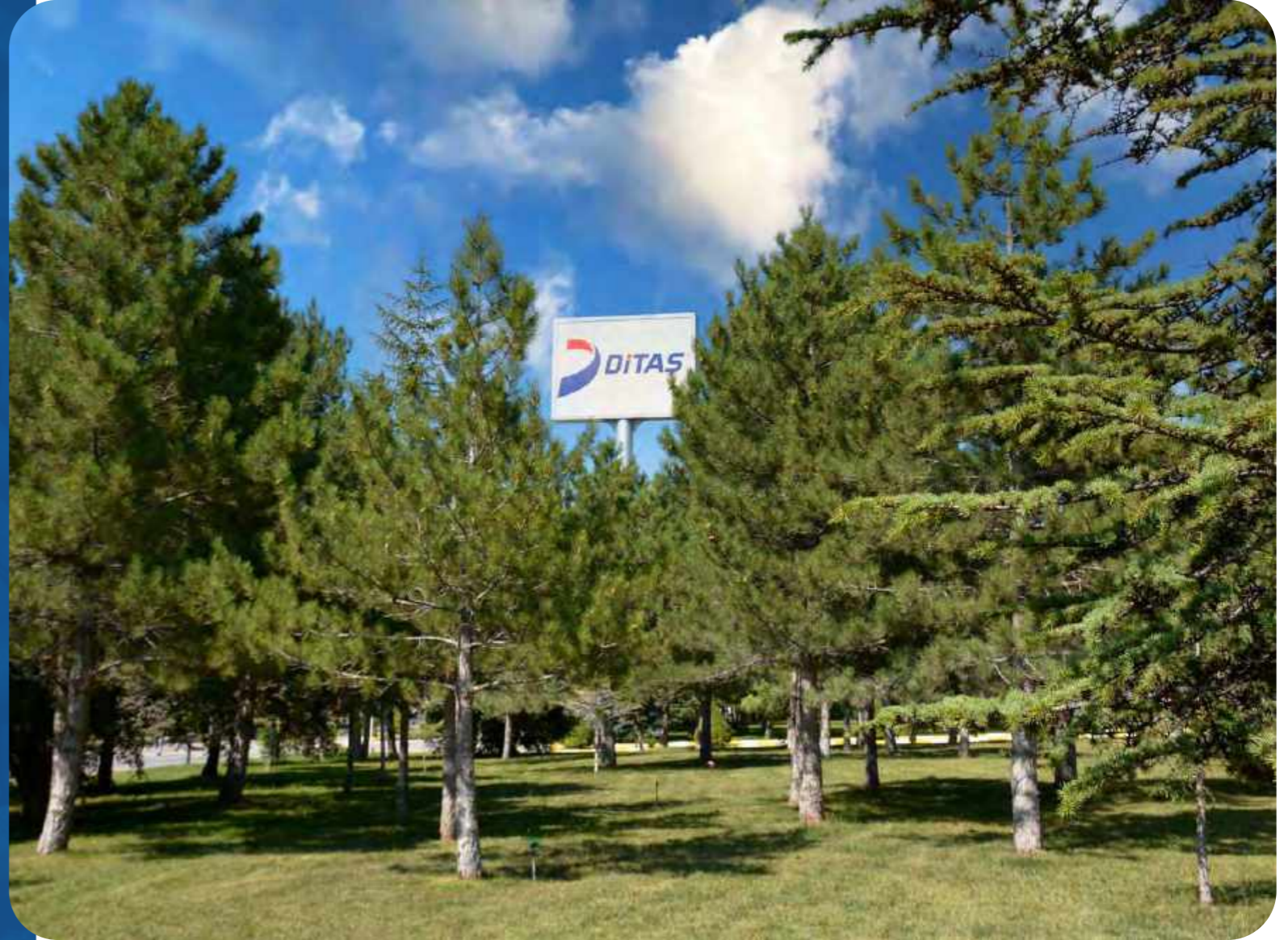
Founded in 1972 to produce infrastructural vehicle parts such as rod end, ball joint, track control arm, drag link, stabilizer link, torque rod, and v-torque rod, Ditaş Doğan Yedek Parça İmalat ve Teknik A.Ş referred to as Ditaş in the report, is in the top position as the most significant original equipment provider in Turkey. 68.9% of Ditaş is owned by Doğan Holding, while the remainder 31.1% is traded in Borsa İstanbul.

Including Turkey, Ditaş operates in 35 countries around the globe. The central office is situated in Niğde, with another office in İstanbul and recent affiliates (Profil Sanayi and 3S Kalıp) in Bursa present.

This report has been prepared in accordance with the GRI Standards: Core option; covering the period from January 1, 2021, to December 31, 2021. Ditaş plans to execute the GRI reports annually.

For more information about our company and our sustainability activities, you can contact us at surdurulebilirlik@ditas.com.tr.

We would be glad to hear your opinions and



MESSAGE FROM THE CHAIRMAN OF THE BOARD

Esteemed Stakeholders,

We are at a critical turning point for our planet and humanity. We are aware that every decision we make today is a crucial part of the human struggle for existence. Hence, with Doğan Group at the forefront, we are proceeding by centralizing sustainability in all activities for each of our companies. We develop projects by addressing sustainability not only from an environmental view but also from social and economic aspects.

We accumulated the work implemented by all companies within our group according to UN Sustainable Development Goals, under the roof we named '**Doğan Impact Plan**'. As one of the industrial companies of our group and manufacturing in automotive, spare parts, and defence industries with over **40 years of experience**, Ditaş is also advancing its activities with this approach in the scope of sustainability. Ditaş Sustainability Report, the first of which was prepared this year, serves as a manifestation document of this sentiment.

As it will also be evident in our report, we aim to reduce our footprint on the planet and create a positive impact with our value-oriented investments. We develop projects that serve the Sustainability Development Goals by drawing strength from our corporate values and roots under the '**Doğan Impact Plan**' entity. Ditaş focuses on putting these projects in the center, just as the other companies within our group.

As Turkey's largest rod manufacturer with personnel of **350 people and an annual production capacity of 7.8 million** as of current, Ditaş is a leading company that sets an example for the industry in terms of sustainability.

Ditaş is among the approved suppliers of the world's most influential automotive brands, thanks to its high standards regarding sustainability, which underlies our ever-increasing export figures.

As Doğan Group, in all activities, products and services of group companies within our structure, we fulfil our obligations in compliance with legal regulations in economic, environmental, and social fields.

According to local and international environmental policies, we attach great importance to water and waste management, biodiversity conservation, energy, and greenhouse gas management.

Our high quality and sustainable production cover **the rod demand of 80% for commercial vehicle manufacturers and 15% for passenger cars**. Our sustainability efforts, which we pioneer within the industry, become all the more significant with our market leadership in Turkey. We are proud to share the first sustainability report of Ditaş alongside the announcement that the reporting will be prepared annually going forward. Every step we take in this direction will contribute to our planet and our future. We are committed to continuing to grow with this perception and sentiment.

Kind regards,



Çağlar GÖĞÜŞ
Chairman Of the Board



MESSAGE FROM THE MANAGING DIRECTOR

Esteemed Stakeholders,

As we leave behind a year of economic, social, and environmental challenges, we have observed that companies that want to maintain their existence in the global business world need to review their business approach and transform their corporate strategies to adapt to changing dynamics.

In the World Economic Forum's 2021 Global Risks Report, climate change, limited natural resources, extreme weather events, and environmental problems are considered as main risks. Strategies that put circular economy and sustainability at the forefront are of great importance for corporate companies in the fight against these global risks the world is facing.

We closely track the changes in global trade dynamics brought about by risks centered on the climate crisis. **The European Green Deal**, announced by the European Union at the end of 2019, includes the steps to be taken by specific sectors in line with the EU's goal of becoming the first climate-neutral continent by 2050 and the sanctions to be imposed on companies that fail to meet their emission targets. The action plan calls for countries and companies exporting to the European Union to update their operating strategies for the goal of becoming a climate-neutral continent. In this regard, the transportation industry aims to be climate neutral by 2050, while the electric vehicle market is also expected to grow.

Founded in 1972 to produce infrastructural vehicle parts, today, our company is Turkey's largest **original equipment rod manufacturer**. We continue our efforts under the UN Sustainable Development Goals and our future goals, embracing the values that Doğan Holding has embraced since the day it was founded. In light of these developments, we strive for Ditaş to be a part of this global transformation with the belief that green transformation is the solution for a habitable world.

Ditaş aims to be a pioneer in the industry regarding green transformation as well as production by meticulously implementing environmental, energy, and quality policies in line with local and international standards. Accordingly, we are pleased to share our Sustainability Report for 2021, the first of the sustainability reporting we plan to publish annually with all our stakeholders.

As an industry-leading company that produces high-quality, innovative, and technological steering and suspension system parts for domestic and international automotive OEM and OES companies, we are working to reduce energy use and increase energy efficiency. In this context, in 2021, as an **"A" category supplier of Turkey's most extensive vehicle manufacturers**, we were entitled to receive the ISO 50001 Energy Management System Certificate in line with international standards. As the first company in this industry to hold this certificate, we continue our efforts in emission reduction, waste and water management, and biodiversity to minimize our environmental impact.

We prioritise the development of our employees, who constitute a crucial part of social sustainability. And we do so through motivation, coaching, **lean, and digital transformation** trainings, while we also evolve with them.

With the awareness that our OEM customers are an important stakeholder in sustainability issues, we work closely with them. In this respect, we are proud to share with you that we have been identified as an "A" category supplier as a result of an audit by a major OEM group in 2021. As Ditaş, we are pledged to continue our activities in the field of sustainability as a fundamental part of our business culture in the years to come. As the first indicator of our commitment, we aim to become **a Global Compact signatory in 2022**.

Kind regards,



Osman SEVER
Managing Director



DİTAŞ IN 2021



350
employees



252
new products
developed



10 R&D projects
completed



Operating
35
countries



233 M ₺
of turnover in
2021



Savings of
420,318 ₺
with two energy
efficiency projects



12.000 tons
of annual production capacity



The first company to receive energy
management system certification
ISO 50001
in its field



ISO 45001
Occupational Health and Safety
Management Systems certificate
was obtained.



R&D
Center



3 patent
applications



**Lean and digital
transformation**
practices



**Doğan
Holding**
Value Award
Implementation
of the Year



Niğde
**Patent
1st**
Prize



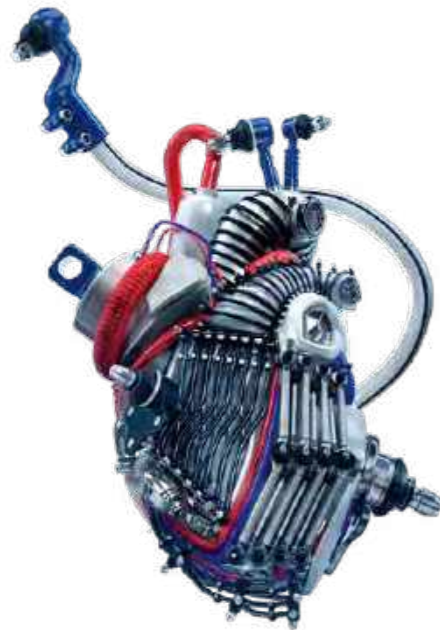
OUR MISSION

To create sustainable value for its stakeholders by offering quality, technological, innovative, and competitive products to the automotive industry.



OUR VISION

To be the leading global supplier to original equipment manufacturers (OEMs) and spare parts distributors with distinguished product and design solutions.



OUR VALUES

The corporate values of Ditaş, a part of Doğan Holding, that support the company's mission and vision, reflect the corporate culture, and guide business activities:



WE APPRECIATE THE VALUE

Our common values make us who we are, and we appreciate the value of our roots, what we have, our knowledge and efforts, our country and our people.



WE BRING INNOVATION

Our entrepreneurial spirit drives us to act at the right time and always look for the next big thing while keeping pace with change. We nurture creative ideas through curiosity and education and bring innovation to our business.



WE ACT RESPONSIBLY AND TRANSPARENTLY

We are committed to being honest and adhering to our code of ethics and laws under all circumstances. We work to ensure a sustainable life for future generations while acting with responsibility and transparency for society and our environment.



WE APPROACH WITH PASSION

We wake up every day at our very best, motivated to make our dreams come true, work to achieve our goals and become leaders, all while approaching our work with passion.



WE ACHIEVE TOGETHER

We achieve together by always looking for solutions, sharing knowledge and experience, trusting and supporting each other, appreciating and celebrating one another and embracing our differences.



ABOUT US

Ditaş conducts its activities intending to add value to the world and the future with the strength it derives from its roots and common values.

Adhering to the values on which it built its vision, Company adopts an innovative and pioneering approach that extends to the future and has been successfully progressing in the sector for more than 50 years, always aiming to provide higher advantages.

Founded in 1972 and became operational in 1978, Ditaş manufactures infrastructural vehicle parts such as rod end, ball joint, track control arm, drag link, stabilizer link, torque rod, and v-torque rod. With its experience in the production of steering and suspension system parts, the high-quality original products it provides to national and international vehicle manufacturers have critical importance in the automotive industry.

The company is also Turkey's largest original equipment rod manufacturer with an annual production capacity of 12,000 tons. In general, **90% of the production activities are for heavy vehicles and light commercial products, and 10% for passenger cars.**

Ditaş, majority owned by Doğan Şirketler Grubu Holding A.Ş., provides services to sectors such as automotive, **rail systems, agricultural industry, and aviation defense.** In this respect, it plays a critical role as a solution partner in the transportation industry.



Ditaş, which continues its production activities with nearly 350 employees in its Niğde factory, provides high-quality production with flexible production processes thanks to its prototype test facilities that simulate field conditions and a modern machinery park developed in order to meet customer demands on time.

Ditaş has an office in İstanbul and two affiliates in Bursa (Profil Sanayi and 3S Kalıp) in which it became a partner at the end of 2021.

In 1991, Ditaş went public making its first transaction in the same year, and its BIST trading code is DITAS. By 2021, **Ditaş's turnover reached 233 M TL.** The company provides services to main automotive manufacturers, Tier 1 manufacturers and their spare parts units as well as dealers and distributors in various countries that use steering and suspension parts in three different markets, namely **Turkey, EMEA (Europe Middle East Africa), and USA.**



ABOUT US

Ditaş has an R&D center with an area of **1,172 m²**. With its well-established infrastructure in the field of **R&D**, Ditaş continues its activities in accordance with its goal of developing innovative products and continues to work without slowing down in order to produce pioneering and sustainable values that extend into the future.

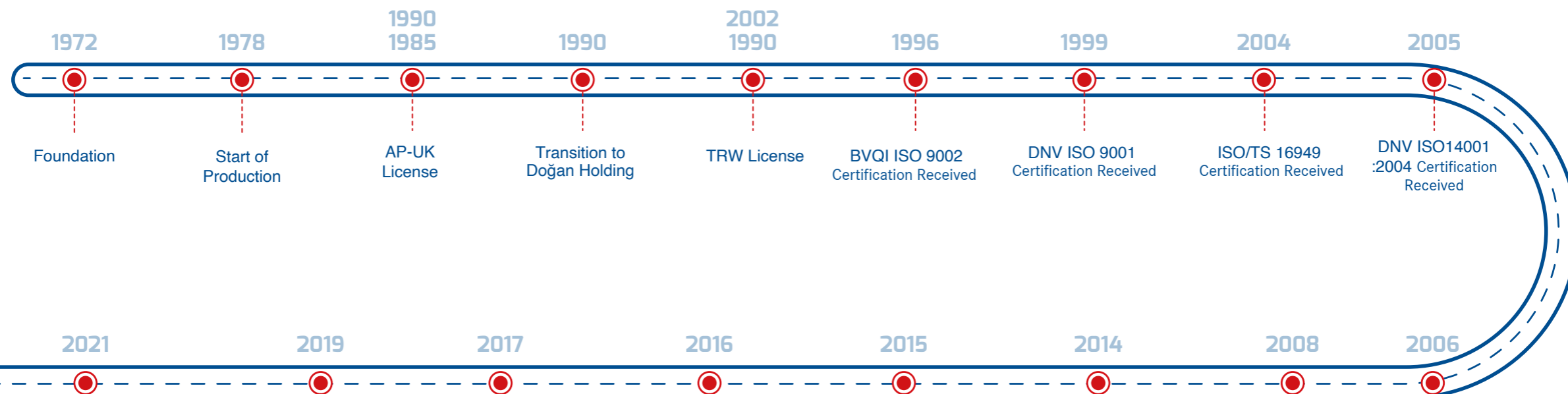
Our customer groups work with leading **OEMs**, **Tier-1 OES suppliers**, and **spare parts distributors** in both domestic and export markets.

*OEM: Original Equipment Manufacturer;

**OES: Original Equipment Supplier



HISTORY



1972

Foundation

1978

Start of Production

1990
1985

AP-UK License

1990

Transition to Doğan Holding

2002
1990

TRW License

1996

BVQI ISO 9002 Certification Received

1999

DNV ISO 9001 Certification Received

2004

ISO/TS 16949 Certification Received

2005

DNV ISO14001 :2004 Certification Received

2021

Obtaining ISO 50001 and ISO 45001 certificates

2019

Investments in Industrial Robots

2017

571st R&D center approved by the Turkish Ministry of Science, Industry, and Technology

2016

Investments in Heat Treatment Line and Axial Joint Machining Machine

2015

Transition to Turquality "Brand Support Program"

2014

Opening of Shanghai, Moscow, and New Jersey Offices

2008

SAP System Integration and 6 Sigma Studies

2006

FORD Q1 Certification Received

Initiating sustainability and digital transformation studies

Purchasing 70% of Profil Sanayi and Undertaking the Management of the Company as of December 2021.

Transition from ISO 14001:2004 to ISO 14001:2015

Introduction to the Aviation Industry

AWARDS 2021

- "Niğde Patent 1st prize" awarded by the Turkish Patent and Trademark Office
- Doğan Holding Value Award - Implementation of the Year

ACHIEVEMENTS 2021

- The first company to receive Energy Management System Certification (ISO 50001) in its field
- Ranked 382nd among the companies with the highest R&D expenditures in 2021, published by Turkish Time

MEMBERSHIPS

- TAYSAD (Association of Automotive Parts and Components Manufacturers)
- ÜİB (Uludag Exporters' Association)
- OSS (Turkish Automotive Aftermarket Association)
- MESS (Employers' Association of Metal Industries)
- DÖVSADER (Association of Turkish Forging Industry)
- TOBB (Union of Chambers and Commodity Exchanges of Turkey)
- Automotive Supply Industry Council



STAKEHOLDER ANALYSIS

Stakeholder Communication

Internal and external stakeholders, consisting of all persons and organizations within the sphere of influence of the company's activities, constitute an important basis for its sustainability efforts. In this light, as Ditaş, we are aware of the expectations of our stakeholders and support stakeholder participation in our sustainability efforts and aim to further develop these efforts.

As an original product supplier and a brand recognized for its success in the aftermarket, we include all our stakeholders in our value chain to offer the highest quality products in a sustainable manner.

At Ditaş, we aim to improve the satisfaction level of all our stakeholders with our products and services by regularly measuring the performance of our supply chain. Product quality, delivery performance, price, relationships, and information flow are of utmost priority as performance criteria when it comes to our suppliers. During the selection and evaluation of its stakeholders, who are a part of the value chain, stability of all relations in a sustainable manner is essential for Ditaş.

In this context, Ditaş acknowledges that all the feedback it receives from its stakeholders add value to the company while determining its priorities in the field of sustainability and continues its activities by recognizing the value of each stakeholder affected by its activities.

Key Stakeholder Groups and Communication Methods

Stakeholders	Expectations	Method of Communication	Frequency of Communication
Employees	Providing a suitable working environment in terms of environmental and human health.	E-mail Panels Open door meetings	Continuously
Senior Management/ Shareholder	Increasing shareholder value. Increasing brand awareness. Compliance with legal, contractual, and customer requirements. Ensuring compliance with Sustainable Environment requirements. Gaining financial gain by recycling non-hazardous wastes.	E-mail One-to-one interviews (telephone) Management meetings Investment meetings	Continuously as long as demanded
Customer	Having an Environmental Management System (EMS) certificate. Examination of the environmental dimension of new projects.	E-mail One-to-one interviews (telephone) Field visits	Continuously as long as demanded
Supplier	The company works in compliance with EMS and legal legislation and is in constant communication.	E-mail One-to-one interviews (telephone) Field visits	Continuously as long as demanded
Subcontractor	Compliance of the company with EMS and legal regulations. Providing a suitable working environment.	E-mail One-to-one interviews (telephone)	Continuously as long as demanded
State Institutions/ Regulatory Organisations	Compliance with state laws, bylaws, and regulations. Monitoring and minimising the use of natural resources. Safe use of chemicals. Implementation of EMS requirements.	E-mail One-to-one meetings (telephone) Written interview (petition)	Periodically



STAKEHOLDER ANALYSIS

Key Stakeholder Groups and Communication Methods

Stakeholders	Expectations	Method of Communication	Frequency of Communication
End User	Use of recyclable materials. Use of lightweight materials.	E-mail One-to-one interviews (telephone)	Periodically
Neighbour Organisations	Controlled waste discharge from the plant, (water, air, solid waste, dust and noise) Responding to emergency situations (fire, leakage, etc.).	E-mail One-to-one meetings (telephone) Written interview (petition)	Periodically
Society	Controlled waste discharge from the facility (water, air, solid waste, medical, etc.). Responding to emergency situations (fire, leakage, etc.). Compliance with emission requirements and not polluting the air. Avoidance of noise pollution. Efficient use of ground water.	E-mail One-to-one meetings (telephone) Written interview (petition)	Periodically

Materiality Analysis

As a first in its sustainability efforts, Ditaş implemented stakeholder engagement in accordance with the AA1000 Stakeholder Engagement Standard. As a result of the survey in which internal and external stakeholders participated, Ditaş identified the issues in the field of sustainability at Ditaş as low priority, medium priority, and high priority.

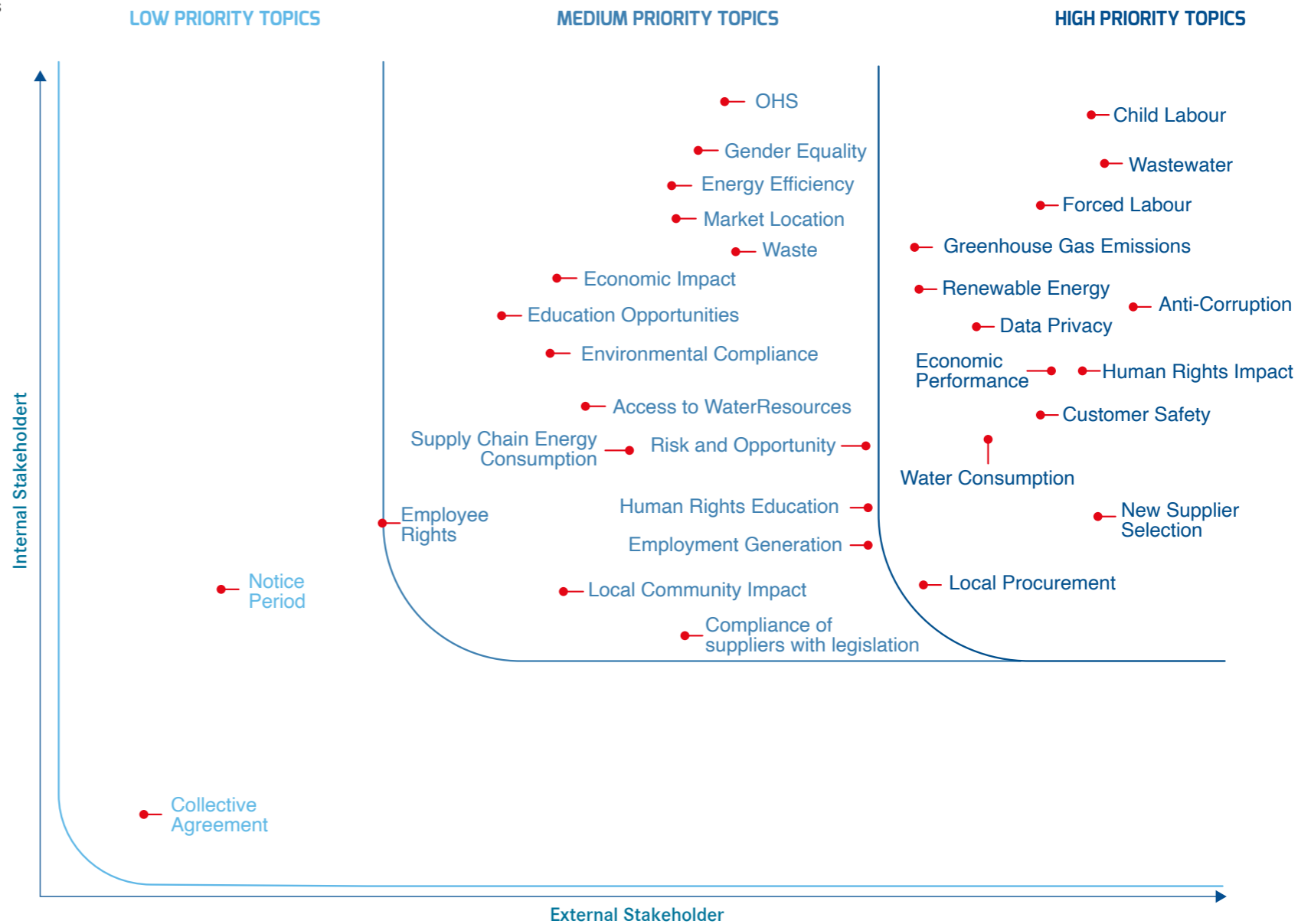


STAKEHOLDER ANALYSIS

Materiality Matrix

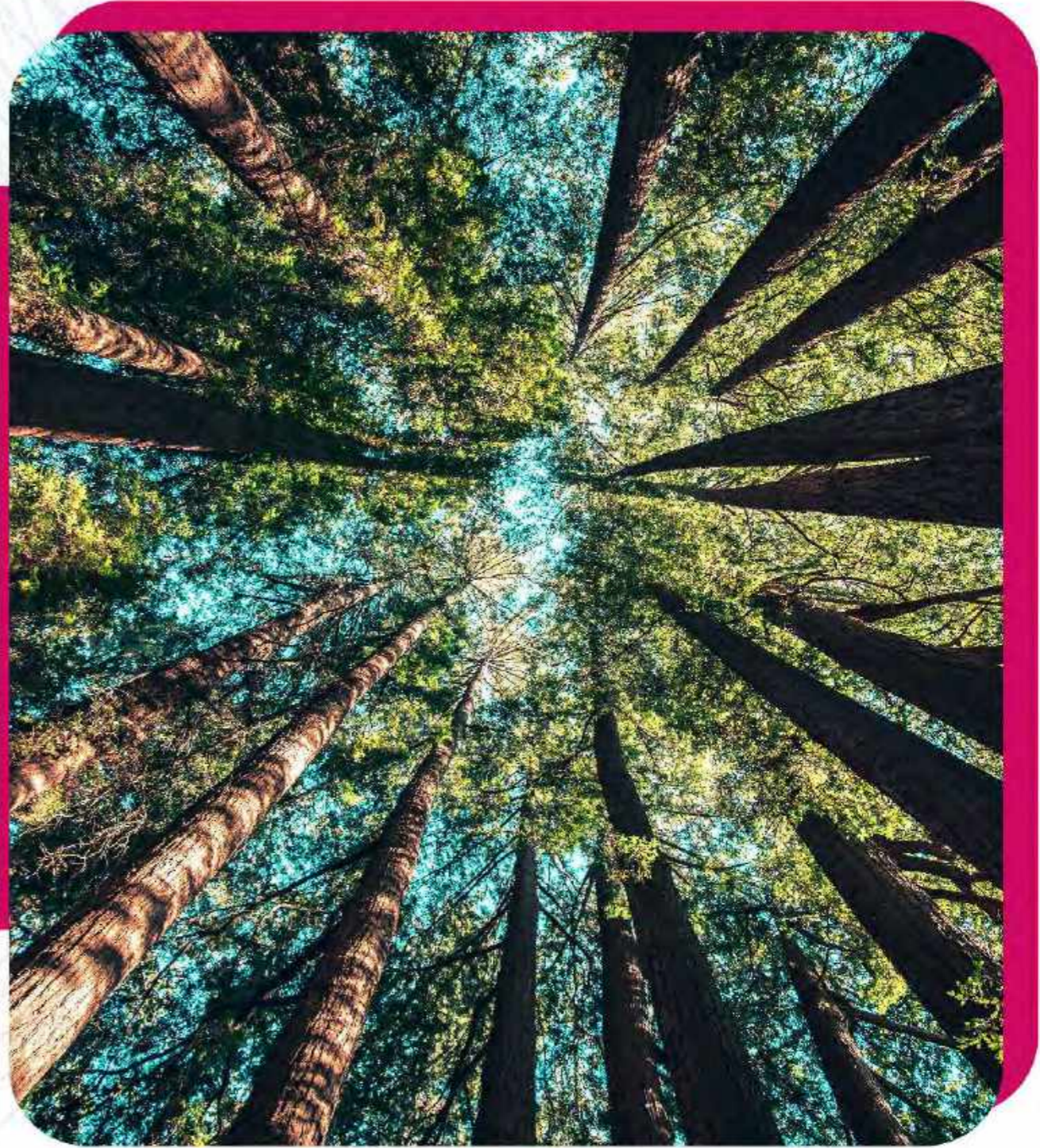
The high-priority topics identified by stakeholders overlap with the topics that Ditaş considers important in order to continue its operations in a sustainable manner. These topics include opposition to child labour and anti-corruption, as well as management of wastewater and reduction of greenhouse gas emissions.

Ditaş Materiality Analysis



02

WE APPROACH WITH PASSION



WE APPROACH WITH PASSION

Sustainable Management

Ditaş embraces its business with passion and proceeds its activities with the determination to achieve its goals. Business processes are designed with the enthusiasm of the first day, in the most efficient and qualified manner. It takes confident steps towards a better future by combining the passion that drives its work with sustainability goals.

The company is committed to providing better service by developing its activities in the automotive, rail systems, agricultural industry, aviation, and defense sectors within the framework of sustainability. Furthermore, it aims to create a safe and sustainable approach while producing steering and suspension system parts with its contributions to the transportation industry.

Ditaş, as it progresses towards this goal, addresses sustainability as a whole and aims to achieve success in social, environmental, and economic dimensions all at the same time.

Ditaş defines all its business processes with sustainability, which it evaluates comprehensively. For this purpose, a sustainability committee was established alongside specialized working groups under this committee to ensure that sustainability activities are conducted in detail.

The committee and working groups bring together different departments operating in social, environmental, and economic areas to improve communication and cooperation. Implementation of the decisions taken in the committee is carried out via working groups.



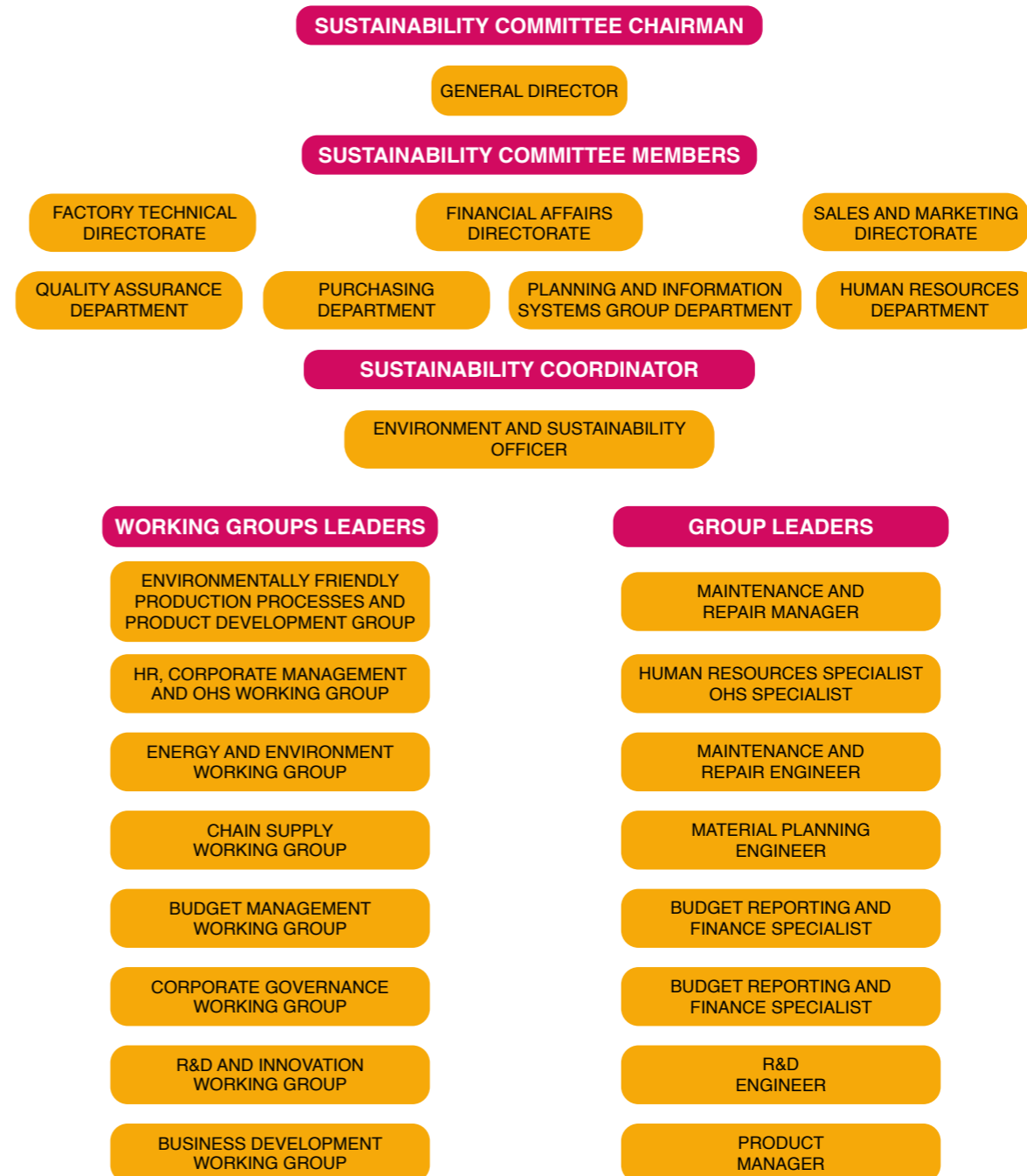
WE APPROACH WITH PASSION

Sustainable Management

The Sustainability Committee reports to the Board of Directors to determine the sustainability strategy in the areas of environmental, social and corporate governance. In addition, the Sustainability Committee aims to fulfil its responsibilities towards Doğan Holding and to execute, monitor and supervise its policies, targets and practices in the field of sustainability.

Committee meetings which are held on a regular quarterly basis, are organized with the participation of at least half of the committee members. Decisions at these meetings are made by a simple majority.

The Sustainability Committee is chaired by the General Director and coordinated by the Environment and Sustainability Officer. When the Committee Chairman, i.e., the General Manager, is unable to attend the meeting, the Coordinator, i.e., the Environment and Sustainability Officer, takes full responsibility for the meeting. The Environment and Sustainability Officer periodically reports to the General Manager on sustainability issues and targets of Ditaş in this regard. In addition, sustainability training is provided to increase common knowledge.



WE APPROACH WITH PASSION

Sustainable Management

The General Director, who serves as the chairman of the committee, is also an employee of the company and is appointed directly without being elected. In addition, committee members are appointed directly from among the members of the Executive Board. Finally, working group members are selected based on their performance and experience.

Within their scope of authority, The Sales and Marketing Department deals with information received from customers, the Purchasing Department deals with information received from suppliers, and Human Resources deals with information received from internal stakeholders. If the issue cannot be resolved by their departments, the Environment and Sustainability Officer is consulted.

The Sustainability Committee carries out continuous improvements, trainings, and awareness-raising activities in order to contribute to the development of sustainability efforts for Ditaş.



WE APPROACH WITH PASSION

Risk And Opportunity Analysis

The management approach of risks and opportunities shows how companies will respond to potential problems and developments. Ditaş establishes various procedures to make risks visible and to evaluate opportunities effectively. Regular monitoring and analysis of risks and opportunities are included in these procedures.

Ditaş has shaped its approach to risks and opportunities with the aim of minimizing uncertainties. Distinguished by its activities in the transportation industry, the company has developed an approach that places trust at its core. In this context, early identification of risks enables taking necessary measures and transforming these risks into opportunities.

The approach of Ditaş in the determination of risk levels and risk assessment is shown in a 5x5 matrix within the framework of Probability-Impact factors.

Within the scale of risk assessment, risks are determined by taking into account the severity of the impact they will cause and their probability of occurrence, and then categorized according to their significance. Risks with low impact and low probability of occurrence are classified as "insignificant", while risks with high impact and high probability of occurrence are classified as "intolerable".

RISK MATRIX

IMPACT	NEGLECTIBLE	MINOR	MODERATE	SIGNIFICANT	SEVERE
LIKELIHOOD	1	2	3	4	5
1 Very Unlikely	1 Unimportant	2 Low	3 Low	4 Low	4 Low
2 Unlikely	2 Low	4 Low	6 Low	8 Med	10 Med
3 Possible	3 Low	6 Low	9 Med	12 Med	15 High
4 Likely	4 Low	8 Med	12 Med	16 High	20 High
5 Very Likely	5 Low	10 Med	15 High	20 High	25 Intolerable



WE APPROACH WITH PASSION

Risk And Opportunity Analysis

Ditaş carefully classifies potential risks according to the significance it attaches to risk management to look to the future with confidence.

Following the identification of risks and opportunities, necessary actions are taken and tracked in action lists.

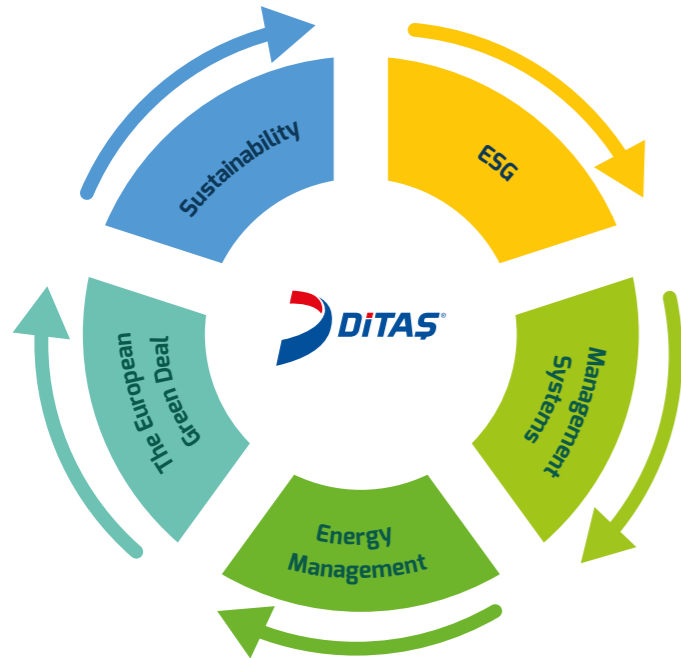


Risk Type	Tolerable	Medium	Serious	Intolerable
Environmental Risks	Manual lubrication areas	Failure to make heat treatment workshop environment measurements Risk of fire as a result of inappropriate ventilation, humidity and temperature parameters in the chemical storage area Environmental pollution that may occur as a result of suppliers not complying with raw material transport rules Risk of fire in the packaging department	Use of prohibited materials Discharging wastewater without treatment Generation of environmentally harmful wastes and gases during production Waste area does not comply with legal requirements	Failure to regular storage and disposal of infirmary waste Failure to obtain environmental impact assessment from the provincial directorate for new equipment to be added to the plan
Economical Risks	Failure to comply with the minimum order quantity Disruption of production due to inability to supply raw materials Product demand in short deadlines	Loss of turnover due to low price competition Copying of engineering data Inconsistency in raw material costs due to high exchange rates Incorrect product design	Disruption in raw material supply due to COVID-19 Failure to meet new product demands Failure to respond quickly to customer price requests Product catalogue is not up to date	Decrease in sales as a result of disruption in orders due to COVID-19
Social Risks	Environmental awareness and awareness trainings are not repeated once a year	Loss of prestige as a result of loss of R&D certificate Non-objective evaluation of supplier relations	Non-compliance with legal requirements	Production fires causing damage to employees and the environment



WE APPROACH WITH PASSION

Activities of Ditaş for Our Future



ESG studies were accelerated within the scope of OEM Expectations and our group targets.

91 points were received from Scania's ESG assessment.

Sustainability training series for employees and suppliers were initiated.

- ISO 50001 Energy Management System Certificate
- ISO 45001 Occupational Health and Safety Management System Certificate
- Zero Waste Certificate
- ISO 27001 Information Security Certificate studies are ongoing.

Energy study was prepared. It is planned to save **123 TOE per year** (7.7% of Ditaş's TOE), reduce carbon footprint **by 794 ton/year** (11.8% of Ditaş's carbon footprint) and reduce costs by **€53,000/year**. 88% of energy saving projects have been completed.

Ditaş carbon footprint for Scope 1 and Scope 2 emissions was calculated.

Sustainability Committee consisting of 7 working groups was established.

Works for the **2021 Sustainability Report** have been initiated, and it is aimed to be completed **in September 2022**.

UN Global Compact membership

GOAL

- 1** **Carbon footprint** according to 2021 to reduce by **%40 by 2025** to reduce by **%80 by 2030**
- 2** Increasing the **recycling rate of steel**, the main input material of production **to %75 by 2030**
- 3** Reduce the amount of waste per ton of raw materials **by 20% by 2030**
- 4** The number of **female employees** by 2030;
 - Increase to **30%** across the board
 - To increase the White Collar rate to **35%**
 - Increasing the Blue Collar rate from **0% to 20%**
- 5** To achieve **20% water saving** by 2030
- 6** Keeping above the sectoral/regional average the employee loyalty specific to the group company



03

WE BRING INNOVATION



WE BRING INNOVATION

Global Leadership

The increase in production with the Industrial Revolution and the growing interactions in the international arena with the impact of technological developments have led to globalization. The impact of globalization has also affected the business world. Commercial activities in all fields, especially in the automotive sector, have transformed into an integrated structure. In this perspective, developments in production processes in the wake of technological advances have increased the significance of competition and global leadership.

The automotive industry is one of the sectors greatly affected by globalization. In the global arena of commercial activities, the importance of accessing new markets is increasing day by day. Steering and suspension manufacturers in the automotive supply industry, account for a large share of the global market. Ditaş, offers products with the most sought-after features such as safety, comfort, quality, consumption, and driving pleasure while appealing to the global market.

With its quality products, integrated facilities, and accumulated experience, Ditaş has maintained its leadership in the Turkish market for many years among the world's largest original equipment (OE) rod manufacturers. Ditaş stands out in the global arena with **its activities in the original product supply and the aftermarket**, taking firm steps towards becoming a well-known brand in the world market with its innovations.



Ditaş holds the international automotive quality management certificate **IATF 16949:2016**. Framing specific technical requirements for the automotive industry around the globe, this quality management standard combines European and American standards and presents them on a global scale. IATF 16949:2016, providing a basis for meeting the specific requirements of the automotive industry is essential for achieving best practices when designing, developing, manufacturing, installing, or maintaining automotive products. In this regard, it supports the minimization of errors through continuous improvement and ensures that customer needs are met effectively and efficiently around the globe.

Ditaş follows the IATF 16949:2016 standard to ensure that the processes peculiar to the automotive sector are more efficient and that the processes that follow each other are examined and improved. Thus, Ditaş is achieving safer and more efficient operations while acting with the goal of quality and sustainable production. In the automotive supplier industry, which is just as important as general production, quality manufacturing constitutes the fundamental cornerstone of global prominence.



WE BRING INNOVATION

Global Leadership

In keeping with its quality management outlook, Ditaş holds the globally respected **FORD Q1 Quality Certificate** from FORD, one of the most prestigious players in the automotive industry. With this certificate, given by FORD to the best suppliers in the world, Ditaş certifies that it is an “A” category supplier of Turkey’s largest vehicle manufacturers. The

FORD Q1 system contributes to the achievement of the 12th Sustainable Development Goal, **Responsible Consumption and Production**, with high standards of quality and production discipline that ensure the success and continuous development of the manufacturer.

With the quality products and services, it provides, Ditaş is a globally sought-after supplier for **35 countries and 5 continents** it operates. The company, which also produces high-quality original products with an overseas focus, remains a reliable company in the global arena with its advanced market research and new machinery park investments, and contributes to the achievement of the 8th Sustainable Development Goal, **Decent Work and Economic Growth**.



WE BRING INNOVATION

Local Economy

The automotive industry occupies an important place in national economies as a sector that creates additional value, provides employment, and interacts with many industries. Turkey which has an advanced automotive industry, stands out with foreign capital and export-oriented strategic investments. Given the contribution of exportation and production-based development to the local economy, increased international competitiveness as a result of quality products also significantly support local producers.

With a turnover of

233 M ₺ in **2021**

Ditaş continues its production activities with a profit of

28.635.507,30 ₺

in the same year while adopting an approach that focuses on its contribution to the local economy.

As Ditaş, we carry out activities with main industry companies who are strong players of their sectors, and spare part distributors serving on a global scale. Not limiting ourselves to automotive industry, we strive to be the main player in transportation industry with these activities. Regarding this strategy, the company plays a critical role as a solution partner, providing services to four main industry groups: automotive, rail systems, agriculture, and aviation-defence.



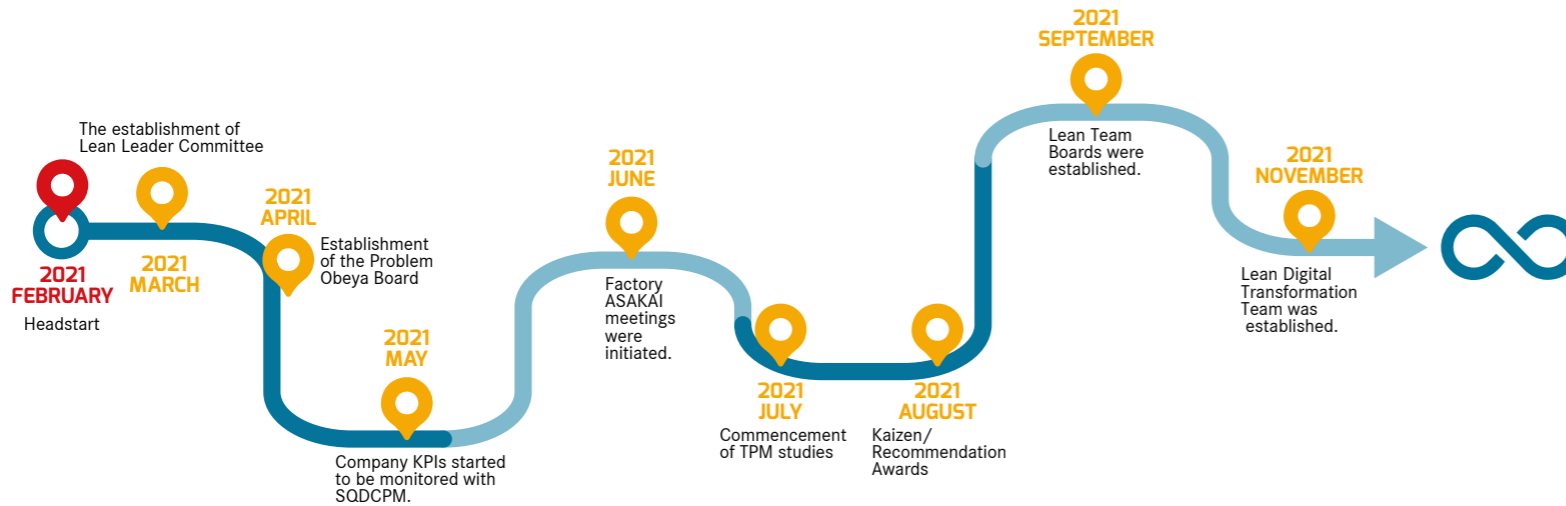
Among the requirements of global competition is the ability to manufacture with the best quality at the lowest cost. In addition, it is necessary to set specific production targets that are customer-oriented in order to respond to differentiated customer expectations most accurately and to use resources most efficiently. Ditaş integrates all its activities with the mission of adding innovation, alongside the purpose of creating value and implementing the finest production.

In this respect, as of **February 2021**, the company has initiated **Lean Transformation** practices to make all its business processes lean and to improve its activities that create added value.



WE BRING INNOVATION

OUR LEAN TRANSFORMATION ROAD MAP



What Is Lean Transformation?

Lean production is a management philosophy that fights wastage in business operations to create more value for stakeholders, customers, and employees, thereby enabling sustainable growth.

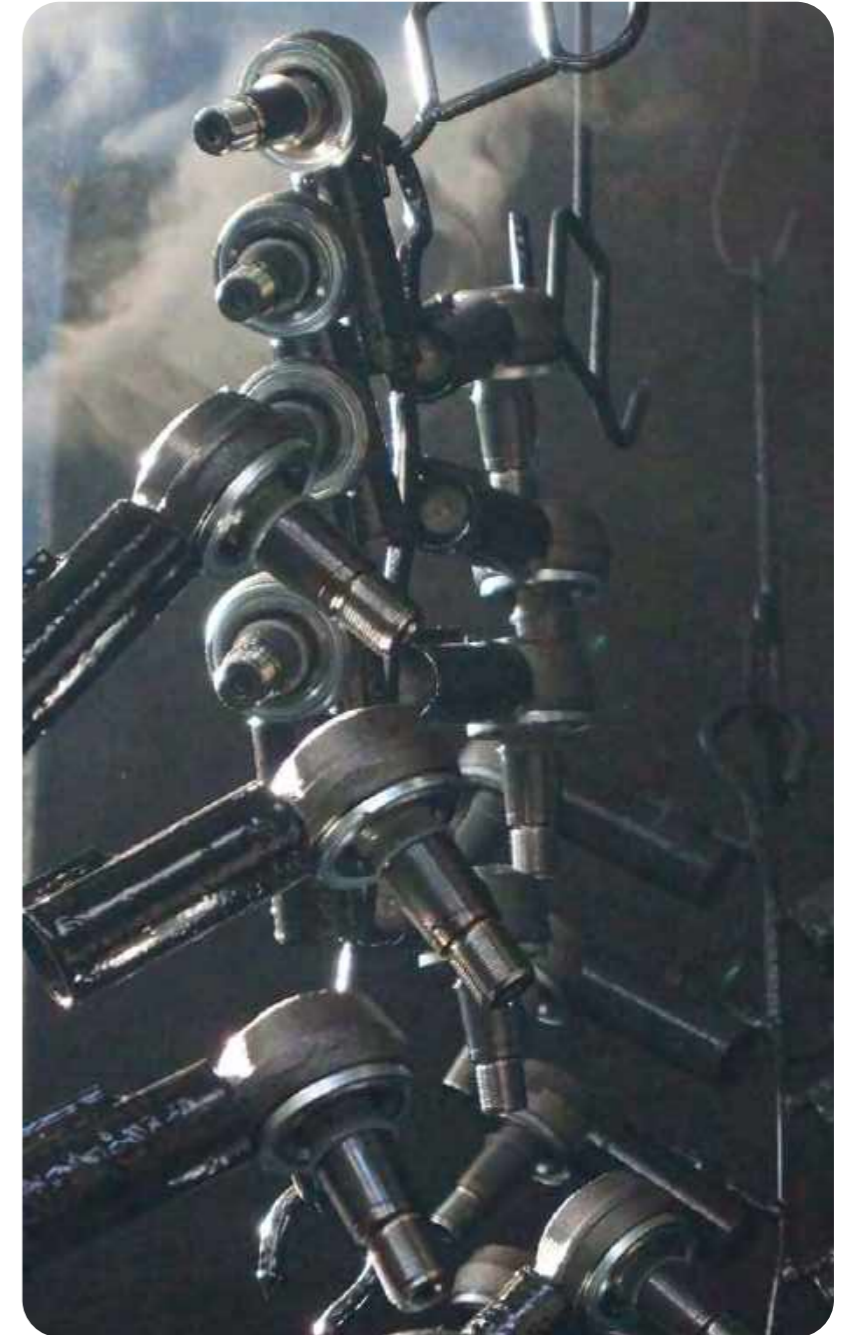
The main focus is on increasing production efficiency by preventing waste and speeding up the flow, namely the time between the placement of the order until the payment is processed.

It aims to redirect resources to value-added activities, to prevent waste and errors, to ensure quality from the very beginning, and to continuously improve our efforts.

Lean Transformation is a journey to make lean production an outlook for all employees, to create a leaner organizational structure, to generate employees who can distinguish between value and waste, and who can think with a perspective of continuous improvement.

With **more than 40 years of experience**, Ditaş keeps creating value and innovating for its stakeholders. Meanwhile, the production is continuously bettered, and strategies are implemented meet its targets.

In 2021, Lean Transformation processes were initiated and the developments in our **“Lean Transformation Roadmap”** were experienced in the same year.



WE BRING INNOVATION

What Is Digital Transformation?

Digital transformation is the transfer of business processes and knowledge to the digital (electronic) world with the intensive use of information technologies, thus allowing to save money and time.

Automated Data Acquisition

In 2021, Ditaş began transitioning to collecting data automatically. In this regard, data collection from 130 benches was planned. In June 2022, the project is scheduled to be completed.

Within the scope of the project, data from the benches will be collected automatically. The MES system, which will work integrated with ERP, will be the driving force in the digitalisation of the facility. It will be commissioned in 2022, meanwhile, the machines will be available to be monitored instantly with the MMS system. In the following periods, studies such as artificial intelligence and machine learning will follow.

Robot Integrations

In 2021, 4 robots were integrated. In 2022, 5 robots are scheduled to be integrated.

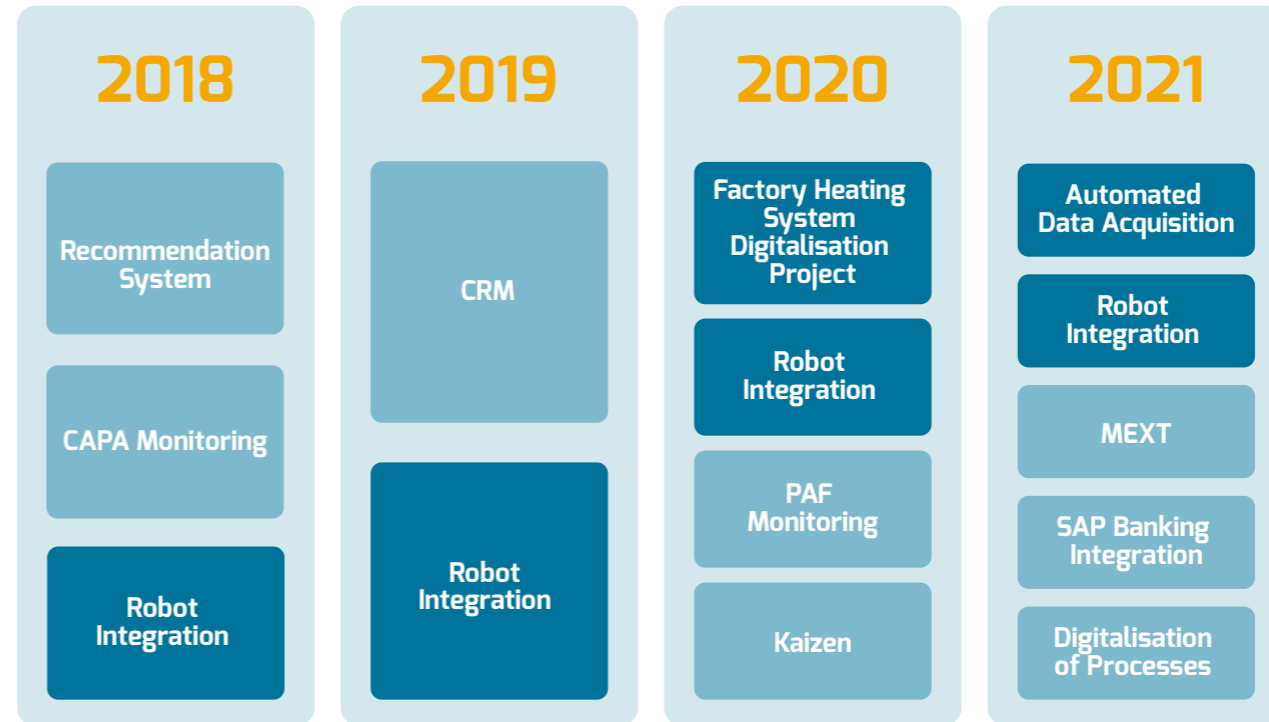
SAP Software

Projects that will ensure that manual work and reports are monitored for the SAP system are planned for each year and implemented according to the 5-year plan. Owing to these projects, many digitalisation and Robotic Process Automation (RPA) projects are implemented every year.

Paperwork

In 2022, the documents are planned to be tracked in digital environment. Through this method it is intended to both secure the information and get rid of paper waste. In 2021, the software to be used was determined by consulting the companies.

DIGITALISATION ROAD MAP



1

In line with the digital transformation efforts initiated in 2017, the Digital Transformation Supreme Board was first established, and following to that a digitalisation strategy was established.

2

A Digital Transformation Team was established, including all departments.

3

Analyses are carried out according to the maturity levels of the established unit processes.

4

Preparations for digitalisation road map have been initiated.

5

In 2021, Ditaş succeeded in becoming a company that can automatically collect data, strengthen robot integration, and make its processes faster and more digital with SAP Bank integration. This was realised by adding the recommendation system that support digital development in the following stages along with the robot integration, CRM and Kaizen processes.



WE BRING INNOVATION

R&D Center

Ditaş keeps improving its competence day by day with the studies carried out since it received the R&D Centre certificate in the automotive sector. As of 2021, the R&D organisation employs



a total of
40
personnel

Within the R&D Centre:

9 Mechanical Engineers

3 Metallurgical and Materials Engineers

3 Industrial Engineers

2 Mechatronics Electronics Engineers

2 Automotive Engineer

2 Environmental Engineer

The company employs **21 engineers** in total and **8 graduate students** within the R&D centre.



Product development studies in the R&D centre are carried out in two methods: In the first study, a pre-feasibility study is performed according to the samples and requests received from the customer, and details such as assembly materials are examined in the production of the product. Where appropriate, customer approval is obtained prior to 2D data and 3D data production to minimise possible errors and to ensure error-free production. Design work is carried out by using resources effectively and adhering to safety criteria.

After approval, the first prototype product to be produced is under the control of R&D from raw material acquisition to shipment and is manufactured and delivered within this framework. After the initiation of mass production, the R&D team begins to work on new products. Ditaş completed 2021 with **10 R&D projects**. With the successfully finalised projects, Ditaş, contributes to the new product range and establishes the foundations of new and innovative projects with the turnover obtained from these products.

Projects with incentives from the Ministry of Industry and Technology and the Ministry of Commerce as well as TÜBİTAK projects are proactively pursued by the R&D centre. The Ministry of Industry and Technology has completed the main application of the R&D project “**Development of Electronic (Smart) Ball Joint with Sensors and IoT in Automotive Steering and Suspension Systems**”, which started its activities in line with the HAMLE Digital Transformation Call.



WE BRING INNOVATION

R&D Center

In addition, entries of the TÜBİTAK 1511 project have also been made and this is the first HAMLE project of Ditaş. Within the scope of 1505 TÜBİTAK University-Industry Cooperation, the Composite Fibre Reinforced Composite Torque Rod Development Project has been approved by TÜBİTAK and has been in progress. Another ongoing project is the TEYDEP project for the TÜBİTAK Aviation Industry, which has completed the 2020/1, 2020/2, 2021/1, and 2021/2 periods.

The second part of the product development activities involves the feasibility study of products that are not available in the product range but have sales opportunities by the sales unit in order to ensure market competition.

The main criteria for new products in the product range are safety and cost. In addition to the KAIZEN procedure, Poka-Yoke controls are also applied to quality and production processes. Thanks to these controls, error-free production is ensured with sensors, robotic or mechanical warnings in the processes, moreover Poka-Yoke are monitored on a weekly basis.

Following the Lean Transformation studies and KAIZEN trainings, continuous growth (KAIZEN) activities contributed to advancements in many categories such as quality, cost, productivity, ergonomics, occupational health, and safety. Furthermore, in accordance with all these developments, a total saving of 683,429 TL was achieved over the years.



In 2021, a total of 252 new products were developed and contributed to the product range. In addition, Ditaş R&D centre has made 3 patent applications in 2021 and has set an example with pioneering activities in the national and international arena, with the research and publications carried out within this field.

In 2021, the company published 6 papers, 5 abstracts and 3 articles. Thus, it contributes to the achievement of the 9th Sustainable Development Goal of Industry, **Innovation and Infrastructure**.



WE BRING INNOVATION

R&D Center



In recognition of its pioneering activities and innovations, Doğan Holding presented Ditaş with the **“Implementation of the Year Award”**. Along with this, the company was deemed worthy of the **“Niğde Province Patent Application Winner”** award given by the Turkish Patent and Trademark Office regarding the patent applications made between 2017-2021.

Employees have a crucial role in Ditaş's contribution to the local economy. Except for Sales & Business Development and Finance Management, 340 of its 350 employees work in the Niğde location and contribute to the local economy through the regions where its activities are carried out. Its employees, with whom it creates value, are remunerated at or above the wage determined by the state.

Ditaş generates significant income both globally and locally and acts with a high sense of responsibility in taxation, which is an output of its economic gains. While the tax planning is realised on a quarterly basis, all tax legislation in force (Corporate Tax, KDV: Value Added Tax, VUK: Tax Procedure Law, Income Tax Law) is followed. The company has full attestation agreements (certification of annual income and corporate tax returns and accompanying financial charts and notifications) according to tax control processes.

The trial balance prepared in accordance with the Tax Procedure Law at the end of each month within Ditaş is controlled by the Director of Financial Affairs and the financial controller. If necessary, corrections are made without filing a declaration. As a publicly traded company, all activities are carried out in accordance with CMB rules and quarterly notifications are published on the Public Disclosure Platform regularly. Additionally, the consolidated independent audit is carried out by PwC. In agreement with the 2021 Corporate Tax Declaration, a total discount of 4,945,440 TL was utilised from the R&D incentive.

Ditaş realises its investments, which are at the basis of the innovations it adds, regarding to the requirements of the investment incentive certificate. While continuing its production activities, within investment incentives evaluation, investment activities in Niğde province in the 5th Region and investment activities added to this document are carried out in a tax-exempt manner.



WE BRING INNOVATION

Responsible Supply Chain

Ditaş is aware of its suppliers' significance while evaluating its achievements. Recognising the entire supply chain as a part of its corporate development, Ditaş conducts its relations with its suppliers transparently and ethically. In this context, supplier relations; evaluated through the Supplier Assessment, Evaluation and Development Procedure, are built on the principles of quality, competitive environment, in compliance with international standards, sustainability and honesty.

Regarding the performance assessment, the domestic and international suppliers that make regular deliveries to DITAŞ are included. **"Quality"** and **"delivery"** performance data are organised, monitored and reported to the relevant quality meetings on a monthly basis. Moreover, the performances of all suppliers are evaluated annually on a quarterly basis under three categories, namely Product Quality Performance, Delivery Performance and Price, Relationships and Information Flow, by the Purchasing and Supply Industry Evaluation Group under the coordination of the Entry Quality Control Unit of the Quality Assurance Department. At the end of each period, suppliers are asked to take the necessary measures according to the assessment results notified to the suppliers. Every month, suppliers are informed about their ppm (parts per million) status. In addition, Ditaş's ppm targets are communicated to suppliers annually.

Ditaş has been applying sustainability surveys to its suppliers since the beginning of 2021.

While determining the performance grades of the suppliers, the scores given to the assessments of the relevant indicators are used.

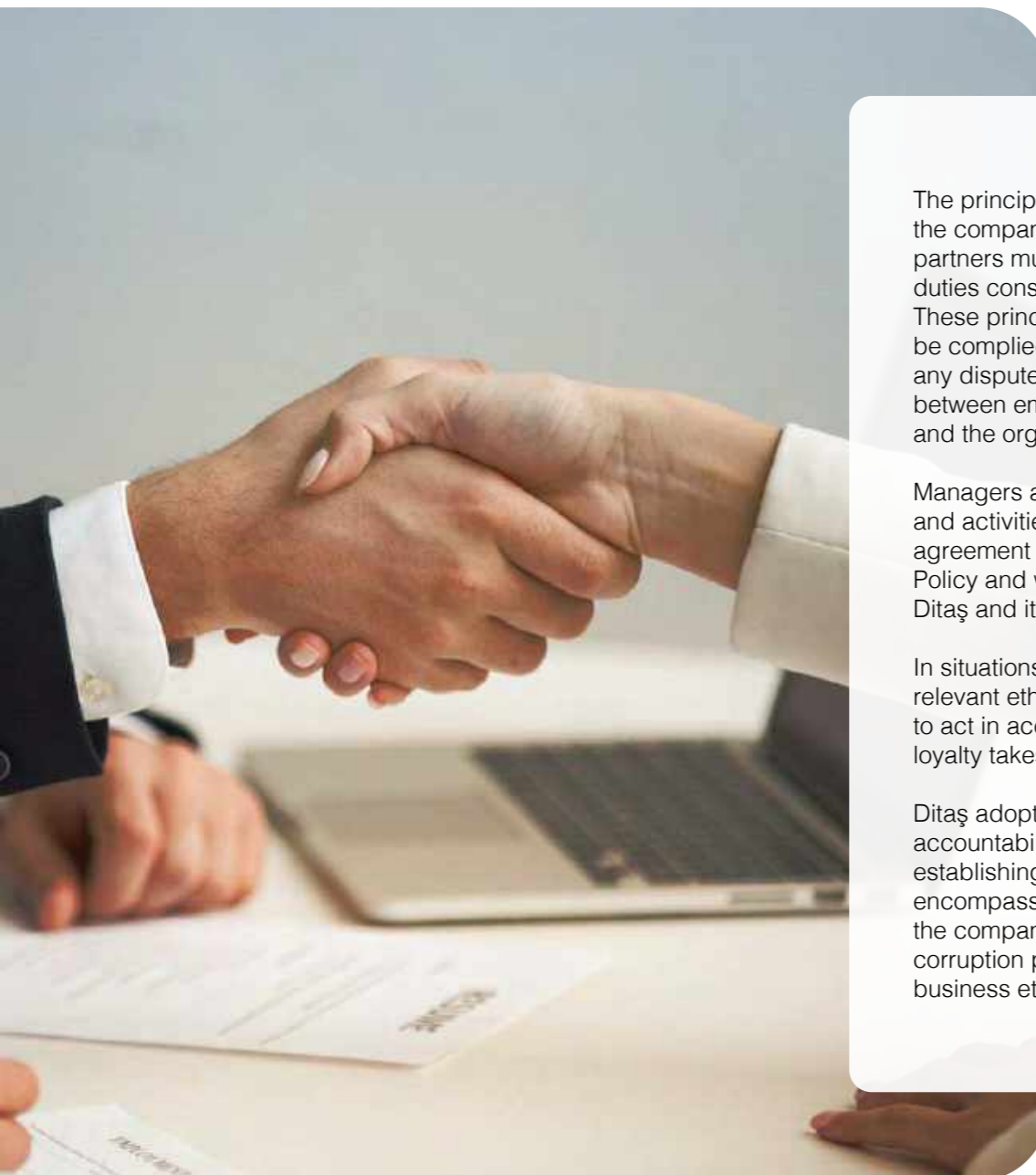
There are 46 active and regular supplier companies of Ditaş. While **38 of these companies are suppliers within Turkey, 8 of them are non-local.**

Starting from 2022, Ditaş **plans to organise a supplier day** where the company will be able to meet with its suppliers and share all issues and questions transparently.



WE BRING INNOVATION

Business Ethics



The principles regarding the working order that the company's employees, suppliers and business partners must comply with while fulfilling their duties constitute the business ethics of Ditaş. These principles outline the basic rules that must be complied with. Thanks to the code of ethics, any disputes and conflicts of interest that may arise between employees, business partners, customers and the organisation are prevented.

Managers and employees conduct all their relations and activities by adopting the basic principles in agreement with the Ethical Principles and Behaviour Policy and with the aim of keeping the reputation of Ditaş and its shareholders at the highest level.

In situations and conditions not addressed by the relevant ethical rules for its employees, the necessity to act in accordance with the principles of care and loyalty takes precedence.

Ditaş adopts the principles of transparency and accountability, recognising the importance of establishing a culture of business ethics that encompasses all stakeholders in order to strengthen the company's reputation. Its anti-bribery and anti-corruption policy is an indication of its sensitivity to business ethics.

This policy covers the members of the Board of Directors, managers and employees of Ditaş, its subsidiaries and affiliates, employees of subsidiaries and affiliates and finally external consultancy firms. The company stands against bribery and corruption and does not tolerate any such activities. In this regard, offering, implying, receiving or giving bribes is absolutely not accepted. As Ditaş, we are committed to continue our policies and activities in this direction in accordance with fair, transparent, honest, legal and ethical rules.

Ditaş expects to act in accordance with the corruption and bribery policy in merger, acquisition and joint venture processes and expects the target or collaborating companies in these processes to act in the same compliance. The company organises trainings for all its employees with the goal of raising awareness on bribery and corruption. The Anti-Bribery and Anti-Corruption Policy is constantly and easily accessible on the corporate website and shared with all stakeholders.



WE BRING INNOVATION

Business Ethics

As an important part of Ditaş's business ethics, the procedures to be carried out regarding the evaluation and finalization of the complaints and applications of employees and stakeholders are defined, and improvement activities are implemented as a result of evaluation methods such as surveys and notifications. The reported complaints are evaluated by the Human Resources Directorate at the end of each month.

According to this evaluation; notifications related to loss of life or environmental safety are listed as urgent high priority; notifications that do not directly affect production but are related to the need for improvement are listed as normal priority; notifications related to warnings that do not directly affect internal and external stakeholders are listed as low priority; and notifications that can be resolved immediately are listed as complaints that can be resolved instantly according to 7 main principles:

- 1 **Transparency**
- 2 **Accessibility**
- 3 **Responsiveness**
- 4 **Objectivity**
- 5 **Confidentiality**
- 6 **Staff and Stakeholder Oriented Approach**
- 7 **Continuous Improvement**

Following the month-end assessment, the results of the evaluated complaints are communicated to the complainant(s) in the form of a written notification until the 15th day of the next month with necessary actions taken.



Ethical principles and behaviour, anti-bribery and anti-corruption, and complaint management are among the trainings Ditaş provides on an annual basis. In addition, the importance of these issues is emphasised in supplier trainings. The relevant policies are publicly disclosed on the corporate website. As Ditaş, we aim to ensure that all our internal/ external stakeholders can easily access our fundamental business ethics principles.



04

WE APPRECIATE THE VALUE



WE APPRECIATE THE VALUE

Employee Welfare

Within the framework of the value, we give to our employees, Ditaş operates on the basis of human rights and with the awareness of our responsibilities. Our perspective towards our employees, whom we approach responsibly, and our society, which we affect with our activities, is shaped by the principles of compliance with the law and transparency.

The welfare of our employees is of utmost importance in order to ensure corporate sustainability and to create value in a way that extends our activities into the future. Ditaş approaches its employees in a holistic and fair manner and stands against all kinds of inequality. In this respect, it contributes to the global **SDG 5: Gender Equality** and **SDG 10: Reducing Inequalities**.

Among our
350
full-time employees

 **326** are Men

 **24** are Women

In the management

 **5**
Women

 **26**
Men

In 2021, **4 male and 1 female personnel** were recruited. The turnover rate of our personnel is **0.9%**



THE NUMBER OF EMPLOYEES ACCORDING TO THEIR GENDER

2018		2019		2020		2021	
Female	Male	Female	Male	Female	Male	Female	Male
16	337	19	316	24	313	24	326

THE NUMBER OF EMPLOYEES ACCORDING TO THEIR AGREEMENT TYPE

2018		2019		2020		2021	
Full Time	Part Time	Full Time	Part Time	Full Time	Part Time	Full Time	Part Time
353	0	335	0	337	0	350	0

THE NUMBER OF EMPLOYEES ACCORDING TO THEIR AGE

2018		2019		2020		2021	
Female	Male	Female	Male	Female	Male	Female	Male
UNDER 30							
4	63	8	44	12	41	10	46
IN BETWEEN 30-50							
10	273	9	261	13	263	11	257
OVER 50							
2	24	2	11	1	9	3	23

THE NUMBER OF EXECUTIVES ACCORDING TO GENDER

2018		2019		2020		2021	
Female	Male	Female	Male	Female	Male	Female	Male
8	21	6	26	5	32	5	26

EMPLOYEES THAT BENEFIT FROM PARENTAL LEAVE

2018		2019		2020		2021	
Female	Male	Female	Male	Female	Male	Female	Male
THE NUMBER OF EMPLOYEES THAT BENEFIT FROM PARENTAL LEAVE							
1	25	0	20	0	19	2	15
THE NUMBER OF EMPLOYEES THAT RETURN AFTER THEIR PARENTAL LEAVE							
1	25	0	20	0	19	1	15



WE APPRECIATE THE VALUE

Staff-Management Relations

In order to prevent employees from being adversely affected by operational changes, employees and their representatives are informed in the week that senior management's approval is received following the completion of all processes prior to the transition to new practices.

Anti-Discrimination

Within the framework of human rights, all our employees are treated equally regardless of gender, race, colour, religion, language, age, nationality and opinion. Ditaş affirms that all people should be treated with respect and dignity in accordance with the International Labour Organization, the Universal Declaration of Human Rights, the Constitution of the Republic of Turkey and Labour Law No. 4867. In compliance with employee welfare policy, Ditaş acts responsibly and practices human rights standards in all fields of its operations.

The company acts with the principle of equality in the development processes, career opportunities, wage and fringe benefits management of its employees without any discrimination in recruitment and labour-related processes. In this regard, there were no cases of discrimination during the reporting period. With the principle of gender equality, no discrimination is observed in salaries and equal pay is provided for equal work. According to the remuneration policy, salary levels, current market trends and performance evaluations are taken as basis and relevant updates are made accordingly.



Freedom Of Syndication

With a 66% participation rate of its employees in collective agreement, Ditaş respects employee rights regarding union membership, election of employee representatives and the right to collective agreement in agreement with voluntary unionisation. It is committed to engage in a constructive dialogue with freely elected representatives represented by a legal union.

Anti-Child Labour and No Forced Labour Policy

Ditaş is completely against child labour and forced labour practices. In accordance with the conventions and recommendations of the International Labour Organization, the Universal Declaration of Human Rights and the Global Compact, we show zero tolerance for slavery and human trafficking and expect the same sensitivity from all our business partners.

In accordance with the European Convention on Human Rights, Ditaş stands against slavery, captivity, forced and compulsory labour and human trafficking and expects and demands all business partners and suppliers to adopt the same attitude. Ditaş also shared its expectations on the subject in the Responsible Purchasing Rules and the Ethical Code of Conduct for Suppliers Policy. The company complies with all legal legislation and regulations in this field and undertakes to take the necessary measures. There has been no violation in this area in our company and its supply chain.

During the reporting period, there were no incidents of violation of the rights of indigenous peoples. The results of the Employee Satisfaction Survey, which we have started to implement regularly every year, are evaluated in detail and necessary actions are taken regarding the issues that are not satisfactory.



WE APPRECIATE THE VALUE

Employee Development

Employees, who continuously create value with their activities, ensure that corporate success is carried further when they are supported with appropriate training. These trainings increase the motivation of our employees and contribute to higher productivity.

At Ditaş, “**Annual Training Plan**” is prepared by the relevant department officers at the beginning of November every year and announced to all personnel after the approval of the general manager. Before the Annual Training Plan is prepared, department leaders submit their training requests to the Human Resources Officer by the end of November. Employees continue to receive 1 hour of sustainability training per person per year.

Career development is guided by leadership school, executive development programmes and mentoring. The orientation process is implemented for 5 days for newly recruited white-collar employees and 3 days for blue-collar employees. In order to ensure adaptation to the working environment, new employees are not assigned any tasks for the first 5 days. .



Data Related to Training

	2018	2019	2020*	2021
Total Training Hours	5087	8914	4926	8561
Training Hours Per Employee	29	56	23	66
Training hours given to subcontractors	-	93	164	360

*In 2020, a decrease in training hours was observed due to Covid-19.

The requested and scheduled trainings are evaluated in terms of effectiveness with the end-of-training assessment and participation form. At the same time, post-training tests are conducted. A Talent Matrix is prepared to identify and monitor areas of expertise that are closely related to the field of training.

As Ditaş, the achievements of employees are rewarded through the incentive system in order to recruit qualified employees and increase their commitment. Employees with exceptional achievements are recognised and rewarded. Premium payments are made to out-of-scope personnel in accordance with the Performance Evaluation System Implementation Procedure.



WE APPRECIATE THE VALUE

Employee Development



Training List:

General Trainings	Quality Assurance Trainings	Manufacturing/ Technical Trainings	Procurement	Kaizen and Lean Production System Trainings
Compulsory OHS Trainings	Control of Non-Conforming Product and Important Characteristics Affecting Quality	Hot/Cold Forging Trainings	Raw Material Certificate Control Training	Machining
ISO 14001:2015 Environment Training	Measuring Instruments/ Measure Control	Heat Treatment Unit Trainings	Negotiation Techniques	Recommendation System and Genchi Genbutsu
ISO 51001 Energy Management System Training	MSA Training	Assembly Unit Trainings	Contract Management	Assembly
Business Ethics, Code of Conduct and Human Rights	Utilisation of Q-DAS	Maintenance and Repair Unit Trainings	Financial Literacy Trainings	Forging-Rubber Coating-Heat Treatment
PR Processes	Utilisation of Keyence-Program Curation	Machining Unit Trainings		Kaizen Training
Corporate Culture	Utilisation of Slyvac Optic-Program Curation	Packaging		Problem Solving Techniques
Branding Training	Use of Hardness Testers	Planning/Warehouse		Lean Production Techniques
Significance of Parts Produced at Ditaş	Surface Roughness Tester Usage	Rubber Coating		Lean Transformation
Notification of Customers About the Production at Ditaş	Contour Plot Device Usage			
Customer Special Request Training	SPC			
Production Risk Assessment	Prevention of Customer Complaints/Awareness			
Reading Technical Drawing	Quality Awareness Training			
6S	Metallographic Sample Preparation			
Sample Awareness Training / R&D				



WE APPRECIATE THE VALUE

Occupational Health and Safety

Ditaş implements Occupational Health and Safety (OHS) Management System in accordance with the requirements of TS ISO 45001 Standard. Occupational Health and Safety Procedure and Continuous Improvement Procedure have been established; thus, in addition to all legal regulations, an OHS system has been developed in accordance with national and international standards. Human Resources is responsible for the implementation of these procedures. Furthermore, an OHS Management Team has been established with one person from each department.

In addition to all Ditaş employees, OHS procedures must be complied with by everyone who enters and exits the workplace for reasons such as visits, internships, trainings, etc., as well as contractor company employees and managers who come for temporary or indefinite work. According to our occupational health and safety policy, we provide life insurance for full-time employees and an employer contributed PPS scheme.

Risk analyses and risk assessments are carried out in accordance with the Occupational Health and Safety Risk Assessment Regulation prepared by the Ministry of Labour and Social Security. Ditaş is classified as a hazardous workplace according to the hazard class. The risk assessment covering all employees is renewed every four years at the latest.

The risk control process is implemented in the following steps, respectively:

Planning - Decision on risk control measures - Implementation of risk control measures - Monitoring of implementations

Risks are assessed by Fine Kinney or 5x5 matrix diagram method in line with the selection made by Ditaş Risk Assessment Team.

There is an Occupational Health and Safety Board to control the actions taken and/or goals set as a result of the risk assessment.

Risk in Fine Kinney method.

$$\text{RISK} = \text{Probability of Harm (Probability)} \times \text{Frequency of Event (Frequency)} \times \text{Impact of Harm.}$$

The 5x5 Matrix Diagram is particularly used in the assessment of cause-effect relationships. This method is very useful in identifying risks that require urgent and immediate action.



The Board convenes at least every two months. In case of serious occupational accidents or important situations requiring special measures, any of the board members may call the board for an extraordinary meeting. The Board convenes with the majority of the members and decisions are taken with the majority of the votes of the participants. In the case of an equality of votes, the chairman's vote finalizes the decision.

Accident and Injury Information Regarding All Employees

In 2021, a total of 6 near-miss notifications, a total of 10 hazard notifications were made and a total of 6 occupational accidents occurred. The related accidents were evaluated as part of the risk assessment process and the necessary measures were taken.

OHS Data	2018	2019	2020	2021
Number of Accidents	7	7	3	6
Number of Occupational Diseases	0	0	0	0
Accident Frequency Rate	8,3	9,3	4,47	8,1
Lost Workday Rate	0,16	0,41	0,12	0,4
Absence rate	%1,4	%0,5	%0,1	%1,6
OHS Trainings (Hour)	2839	6074	2967	3446

With the impact of the pandemic process, risks that may adversely affect employee health have emerged. In 2021, according to our occupational health policy, we fulfilled the requirements of the TSE COVID-19 Hygiene, Infection Prevention and Control Certification Programme and were awarded the TSE COVID-19 Safe Production Certificate.



WE APPRECIATE THE VALUE

Customer-Staff Satisfaction

In agreement with the Continuous Improvement Procedure, the opinions of all employees and customers are considered to ensure continuous improvement in products and services. Thanks to the Recommendation System established in the organisation, employees present their ideas and thoughts as suggestions by transferring the problems they see in the Quality Management System to the senior management.

In addition, continuous production-oriented improvement studies are carried out in accordance with Ditaş Kaizen Methodology and Standard. In addition, the ideas, thoughts and requests of employees are collected anonymously through employee satisfaction surveys conducted at regular intervals.

Customer feedback is provided through digital surveys, directly through senior management and/or the General Director. The relevant persons are responsible for directing corrective/preventive actions and providing the necessary resources at management review meetings.

All rejected products and related complaints by customers and services are recorded in the SAP system, examined, analysed and recorded by the Quality Assurance Department.

If necessary, the examination of rejected products is initiated at the customer's site. Rejected products are recognised as a customer complaint. In relevant cases, the root causes of the problems are identified, and corrective action is initiated to prevent recurrence. In addition, the results of the inspection are presented to the customer and announced within the organisation.

Customer satisfaction surveys are conducted for our local and foreign customers at the end of each year. Customer satisfaction survey questions are carefully prepared, and the results are analysed within our institution after the answers from our customers are collected. Necessary actions are taken immediately according to the results obtained. Thus, uninterrupted growth is achieved.

Trainings implemented for customer satisfaction at Ditaş:

- Informative training on parts produced at Ditaş and customers
- Training on special requirements of customers
- Prevention of customer complaints/awareness training

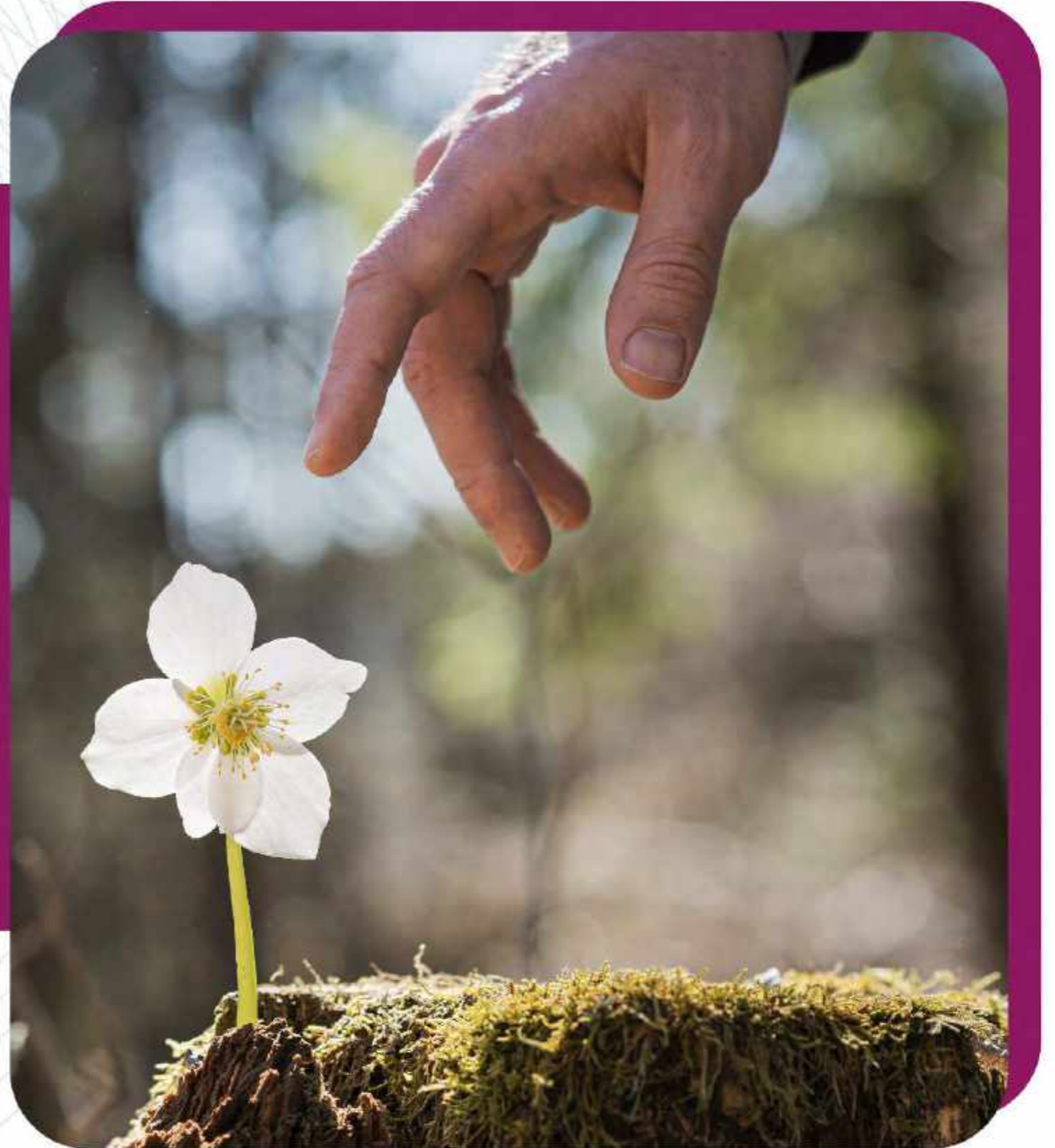
Aligning with customer confidentiality, importance is attached to ensuring corporate reliability and protecting the brand image. Thus, we intend to secure the information of all physical and electronic information assets used in the realisation of information services, in order to ensure the compliance made with third parties and to maintain the uninterrupted performance of corporate activities.

The result of the employee satisfaction survey we conducted: **72,75%**



05

WE ACT RESPONSIBLY AND TRANSPARENTLY



WE ACT RESPONSIBLY AND TRANSPARENTLY

Ditaş acts with the aim of reducing the environmental impact of its products and services and continuously improving its environmental performance aligning with the value it gives to all its stakeholders, its country and its people. The company fulfils its responsibilities by acknowledging the value of the Earth and the environment. While operating in compliance with the regulations required by the sector, it voluntarily carries out relevant research and study activities.

As Ditaş, we are committed to complying with international and local regulations, especially the European Green Deal and Carbon Border Adjustment Mechanism, as well as laws, regulations and other obligations regarding the environment. The company focuses on energy and greenhouse gas management, waste management and water management, with its Environmental Policy.

Ditaş manages its environmental processes within the framework of **ISO 14001 Environmental Management System** certification and continuously monitors and improves its performance in this area. Ditaş fully complied with environmental laws and regulations in 2021 and proved its high performance with zero penalties in this area.

The Energy Group of the Sustainability Committee and the Green Production Processes and Products Development Group meet regularly as part of the environmental management system, review the Environmental Policy and performance in this area, make decisions on relevant issues and report the meeting results to the Sustainability Committee. The company also diversifies its actions in the field of sustainability through environmentally friendly process studies.

Activities in this area are carried out under four main topics: product lightweight with alternative material technologies, efficient use of factory space and vehicles, energy efficiency and emission reduction, and supplier assessment.

The increasing importance of the circular economy model and the implementation of new regulations in line with recent developments in the field of sustainability require the production of environmentally friendly products and the optimisation of production processes. In the fight against climate crisis and the transition to a low-carbon economy, Ditaş implements projects to reduce carbon emissions and prefers to use more environmentally friendly technologies. In addition to this, Ditaş checks the chemical substances used in production processes with their CAS numbers and pays attention to their compliance with the chemicals within the scope of the 1907/2006 REACH regulation and evaluates the materials it uses mindful of their environmental impacts and works to reduce these impacts.



WE ACT RESPONSIBLY AND TRANSPARENTLY

The “**Fibre Reinforced Composite Torque Rod Development Project**”, carried out according to the TÜBİTAK-TEYDEB-1505 University-Industry Cooperation Support Programme, is for the development of a fibre reinforced thermoplastic composite, forged steel replacement torque rod for increased range in electric and hybrid vehicles and adapted to the thermoplastic matrix.

Thanks to the use of recyclable, environmentally friendly composite materials that reduce CO₂ emissions, increase range, improved fatigue strength and corrosion resistance due to light weighting in electric, hybrid and autonomous vehicles are executed.

Among the outputs of this projects are its contribution to the European Green Deal as an environmentally friendly product with its advantages such as low energy consumption, high efficiency and cost-saving shaping due to the reduction in production process steps.

In addition to this project, which is environmentally conscious and aims to minimise the use of resources, the company has produced 50% of its steel raw materials from recycled scrap in 2021 in line with its circular economy approach.



As Ditaş, we carry out activities and awareness-raising activities by considering the environmental impact of our stakeholders with the environmental management system we have shaped in line with the value we attach to the environment. In addition, we aim to increase the environmental awareness of all our stakeholders by encouraging participation in these activities.

Ditaş evaluates its suppliers with an environmental survey form in order to integrate its holistic environmental approach into the supply chain. Aligning with this assessment, it questions the availability of waste management, emission measurements, environmental permits and quality certificates, taking into consideration the documents and data on energy consumption of suppliers.

- In 2021, the environmental impact of 15 out of 46 suppliers was evaluated.
- In general, it has been concluded that there are no suppliers with negative impacts on the environment in supplier assessments.

In accordance with the Environmental Management System, Ditaş transparently shares its environmental performance with all stakeholders through its website and sustainability reports.



WE ACT RESPONSIBLY AND TRANSPARENTLY

Energy and Emissions

The growing need for energy and fuel increases the importance of access to these resources and poses a risk to the continuity of production processes, especially in recent periods, together with regulatory restrictions. Ditaş voluntarily carries out the necessary research and studies to reduce energy use and optimise its energy performance.

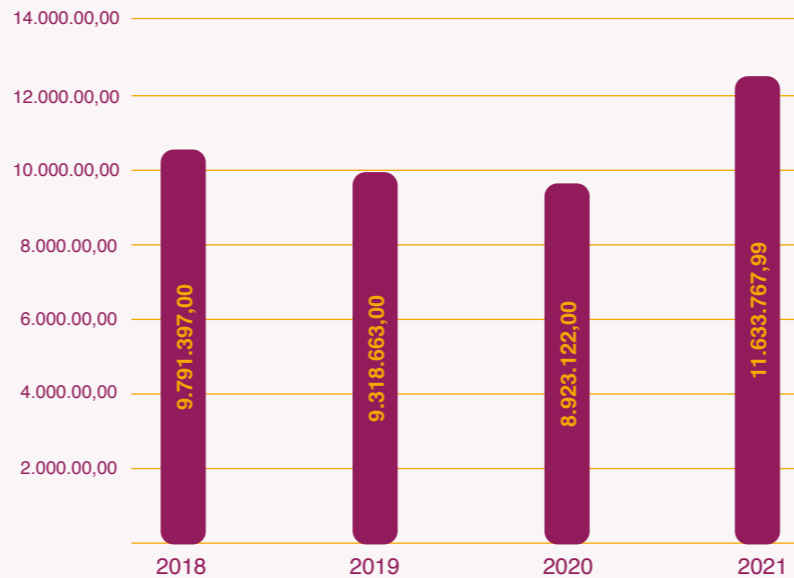
In this context, Ditaş is committed to supporting the studies carried out in this field by ensuring the continuity of the improvements related to its Energy Policy. ISO 50001 Energy Management System Standard is taken as a basis in order to plan and enhance the efficient use of natural resources.

Ditaş is the first company in the sector to hold the energy management certificate, based on reducing energy use and operating more efficiently while offering high quality products. Therefore, in agreement with global developments, it is a pioneering partner in reducing environmental impact and increasing energy efficiency through its energy management system.

Climate crisis-oriented commercial changes and the resulting global transformation are closely related to all sectors, especially the transport industry, in line with developments such as the European Green Deal and Carbon Border Adjustment Mechanism. In the light of all these developments, as Ditaş, we aim to create value for our stakeholders in a way that extends into the future by ensuring the sustainability of our activities with our efforts in the field of energy efficiency and emission reduction.

As Ditaş's production capacity increases day by day, its energy demand needs have increased correspondingly. In this context, in order to continue its activities, **the company has reached 11,633,767.61 kWh with an increase of 2,701,645.61 kWh in energy use compared to 2020.** Due to this increase in energy consumption, Ditaş steers towards energy efficiency projects and renewable energy investments.

TOTAL CONSUMPTION OF (kWh)



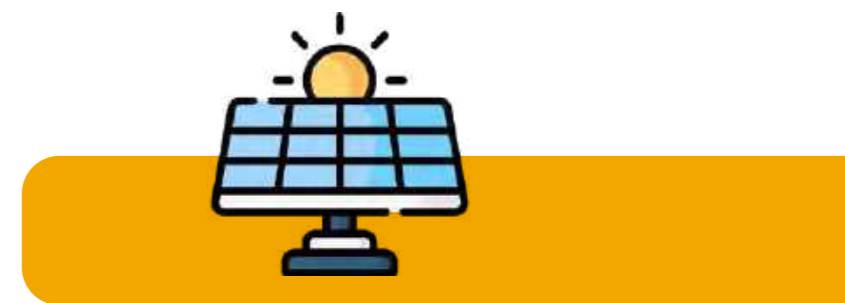
**The data between 2018-2019 covers the consumption of non-renewable energy sources in Niğde. Renewable energy consumption from SPPs, which has been put into use since 2019, is also included in this data.*

ENERGY INTENSITY RATE

Natural Gas Intensity Rate	0,003165
Electricity Intensity Rate	0,049928

Ditaş complies with all applicable laws and regulations and fulfils the requirements within the framework of its energy policy. Ditaş acts with the awareness of communicating effectively with all its stakeholders in order to create a common value in matters related to Energy Management and to achieve results that are beneficial for everyone. It improves all processes by further increasing energy performance values in the field of energy efficiency and intensity.

According to our energy sensibilities, in addition to the emphasis we place on the training of all our employees, we are also committed to contributing to the awareness of our suppliers, subcontractors, visitors, and the local community.



WE ACT RESPONSIBLY AND TRANSPARENTLY

Energy Transformation



In the field of industrial manufacturing, processes with high energy needs and therefore high costs are emerging. With the impact of the climate crisis, it is necessary to reduce energy consumption and adapt to the global transformation by the transition to a low-carbon economy model. In order to adapt to this transformation in the most effective way, Ditaş carries out projects to reduce the carbon emissions of its activities. Therefore, it comprehensively prepares for the future by taking the necessary actions, especially by increasing the use of renewable energy.

Renewable energy is in demand as an alternative resource that is inexhaustible and does not harm the environment with its ability of natural regeneration. Solar energy, which is among these resources, is considered as a very important opportunity to achieve a cleaner future compared to fossil fuels.

Ditaş contributes to building a cleaner future by increasing the use of renewable energy while increasing its production capacity. In this direction, by utilising the opportunity of solar energy, **Ditaş installed a Solar Energy System (SPP) in the administrative building in Niğde facility in 2019 and it provides 10,364 kWh of energy needs annually.** By utilising a more reliable and sustainable resource such as solar energy, it also contributes to achieving the Sustainable Development Goal 7, **Accessible and Clean Energy.**



Ditaş also identifies and utilises appropriate resources and technologies in line with its goal of achieving energy efficiency. While increasing the share of renewable energy sources in energy use, it also ensures that natural resources are used more efficiently and thus continuously improves its energy performance. While reducing energy consumption by using energy efficient products and purchasing such services, the company also regularly monitors the results of its practices in this field.

For this purpose, two energy efficiency projects were implemented in 2021 for electricity and natural gas use. In one of these projects, one 160kw/27m³/min inverter compressor was replaced with one 90kw/15.5m³/min non-inverter compressor instead of the existing two 90kw/15.5m³/min non-inverter compressors in order to reduce electricity consumption and ensure efficiency, resulting in 135,000 kWh in consumption and 222,750 TL in financial gain.

This project benefited from the incentive system as the Efficiency Increasing Project carried out by the Ministry of Industry. In addition to efficiency, the carbon monoxide settings of the existing continuous type of heat treatment furnace were updated in the use of natural gas, resulting in a 10% saving in natural gas consumption and a financial gain of 197,568 TL. With such studies, contribution has been made to the global goal of Affordable and Clean Energy in the field of energy efficiency.



WE ACT RESPONSIBLY AND TRANSPARENTLY

Carbon Footprint

Ditaş calculates its corporate carbon footprint within the framework of Scope 1, Scope 2 and Scope 3 emissions and works to minimise its environmental impact through related emission reduction initiatives. Scope 1, Scope 2 and Scope 3 emissions are calculated in tCO₂e units by including CO₂, CH₄, N₂O gases. In this calculation, the GHG Protocol was applied according to the operational control approach based on the most current year 2021.



* IPCC and Defra were taken as references for emission factors and unit conversions while making corporate carbon footprint calculations.

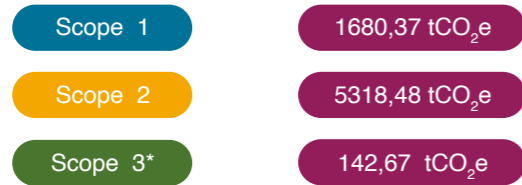
CARBON FOOTPRINT

	Emission Scope	Emission Resource	Amount of Consumption	Unit	Carbon Footprint tCO ₂ e
Scope 1	Stable Combustion	Diesel Fuel	579,68	kg	1,86
	Stable Combustion	Natural Gas	547.354,22	kg	1475,37
	Stable Combustion	Diesel Fuel	2.789,73	kg	8,92
	Stable Combustion	LPG	5.784,00	kg	17,28
	Dynamic Combustion	Gasoline - Catalytic Oxidation	5.873,61	kg	18,77
	Dynamic Combustion	Diesel Fuel	14.077,13	kg	45,55
	Dynamic Combustion	Gasoline - 4 Stroke Engine	142,77	kg	0,46
	Dynamic Combustion	Diesel Fuel	23.477,53	kg	82,58
	Refrigerant Gas	HCFC-22/R22= chlorodifluoromethane	6,23	kg	11,27
	Refrigerant Gas	HFC-227ea	2,34	kg	7,53
	Refrigerant Gas	CO ₂ -carbondioxide	16,08	kg	0,02
	Refrigerant Gas	R-410A	4,26	kg	9,6
	Refrigerant Gas	CO ₂ -carbondioxide	868,8	kg	0,87
	Refrigerant Gas	CO ₂ -carbondioxide	277	kg	0,28
Refrigerant Gas	HFC-134a	0,01	kg	0,01	
Scope 2	Electricity	Electricity (Turkey)	11.623.403,61	kWh	5318,48
Scope 3	Waste	Waste Disposal	2.796.300,00	kg	59,611
	Water	Water Consumption	84.608,00	m ³	12,607
	Wastewater	Wastewater Treatment	2.700,00	m ³	0,74
	Flights	Flight	11.582,49	kg	25,996
	Shuttles	Transportation	209.155,00	kg	43,72
TOTAL					7.141,52



WE ACT RESPONSIBLY AND TRANSPARENTLY

Carbon Footprint



*Only flights, personnel services, water, wastewater and waste were included in scope 3 emissions and calculations were made. While calculating flights, both Istanbul and Niğde data were used; only Niğde location was taken into consideration for personnel services, water, wastewater and waste.

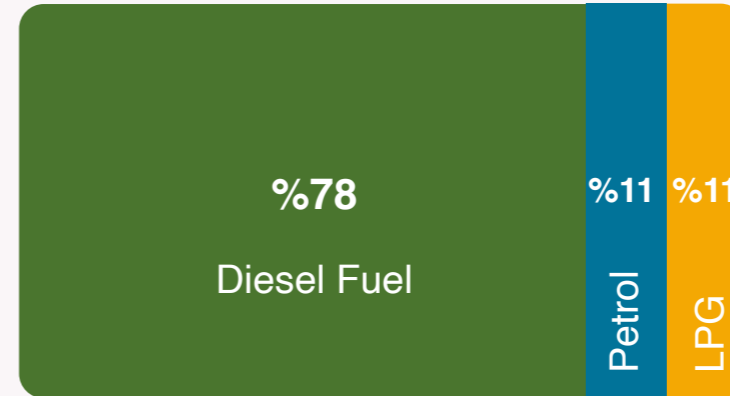
The majority of the emissions calculated for 2021 are Scope 2 emissions with a share of 75%. The remaining 24% is Scope 1 emissions and 1% is Scope 3 emissions.

In 2021, the majority of fuels that cause emissions and are consumed to meet energy needs are diesel fuels with a share of 78%. This is followed by petrol and LPG consumption with equal shares of 11%.

In 2021, most of the vehicle park was converted to hybrid vehicles



2021 FUEL CONSUMPTION



Air emissions released at corporate level adversely affect the environment and human health by causing industrial air pollution. In order to reduce pollution in this area and ensure the sustainability of its activities, Ditaş regularly controls air emissions and reports emission measurements, thus preventing air pollution and improving its environmental performance.

EMISSION MEASURE REPORT

CO	3,765	TOC	0,223233
NO _x	0,237	TOB	0,536
SO _x	0,028	H ₃ PO ₄	<0,0079
TOZ	0,9616	HNO ₃	<0,1583

*Air emissions are measured in accordance with the Regulation on the Control of Industrial Air Pollution.



WE ACT RESPONSIBLY AND TRANSPARENTLY

Water Management

Water, as a crucial natural resource, in case of irregular use, may jeopardise the ability of future generations to meet their needs. Water resources are closely related to production processes in all sectors, especially in the transport industry. In the automotive industry, there are various production processes with high water demand. Therefore, water scarcity poses a major risk in the field of sustainable production.

Ditaş utilises water diligently and carefully in accordance with resource efficiency and continues its activities with the awareness that the renewable nature of natural resources should be protected. For its activities, water is sourced from mains and wells. Well water is obtained from wells located at 3 different points. In order to determine water consumption, the amount of mains water is recorded monthly by reading the municipal meters and the amount of well water is recorded monthly by reading the well meters. In 2021, 84,608.00 m³ of water was used and the amount of discharged water was recorded as 2.700,00 m³.

WATER and WASTEWATER (m³)



**In order to measure our impact on water and improve our water management, meters were installed in the discharge areas in 2021, resulting in more reliable results.*



Ditaş uses water in every step of its production processes. Water is used to dilute the chemicals in the production process, rather than in water-containing workbenches. In particular, boron oil, which plays an important role in Ditaş's operations, is used by adding 90% water. Ditaş does not yet have any studies for the reuse of water, which has a critical place in production processes. However, in order to ensure resource efficiency in the field of water use, the heat treatment furnace was renewed in 2017 and water consumption was reduced with a closed-loop system. In addition, some faucets have been fitted with aerators to increase efficiency, and it is planned to switch to faucets with aerators after the deterioration of the faucets instead of supplying new faucets.

With an absolute rejection of any negative impact on the environment, Ditaş applies two different processes for the safe discharge of used water: In the first wastewater discharge process, wastewater from the coating and dyeing lines is discharged to the municipal sewage system after passing through the treatment plant for pre-treatment. The discharge criteria within the scope of this process are determined by Niğde Municipality every year. In the second wastewater discharge process, wastewater from all other processes is discharged into the municipal sewage system without any treatment. The discharged water is not discharged into fresh water.

As Ditaş, we contribute to achieving Sustainable Development Goal 6, **Clean Water and Sanitation**, by implementing sustainable water management in the most effective way through the controls of our activities in the field of water and wastewater, and we are committed to managing wastewater in a way that does not pose a problem for public health.



WE ACT RESPONSIBLY AND TRANSPARENTLY

Waste Management

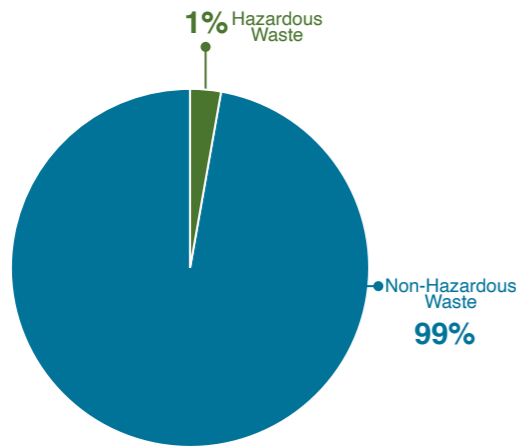
The automotive industry has the potential to generate many pollutants in addition to solid, liquid and gaseous wastes. In line with its environment-friendly approach and sustainability-oriented activities, waste is reused as much as possible to be utilised according to the circular economy model. Waste that is not suitable for reuse is recycled or disposed of in accordance with the law.

As Ditaş, we aim to use natural resources efficiently and minimise waste generation in line with the waste management system. The company was entitled to receive **Zero Waste** Certificate in 2021 with the practices of preventing, reducing, reusing, remanufacturing, producing recyclable products and sending products to licensed facilities for recycling or energy recovery. With the goal of transition to the circular economy, we aim to achieve efficiency in resource use with a responsible production model. In this context, Ditaş contributes to the United Nations Sustainable Development Goal 12, **Responsible Consumption and Production**, which is developed to ensure that economic development is integrated with social and environmental development.

In 2021, a total of 2,796,300 kg of waste, of which 32,678 kg was hazardous waste and 2,763,622 kg was a non-hazardous waste, was disposed of by domestic licensed companies in accordance with the law and no accidents such as spillage, etc. occurred during this process. 37% of hazardous waste was disposed of by recycling, 63% by incineration, and all non-hazardous waste was disposed of by recycling.



2021 WASTE DISTRIBUTION



● Hazardous Waste ● Non-Hazardous Waste

Scope 3 (kg)	2018	2019	2020	2021
Hazardous waste	83.178,00	51.712,00	41.915,00	32.678,00
Non-hazardous waste	1.539.568,00	2.151.420,00	2.178.515,00	2.763.622,00
TOTAL WASTE	1.622.746,00	2.203.132,00	2.220.430,00	2.796.300,00



06

WE ACHIEVE TOGETHER



WE ACHIEVE TOGETHER

We proceed with our pioneering activities by providing social cooperation with our solution-oriented approach. We acknowledge social responsibilities as a fundamental cornerstone of corporate sustainability and aim to create value for society with our activities.

With Ditaş Donation and Aid Policy, in the field of corporate social responsibility; education, health, sports, culture-arts, environment, etc. It can make donations and aid that are an investment in our development, our common future as a society, and the potential of young people.



Science Kit

With the support of Doğan Holding, Science Sets were sent to three schools selected in Niğde, our production location. The selection of the schools was discussed with Niğde Provincial Director of National Education, and the three schools with the greatest need were determined.



10 November Commemoration of Atatürk

As on every 10th of November, we once again express our devotion and love for Gazi Mustafa Kemal Atatürk with common thoughts and feelings and commemorate our great leader with respect, gratitude and longing. On the 83rd anniversary of the passing of the great leader Mustafa Kemal Atatürk, our ancestor was commemorated at 09:05.



Aid Parcels to Fire Regions

Aid parcels have been prepared to be sent to our regions facing fire disasters in the series of unfortunate events that we are going through as a country. As Ditaş, we are proud of having sensible employees. Our parcels containing essential materials were transported to Niğde AFAD teams and delivered to the areas in need. It is important for us to reach out to the lives in urgency.



Don't Stay Unvaccinated Ditaş

The high infectiousness of the COVID-19 virus, its unprecedented adverse impact on the health system of countries and the lack of treatments that can cure the disease to date show the importance of developing an effective and reliable vaccine against this disease. In addition, it is thought that the 60-70% community immunity required to end the pandemic can only be achieved with vaccines. Ditaş employees also acted with this awareness and were vaccinated by the health teams who came to our factory and provided vaccination services. With the awareness created with the slogan "Don't Stay Unvaccinated Ditaş", each of our personnel has carried out a diligent work with the follow-up carried out by our workplace physician and Human Resources Directorate.



WE ACHIEVE TOGETHER



World Environment Day

Under the leadership of Environment and Sustainability Officer Mrs. Arife Gözde AKAN, a pleasant retreat space was created for our staff by using only waste materials. By using idle vehicle tyres and materials and painting with waste paints, a campus-like area was created that takes our young and dynamic staff back to their university years. In our factory, which attracts attention with its lush green garden, a very colourful and pleasant working environment has been created in order to have a more joyful time during break hours and to draw attention to recycling.



Sevgi Evleri

A package full of love was prepared to be sent to childcare centres called Sevgi Evleri. An aid package consisting of educational/instructive games, toys and books was delivered to our children in Niğde Sevgi Evleri. Although we could not completely eliminate the deficiency in their lives, love packages were shared in order to bring a smile to the faces of our children.



On International Women's Day

ocial message contents that will raise awareness and gifts and applications that support women entrepreneurs are organised.



Niğde Municipality **Animal Shelter** visits are carried out and food aid is provided to our stray friends.



WE ACHIEVE TOGETHER



Employment is provided through **On-the-Job Training Programmes**, a cooperation project with İŞKUR.



The care of our dog Jesica was undertaken for social responsibility purposes.



"Take Care of Yourself for Me, Dad" awareness board has been prepared. **OHS rules** were reminded with the photographs of our children.



Our practice, which started with Salep Days and Hot Chocolate Days, continued with Ice Cream Days according to the season.



Open door meetings are held every 6 months under the chairmanship of the General Manager in order to establish the highest level of communication with the employees, to receive the requests effectively and quickly, and to follow up and finalize them.



Organisations are held in accordance with some of our traditions. Our **Aşure day** practice has now become a tradition.



In order to make our award ceremonies sincere and warm, organisations are held, and ceremonies are made permanent with certificates of achievement.



On special occasions, commemoration days and holidays, some small surprises such as gift cards are given to our employees.



GRI CONTENT INDEX

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.



GRI Standard	Disclosure	Page/Answer
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
Organizational Profile		
GRI 102: General Disclosures 2016	102-1	4,9
	102-2	9
	102-3	9
	102-4	9
	102-5	9
	102-6	9,10
	102-7	7
	102-8	35
	102-9	31
	102-10	11
	102-11	23,24,28,29
	102-12	29
	102-13	11
Strategy		
GRI 102: General Disclosures 2016	102-14	5,6
	102-15	19,20
Ethics and Integrity		
GRI 102: General Disclosures 2016	102-16	32,33
	102-17	32,33

GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
Governance		
GRI 102: General Disclosures 2016	102-18	17
	102-19	18
	102-20	18
	102-21	18
	102-22	35
	102-23	18
	102-24	18
	102-25	32,33
	102-27	18
	102-28	17
Stakeholder Engagement		
GRI 102: General Disclosures 2016	102-40	12,13
	102-41	36
	102-42	31,42
	102-43	31
	102-44	14



GRI CONTENT INDEX

GRI Standard	Disclosure	Page/Answer
GRI 102: General Disclosures 2016		
Reporting Practice		
GRI 102: General Disclosures 2016	102-45	4
	102-46	13
	102-47	14
	102-48	This report is Ditaş's first sustainability report.
	102-49	This report is Ditaş's first sustainability report.
	102-50	4
	102-51	This report is Ditaş's first sustainability report.
	102-52	4
	102-53	4
	102-54	4
	102-55	54-58
102-56	4	
GRI 200: Economic		
Economic Performance		
GRI 103: Management Approach 2016	103-1	23-25
	103-2	23-25
	103-3	23-25
GRI 201: Economic Performance 2016	201-1	25
	201-2	20
Indirect Economic Impacts		
GRI 103: Management Approach 2016	103-1	30
	103-2	30
	103-3	30
GRI 203: Indirect Economic Impacts 2016	203-1	30

GRI 200: Economic		
Procurement Practices		
GRI 103: Management Approach 2016	103-1	31
	103-2	31
	103-3	31
GRI 204: Procurement Practices 2016	204-1	31
Anti-Corruption		
GRI 103: Management Approach 2016	103-1	32
	103-2	32
	103-3	32
GRI 205: Anti-corruption 2016	205-2	32
Anti-Competitive Behavior		
GRI 103: Management Approach 2016	103-1	32
	103-2	32
	103-3	32
GRI 206: Anti-Competitive Behavior 2016	206-1	32
Tax		
GRI 103: Management Approach 2016	103-1	30
	103-2	30
	103-3	30
GRI 207: Tax 2019	207-1	30
	207-2	30
	207-3	30
	207-4	30



GRI CONTENT INDEX

GRI Standard	Disclosure	Page/Answer
GRI 300: Environmental		
Materials		
GRI 103: Management Approach 2016	103-1	42
	103-2	42
	103-3	43
GRI 301: Materials 2016	301-1	43
Energy		
GRI 103: Management Approach 2016	103-1	44,45
	103-2	44,45
	103-3	44,45
GRI 302: Energy 2016	302-1	44,47
	302-2	44
	302-3	44
	302-4	45
Water and Effluents		
GRI 103: Management Approach 2016	103-1	48
	103-2	48
	103-3	48
GRI 303: Water and Effluents 2018	303-1	48
	303-2	48
	303-4	48
	Emissions	
GRI 103: Management Approach 2016	103-1	46,47
	103-2	46,47
	103-3	46,47

GRI 300: Environmental		
Emissions		
GRI 305: Emissions 2016	305-1	46,47
	305-2	46,47
	305-3	46,47
	305-4	46,47
	305-5	46,47
	305-6	46,47
	305-7	47
Waste		
GRI 103: Management Approach 2016	103-1	49
	103-2	49
	103-3	49
GRI 306: Waste 2020	306-1	49
	306-2	49
	306-3	49
	306-4	49
Environmental Compliance		
GRI 103: Management Approach 2016	103-1	42
	103-2	42,43
	103-3	43
GRI 307: Environmental Compliance 2016	307-1	42
Supplier Environmental Assessment		
GRI 103: Management Approach 2016	103-1	43
	103-2	43
	103-3	43
GRI 308: Supplier Environmental Assessment 2016	308-2	43



GRI CONTENT INDEX

GRI Standard	Disclosure	Page/Answer
GRI 400: Social		
Employment		
GRI 103: Management Approach 2016	103-1	35
	103-2	35
	103-3	35
GRI 401: Employment 2016	401-1	35
	401-2	36,39
	401-3	35
Labor/Management Relations		
GRI 103: Management Approach 2016	103-1	36
	103-2	36
	103-3	36
GRI 402: Labor/Management Relations 2016	402-1	36
Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1	39
	103-2	39
	103-3	39
GRI 403: Occupational Health and Safety 2018	403-1	39
	403-2	39
	403-3	39
	403-4	39
	403-5	39
	403-7	39
403-8	39	
403-9	39	

GRI 400: Social		
Training and Education		
GRI 103: Management Approach 2016	103-1	37
	103-2	37
	103-3	37,38
GRI 404: Training and Education 2016	404-1	37,38
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1	35
	103-2	35
	103-3	35
GRI 405: Diversity and Equal Opportunity 2016	405-1	35
Non-Discrimination		
GRI 103: Management Approach 2016	103-1	36
	103-2	36
	103-3	36
GRI 406: Non-Discrimination 2016	406-1	36
Freedom of Association and Collective Bargaining		
GRI 103: Management Approach 2016	103-1	36
	103-2	36
	103-3	36
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	36



GRI CONTENT INDEX

GRI Standard	Disclosure	Page/Answer
GRI 400: Social		
Child Labor		
GRI 103: Management Approach 2016	103-1	36
	103-2	36
	103-3	36
GRI 408: Child Labor 2016	408-1	36
Forced or Compulsory Labor		
GRI 103: Management Approach 2016	103-1	36
	103-2	36
	103-3	36
GRI 409: Forced or Compulsory Labor 2016	409-1	36
Rights of Indigenous People		
GRI 103: Management Approach 2016	103-1	36
	103-2	36
	103-3	36
GRI 411: Right of Indigenous People 2016	411-1	36
Socioeconomic Compliance		
GRI 103: Management Approach 2016	103-1	36
	103-2	36
	103-3	36
GRI 419: Socioeconomic Compliance 2016	419-1	36

Sustainable Development Goals Index

	Gender Equality	Page 35
	Clean Water and Sanitation	Page 47
	Affordable and Clean Energy	Page 44
	Decent Work and Economic Growth	Page 24
	Industry, Innovation and Infrastructure	Page 29
	Reduced Inequality	Page 35
	Responsible Consumption and Production	Page 24,48



This report may contain general information on legal issues, which is not advisory. This information is provided "as is" without any express or implied representation or warranty, and Ditaş makes no representations or warranties with respect to the legal information contained in this report. It is not guaranteed that this information will be complete, accurate, up-to-date or non-misleading, permanent and invariant. Ditaş, its employees, directors and other persons and organizations involved in the reporting process cannot be held liable for any damages that may arise out of the use of the information presented in this report.

You can reach us via surdurulebilirlik@ditas.com.tr for inquiries about Ditaş's sustainability endeavors and this report.

Web
<https://www.ditas.com.tr/>

Address
İlhanlı, Kayseri Yolu No:3, 51100 Niğde Merkez/Niğde

Reporting Consultant & Report Design



info@semtrio.com
www.semtrio.com

